



JUNE 2021 | ISSUE 12

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In recent times I have been spending more time at the 'coal face' on our myriad number of construction sites, both in the greater Perth metro area and the South West region.

In some instances, I have arrived on site unannounced and a few of our more recent starters who do not know me have made some interesting comments or taken actions that have surprised me, though they have mostly been positive. I see a parallel with the TV series 'Undercover Boss' although it is not my intention to covertly spy on our workers. My intention is to observe our field behaviours, whilst encouraging good practices and deterring negative ones. The ultimate aim being to ensure we are working at peak efficiency in the increasingly demanding and to the very tight delivery programs required in the thriving land development industry. We are now in a new norm with work volumes having increased exponentially in the last 12 to 15 months requiring a higher level of output to meet our clients' required outcomes.

I am enjoying my site experiences immensely, despite the cold wet weather and have even taken on the Site Supervisor role on one of our sites to fill in for one of our staff whilst he is on annual leave for a couple of weeks. We have sufficient back up in our workforce but this opportunity to get back on the tools was too good to pass up for me, having started in this industry working in the trenches. Getting back in touch with the ground level and indeed the below ground level crews allows me to assess firsthand where we are working well and where we can improve. Over the past couple of months it has been great getting to know our people better and I feel so fortunate to have so many really great people working for us.

Another area we are investing time and resources into is staff training across all levels of the business. The business has a preference to train and promote individuals from within the company as well as recruiting new staff. All staff are encouraged to undertake relevant training so that they can develop new skills and capabilities to step up into higher roles as they become available.

The company has also welcomed back a couple of old faces – my Father Ray Wormall and my Uncle Rod Wormall. With over 100 years combined industry experience Dad and Rod are implementing a comprehensive training program for our machine operators and particularly focusing on a new training manual for our drainage crews.

As we turn our attention to all things relating to the end of the financial year, we reflect on what a roller coaster of a financial year it has been. We delivered a record number of lots (2406) in the last six months of 2020 due primarily to the government stimulus programs. We saw a quite period in the Christmas/New Year holiday break when we grabbed our collective breath then in February the second wave hit us and continues to roll on, with strong sales due to continuing high demand for land and housing and the beginnings of increased interstate migration.

Challenges for our industry include staff shortages, subcontractor availability and supplier shortages, the most critical being the unprecedented shortage of trucks (and drivers) required to deliver sand and other quarry products to sites. Escalating rates being paid to these crucial providers does not always guarantee on time delivery.

Competing with Metronet, Main Roads WA major road projects and the booming resources sector requires a high level of strategic planning and creative thinking to ensure we meet can compete and deliver on our commitments to our highly valued clients.

I would also like to take the time to congratulate Roxley Penney and our HSE Department who continually demonstrate the importance of working to safe work systems. Our final TRIFR number for 2020/2021 is 6.93, seeing a reduction of 4.43 in what was our busiest time in the history of Wormall Civil.

Stay safe, stay healthy and let's get the message out there: we need more local workers, preferably from within our own country, but if they aren't there, then let's reintroduce the former 457 Visa program now 482 Visas again for international workers to top up our skilled workforce.

Shane Wormall
Managing Director

Wormall
CIVIL

WORMALL CIVIL FEATURE PROJECT: BUSHMEAD

Name of Project: Bushmead Estate

Consulting Engineer: Stantec

Client: Cedar Woods

Wormall Civil Project Manager: Shane Hosking

Wormall Civil Site Supervisor: Martin Sczcepanik

Wormall Civil commenced work in March 2021 in the Southern cell at Bushmead Estate on a 2 year term contract. The first stage of awarded works was bulk earthworks for Stages 11 and 12. These lots are elevated being at the top of the hill and have fantastic city views. The lots sizes range from the smaller terrace lots at 180m² to larger lots ranging from 715m² to 931m².

There are stringent environmental guidelines Wormall Civil are adhering to on site as the estate is surrounded by natural bushland and conservations areas.

