

## Mission Statement

Our mission is to provide uncompromised project management, never wavering in our commitment to deliver projects on time, within budget, to our clients' quality, safety and environmental specification requirements.

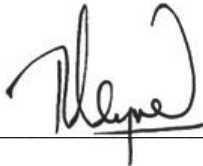
To achieve this, CivilTeam Engineering will, at all times, endeavour to develop corporate partnerships to understand our clients' goals.

Teamwork, accountability and respect are the hallmarks of CivilTeam Engineering's work culture and ethos, both in our internal and external dealings. CivilTeam Engineering's staff will lead by example from the Managing Director through to the Leading Hands.

### **The key attributes that CivilTeam Engineering brings to a project include:**

- A young dynamic team of professionals with a combined goal to achieve stakeholder satisfaction through attitudes, commitment and performance.
- An excellent track record of direct management, construction management, project management, site management and supervision responsibilities, and experience of delivering numerous infrastructure projects.
- The ability to manage and provide local resources through extensive local knowledge and professional relationships.
- Involvement of the shareholders in the day-to-day management of the company, ensuring our projects are delivered to our stakeholders' and clients' specified requirements.

Signed: \_\_\_\_\_



Managing Director  
CivilTeam Engineering Pty Ltd

Date: \_\_\_\_\_

14th May 2009

## CivilTeam Engineering

is a Civil Contractor with multi disciplined experience.

In partnership, we endeavour to grow with you in achieving mutual goals.

Our: **QUEST**  
Quality, Unity, Environmental, Safety & Time

Together we can combine flexibility, people, creativity and professionalism to achieve outstanding results.

## Understanding your goals...

- Water Infrastructure
- Bridges
- Rail Civil
- Roads
- Airport Infrastructure
- Materials Handling
- Bulk Earthworks
- Infrastructure
- And More

Delivering projects on time, within budget, assuring Quality, Safety and Environmental specification requirements.

CivilTeam Engineering is a progressive Australian owned and operated civil construction company managing sites throughout Australia.



## CivilTeam Engineering

Web: [www.civilteam.com.au](http://www.civilteam.com.au)

Phone: 1300CivilTeam

Fax: 02 6672 5399

Mail: PO Box 50, Murwillumbah, NSW 2484

## Table of Contents

Introduction to CivilTeam Engineering	1
Creating Partnerships	2
Project 34: Upgrade Works to Eight Aerodromes, Department of Infrastructure and Transport, WA and NT	4
Project 33: Toowoomba Aerodrome Upgrade, Toowoomba Regional Council, Toowoomba QLD	5
Project 32: Dorrigo Mountain Landslide Remediation, Roads and Traffic Authority of NSW, Dorrigo, NSW	6
Project 31: Rail Infrastructure Upgrade, Goonyella to Abbot Point, CoalConnect Alliance, Bowen Basin QLD	7
Project 30: Stage 2 Namoi 14km Pipeline and Pump Stations, Narrabri Coal Operations, Narrabri NSW	8
Project 29: Upper Darling Salt Interception Scheme - Construction of Detention Ponds, Office of Water (NSW), Bourke NSW	9
Project 28: Construction of Six Bridges, Walgett Shire Council, Walgett NSW	10
Project 27Y: Yallakool Creek Weir - Construction of Weir Refurbishment Works and a Fishway, State Water, Deniliquin NSW	11
Project 27: Stevens Weir - Construction of a Fishway, State Water, Deniliquin NSW	12
Project 26: Construction of a Rising Main Pipeline, Moree Shire Council, Moree NSW	13
Project 25: Lake Morris Road Embankment Landslip Remediation, Cairns Regional Council, Cairns QLD	14
Project 24: Parkes Airport Runway Rehabilitation, Parkes Shire Council, Parkes, NSW	15
Project 23: Donaghy's Bridge Replacement, Byron Bay Shire Council, Mullumbimby NSW	16
Project 22: Berkely Cut Rehabilitaiton Stabilisation Works on F6 Southern Freeway, RTA, Wollongong NSW	17
Project 21: Removal of Manyweathers Weir, State Water, Casino NSW	18
Project 20: Lake Vermont Spur Line, QR Network Pty Ltd, Lake Vermont Mine, Qld	19
Project 19: 330kV Overland Power Transmission Line, John Holland Power, Mudgee, NSW	20
Project 18: Cairns Airport - Runway 33 Threshold RESA Upgrade, Cairns Ports, Cairns, Qld	21
Project 17: Cairns Airport - Apron Bays 18 to 22 Upgrade, Cairns Ports, Cairns, Qld	22
Project 16: Construction of Two Steel Water Reservoirs, Moree Plains Shire Council, Moree, NSW	23
Project 15: Demolition and Replacement of Bridges, Kyogle Shire Council, Kyogle, NSW	24
Project 14: Queensland Rail - Goonyella, System Three Feeder Stations, TrackStar Alliance, Sarina, Qld	25
Project 13: Moree Waste Management Facility, Moree Plains Shire Council, Moree, NSW	26
Project 12: Cairns Airport, Domestic GSE Parking Area Relocation, Cairns, Qld	27
Project 11: Cairns Airport - 850 m open drain, Cairns Port Authority, Cairns, Qld	28
Project 10: Lake Eacham Day Use Area, EPA Qld, Lake Eacham, North Qld	29
Project 09: Cairns Airport - Apron Bay 23 Upgrade, Cairns Airport Pty Ltd, Cairns, Qld	30
Project 08: Nammoona Rail Loop Extension, Transport Express Joint Venture, Casino, NSW	31
Project 07: Braunstone Rail Loop Extension, Transport Express Joint Venture, Grafton, NSW	32
Project 06: Moranbah Power Station Civil Works, Ergon Energy, Moranbah, Qld	33
Project 05: Goodooga Storm-water Drainage Improvements, Department of Commerce, Goodooga, NSW	34
Project 04: Fred Haigh Dam Project, SunWater, Bundaberg, Qld	35
Project 03: Mindi & Braeside Substation and Track Sectioning Cabin Civil Works, Queensland Rail, Mackay, Qld	36
Management Systems	
Company Goals, Resources & Achievements	
Policy Statements	
Contact Details	
Current Company Structure	



# UPGRADE WORKS TO EIGHT AERODROMES DEPARTMENT OF INFRASTRUCTURE, TRANSPORT, REGIONAL DEVELOPMENT AND LOCAL GOVERNMENT DESERT COUNTRY TRISTATE AREA, WA and NT

**Project Ref**

34

**Client**

Department of Infrastructure, Transport, Regional  
Development and Local Government

**Address**

Desert Country Tristate Area, WA and NT

**Description of the Works Undertaken**

- Resealing runways, taxiways and aprons
- Dragging and rolling taxiways and runways
- Restoring or replacing markers
- Track construction
- Electrical works
- Camel proof fencing

**Contract Value**

\$1.8 m

**Contract Period**

December 2010 to December 2011

**Demonstrated Relevant Experience**

- General civil construction
- Airport pavement construction
- Spray seal application
- Managing works in isolated areas

**Other Relevant Features**

- Principal Contractor
- Project Management
- Remote region works
- Difficult access







# TOOWOOMBA AERODROME UPGRADE TOOWOOMBA REGIONAL COUNCIL TOOWOOMBA, QLD

**Project Ref**

33

**Client**

Toowoomba Regional Council

**Address**

Toowoomba, QLD

**Description of the Works Undertaken**

- Extension of runway at both ends
- Threshold bypass nodes and turning nodes
- Extension of General Aviation (GA) Apron and Parking Area
- Reconstruction/widening of existing eastern taxiway
- New stormwater drainage under eastern taxiway
- Upgrade of electrical and lighting services
- Main runway asphalt overlay

**Contract Value**

\$7.5 m

**Contract Period**

December 2010 to April 2011

**Demonstrated Relevant Experience**

- Civil construction within a controlled, operating airport
- Airport pavement construction
- Asphalt overlay
- Lighting and electrical installation
- Site landscaping
- Completion of works in a short timeframe

**Other Relevant Features**

- Principal Contractor
- Project Management



**Project Ref**  
32

**Client**  
Roads and Traffic Authority of NSW

**Address**  
Waterfall Way, Dorrigo NSW

- Description of the Works Undertaken**
- Installation of bored piles to two landslip sites
  - Installation of ground rock anchors
  - Shotcreting on vertical face in difficult access locations
  - Construction of pile cap, type F barriers and Tri Beam guardrail
  - Traffic control on busy Waterfall Way through narrow worksite
  - Majority of works undertaken at night

**Contract Value**  
\$1.45 m

**Contract Period**  
October 2010 to January 2011

- Demonstrated Relevant Experience**
- Working at heights
  - Detailed excavation
  - Environmental management in a World Heritage Site
  - Concrete structures
  - Road reinstatement and formation
  - Working in an unstable environment
  - Piling in a narrow workspace

- Other Relevant Features**
- Principal Contractor
  - Project Management







# RAIL INFRASTRUCTURE UPGRADE, GOONYELLA TO ABBOT POINT EXPANSION PROJECT COALCONNECT ALLIANCE BOWEN BASIN, QLD

**Project Ref**  
31

**Client**  
CoalConnect Alliance -  
Leightons Contractors Pty Ltd

**Address**  
Goonyella to Abbot Point  
Bowen Basin, QLD

**Description of the Works Undertaken**

- Identification and protection of services
- Excavation of pipeline by hit & miss method
- Construction of base slab
- Excavation of earthen plugs and completion of encasement
- Continuous welding of pipes under pressure
- Bell hole of pipe joints
- Installation of RCBC and placement of flexible fill protection