Wormall Civil were required to retain and protect a number of fauna breeding trees around the estate during the clearing process to provide a habitat for birdlife in the area. The scope of works for the bulk earthworks include 110,000m³ of sand cut to fill, 50,000m³ of clay grading and the import of 160,000 tonne of clean sand.

Wormall Civil have now been awarded the civil works for Stage 12. Works commenced in May 2021 and the scope includes the installation of 2.5 km of sewer, 2 km of stormwater and subsoil and 2.3km of water infrastructure. There is also extensive retaining walls with varying finishes ranging from natural earth blockwork to render to natural stone.

Due to the overall size of the stage the ground conditions vary throughout, ranging from sand to clay to hard rock. This adds another challenge for the Wormall Civil crew to overcome.

Being the first stage in the southern cell, all services need to be brought from outside the subdivision meaning extensive traffic management and public interface.

Stage 12 civil stage is due for completion in early December 2021.



PROJECT UPDATE: MIDLAND BRICK HARDSTAND UPGRADE

Name of Project: Midland Brick Hardstand Upgrade

Consulting Engineer: TABEC

Client: Hesperia

Wormall Civil Project Manager: Mike O'Donoghue

Wormall Civil Site Supervisor: Martin Szczepanik

Wormall Civil were awarded the contract for the Midland Brick Hardstand Upgrade. The contract works had to be undertaken within the Midland Brick facility without causing any disruption to extensive plant operations at the site. The site is located directly adjacent the Swan River in Middle Swan and careful environmental consideration had to be undertaken during construction activities to avoid any impact to the surrounding area.

The scope of works included the following;

- Creation of a new 1 hectare drainage basin including 15,000m³ earthworks cut to fill.
- Earthworks to the existing drainage basin to create hardstand area and new hardstand drainage basin which included approx. 120,000m³ of earthworks using a combination of on site cut to fill and import fill. Works had to be undertaken with careful consideration to the private High Pressure gas line that is located within the proposed hardstand works area.
- Installation of 5 hectares hardstand pavement which included import of 25,000 tonne of limestone and 20,000 tonne of roadbase.
- The completion of the hardstand included primer seal, kerbing, brick paving, asphalt and guard rail installation.
- Extension of the existing drainage network within new hardstand with drainage pipe sizes ranging from 300mm diameter. to 900mm diameter.
- Installation of a drainage pump station and nearly 1km of above and below ground 315mm dia. PE pipe drainage pressure main.

Installation of over half a kilometre of double storey sea container temporary noise wall filled with ballast including 20,000m³ cut to fill of clay material to widen existing batter. Coordination of sea container delivery, unloading and installation using a 220 tonne crane was required to mitigate any disruption to the brick facilities operation. The sea container noise wall had to be installed adjacent to existing mature eucalyptus trees and a High Pressure Gas Corridor.



WORMALL COWARA

Wormall Cowara have been busy with numerous bespoke projects in our South West region. Here is a look at some of our most recent projects.

Wildwood Road, Yallingup

Scope of works – Road construction, Dam construction and Landscape works.

Wormall Cowara contracts directly to the main contractor, Deep Green. Works quoted and supervised by Fred Bonjolo.



Vasse Yallingup Siding Road, Quindalup

Scope of works – Clearing, Excavation, Bridge installation.

Wormall Cowara worked directly for The Water Corporation of Western Australia installing 4 x 11.3m x 1m wide spandek pre-cast sections on a Water Corporation reserve.



Puzey Road, Wilyabrup

Scope of works – Grading, Gravel import, Spread trim & compact; Supply and lay 2 coat seal and asphalt to main carpark and turning areas and flush kerbing.

Wormall Cowara worked directly for Vasse Virgin Soap Company and was supervised by Fred Bonjolo.



Fresian Drive, in the Cowaramup Light Industrial Area

Scope of works – Supply & install drainage, earthworks to parking areas, import, spread trim & compact gravel, lay 30mm asphalt and install flush kerbing.

Wormall Cowara worked directly for the client, Tony Colley.



HSEQ UPDATE

The Scan-Safe program has seen more than 200 hazards spotted and reported through our new QR Code log in points since late April. Of these over 95% have been immediately rectified and the remaining 5% risk rated and closed out in the required timeframes.

As part of the program roll out we have selected at random several employees and rewarded them with a \$50 gift voucher as a small token of our appreciation in their efforts to make our project areas safer.

We thank them and to all who have submitted a Scan-Safe report. Only with everyone's help can we achieve an incident free work place.

So, to all our Wormall Civil employees... *Will you be the next winner?*



Bradley Bronn



Fran Ryan receiving his gift card from Graham Broom

SAFETY STATS

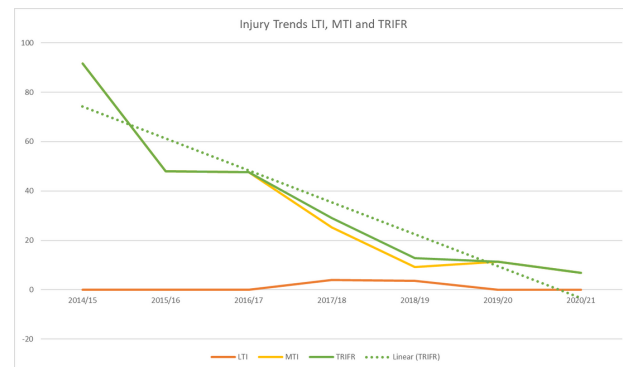
One of the most important KPI's we track as a business is the Total Recordable Injury Frequency Rate or TRIFR.

It's so important as it's a key indicator on how safe our most important assets are at the project level – OUR People.

The Wormall Civil HSEQ Department are extremely proud to reveal a 2020/2021 TRIFR rate of 6.93 which is a reduction of 39% on 2019/2020's rate, and well below the industry benchmark standard rate of 28.00.

This amazing result is not only through the work of the HSEQ Department, but also through the dedication and commitment to a safe workplace by everyone working on our projects.

Together We Deliver and this result proves that mantra.



OPTIMISM BIAS

To thrive in the world of construction projects, we need a healthy dose of optimism. But there is a downside to optimism; it creates blind spots. When optimism goes unchecked, it can cloud our critical thinking and allow us to accept unrealistic assumptions and estimates.

Ensuring our organisation encourages scrutiny and broad stakeholder engagement in risk management is a proven strategy to address optimism bias.

Effective Risk Management helps us address common challenges including:

- Underestimating the time and cost to complete tasks.
- Anchoring our expectations to the first estimate provided...even when we know it was developed with limited scope definition.
- Underestimating the difficulties associated with complex projects.
- Overestimating a project's benefits.



Site Supervisor Darryl Clarke showing off his new set of wheels. An example of optimism bias.

WORMALL CIVIL COMMUNITY INVOLVEMENT

National Reconciliation Week 2021

More than a word. Reconciliation takes action.

Wormall Civil continues to strive to support and work alongside First Nations people to help create a nation strengthened by respectful relationships between the wider Australian community, and Aboriginal and Torres Strait Islander peoples.

As apart of Wormall Civils' commitment in moving towards a recognised Reconciliation Action Plan and to continue our ongoing cultural education, we are thrilled to share this year's National Reconciliation Week activities.

Local Noongar Aboriginal artist, Melissa Spillman has created a piece of artwork for Wormall Civil which we have featured on a fuel tank and around our site huts.



New fuel tank featuring Melissa Spillman's artwork and Wormall Civil employees pictured below with our Acknowledgment of Country boards on site huts across Perth Metro and South West projects. Thank you to the team at Design Signs for their assistance on this project.



The series of dots throughout the Aboriginal Nations represent areas of Wormall Civil operations



Series of dreaming symbols throughout the artwork represent achievements and successes



The meeting place represents Wormall Civil and the greater communities working together- Together We Deliver



Journey tracks throughout the artwork symbolise the journeys and pathways walked by everyone involved throughout the projects



Handprints in the painting represent the ongoing respect for the land that Wormall Civil operates on



WORMALL CIVIL COMMUNITY INVOLVEMENT

Australia's Biggest Morning Tea

On Thursday 27th May, Wormald civil played host to The Cancer Council's Biggest Morning Tea.

We raised funds which will help The Cancer Council's life saving research, prevention and support programs. This year, our bake off theme was "lemon."

We had a lovely selection of sweets, but there could only be one winner... Congratulations to Maggie Stidworthy, Accounts Officer who won with her delicious Lemon Coconut Slice. Thank you to all of our chefs on the day.



LEMON SLICE BASE

- 80gram Butter
- 250grams (3/4 cup) sweetened condensed milk
- 250grams plain biscuits (Arnott's Marie)
- 1 cup desiccated coconut
- Lemon juice & zest from 1 lemon

LEMON FROSTING

- 360grams pure icing sugar
- 90grams butter (softened to room temp)
- 5 tbs extra lemon juice
- 3 tbs desiccated coconut

METHOD

1. Grease and line a 22cm X 32cm rectangular slice tin with baking paper.
2. Crush Biscuits and place into bowl.
3. Add coconut and grated lemon rind. Mix to combine.
4. Add melted butter, condensed milk, and juice from 1 lemon to the biscuit mixture. Mix thoroughly until well combined.
5. Press into prepared tin and place into fridge.
6. In a bowl, whisk the icing sugar, room temperature butter and extra lemon juice in a bowl until creamy and 'frosting like' – if the frosting is too thick to spread add a little more lemon juice.
7. Store in an airtight container in the fridge for up to a week

INTRODUCING WORMALL CIVIL TEAM MEMBER: SHAUN PETERS

Drainer

What do you like most about your job?

Being outdoors, doing physical work with a good crew

What does your job entail?

Installing pipe work- mostly sewer, but also drainage, water and gas

What would do for a career if you weren't doing this?

Probably would be a personal trainer

How would you best describe your job to a child?

Getting a digger to dig a hole so I can jump in with a shovel and put pipe in the ground

What is the best career lesson you've learned so far?

Do it once, do it right

If you could learn to do anything, what would it be?

Music production, I love music and would love to be able to make my own

If you could meet anyone, living or deceased, who would you want to meet?

Kobe Bryant or Daniel Dumile (aka MF Doom)

What's a fun fact about you people may not know?

I'm a massive Lana Del Rey fan, we even named our daughter after her



WORMALL CIVIL STAFF MILESTONES



Sam McKersey

Site Supervisor

10 Years



Johnson Taylor

Congratulations on the safe arrival of Blair Jordan Taylor



Michael Elphinstone

Congratulations on the safe arrival of Oliver Ross Elphinstone



Sam Prescott

Congratulations on the safe arrival of Millie June Prescott



June Toy

Congratulations on becoming a Nanna to Xavier



Christina Beglin

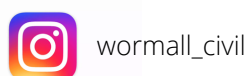
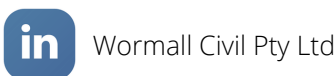
Congratulations on becoming a Grandma to Nate

WELCOME TO THE TEAM

- Ray Wormall
- Rod Wormall
- Szymon Lizak- Construction Manager
- Lee Parker- Site Supervisor
- Craig Bennett- Site Supervisor

- Oliver Maskell- Purchasing Officer
- Tara Stroud- South West HSEQ Coordinator
- Niroshan Shanmugalingam- HSEQ Clerk
- Lekzen Wangmo- HSEQ Clerk
- Emily Mason- HSEQ Clerk

Congratulations to Mark Kinsella on being promoted to Site Supervisor, and all the best and thank you to Fred Bonjolo of Wormall Cowara as he heads into retirement.



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