- Installation of RCP lines adjacent to works
- Backfill of pavement to finish level

**Contract Value**  
\$1.3 m

**Contract Period**  
October 2010 to January 2011

**Demonstrated Relevant Experience**

- Placement of culvert and pipes
- Concrete construction in restricted environments
- Detailed excavation around services
- Work within controlled environment
- Asset protection
- Working with live high pressure water main
- Environmental management

**Other Relevant Features**

- Project Management





# STAGE 2 NAOMI 14km PIPELINE AND PUMP STATIONS NARRABRI COAL OPERATIONS NARRABRI NSW

## Project Ref

30

## Client

Narrabri Coal Operations

## Address

Narrabri NSW

## Description of the Works Undertaken

- Construction a 14km pipeline and associated pumpstations
- Pipelaying, commissioning and testing
- Earthworks, excavation and backfill
- Insitu concrete structures and steel work
- Access roads and environmental controls

## Contract Value

\$2.3 m

## Contract Period

October 2010 to February 2011

## Demonstrated Relevant Experience

- Pipelaying and pressure testing
- Detailed excavation and environmental management
- Working in and around services

## Other Relevant Features

- Principal Contractor
- Project Management







# UPPER DARLING SALT INTERCEPTION SCHEME - CONSTRUCTION OF DETENTION PONDS OFFICE OF WATER (NSW) BOURKE NSW

**Project Ref**

29

**Client**

Office of Water (NSW)

**Address**

Bourke NSW

**Description of the Works Undertaken**

- Construction of 600m by 600m detention pond
- Pipelaying, commissioning and testing
- Earthworks, excavation and backfill
- Insitu concrete structures and steel work
- Access roads and environmental controls

**Contract Value**

\$1.5 m

**Contract Period**

August 2010 to December 2010

**Demonstrated Relevant Experience**

- Fencing works
- Concrete structures

**Other Relevant Features**

- Principal Contractor
- Project Management



**Project Ref**

28

**Client**

Walgett Shire Council

**Address**

Walgett NSW

- Castlereagh River Bridge
- Cumberland Bridge
- Sparkes Warrumbool Bridge
- 26 Mile Bridge
- 1st Epping Bridge
- Epping Bridge

**Description of the Works Undertaken**

- Driven piles to abutments and centre piers
- Precast abutments, headstocks and wingwalls
- Varied spans from single to four span
- Demolition of existing timber bridges
- Environmental control in river environment
- Construction of roads and access tracks

**Contract Value**

\$2.5 m

**Contract Period**

May 2010 to February 2011

**Demonstrated Relevant Experience**

- Working in a fragile environment with strict environmental controls
- Working at heights
- Precast installation
- Multi-site construction and coordination

**Other Relevant Features**

- Principal Contractor
- Project Management







# YALLAKOOL CREEK WEIR - CONSTRUCTION OF WEIR REFURBISHMENT WORKS AND A FISHWAY NSW STATE WATER DENILIQUN NSW

**Project Ref**  
27Y

**Client**  
State Water Corporation (NSW)

**Address**  
Yallakool Creek Weir, Deniliquin NSW

- Description of the Works Undertaken**
- Cofferdam construction and dewatering
  - Shoring works and erosion protection
  - Earthworks, excavation and backfill
  - Construction of fishweir and demolition works
  - Electrical, metal and concrete works
  - Access walkways and tracks

**Contract Value**  
\$3.4 m

**Contract Period**  
June 2010 to April 2011

- Demonstrated Relevant Experience**
- Dewatering and working in a riverine environment
  - Metalwork and precast concrete procurement and installation
  - Detailed excavation and environmental management
  - Electrical and mechanical work
  - Concrete structures including high walls

- Other Relevant Features**
- Principal Contractor
  - Project Management





**Project Ref**  
27

**Client**  
State Water Corporation (NSW)

**Address**  
Stevens Weir, Deniliquin NSW

**Description of the Works Undertaken**

- Cofferdam construction and dewatering
- Permanent sheetpiling and shoring works
- Earthworks, excavation and backfill
- Construction of fishweir and demolition works
- Electrical, metal, mechanical and road works
- Clearing in a state forest

**Contract Value**  
\$4.1 m

**Contract Period**  
March 2010 to April 2011

**Demonstrated Relevant Experience**

- Dewatering and working in a riverine environment
- Metalwork and precast concrete procurement and installation
- Detailed excavation and environmental management
- Electrical and mechanical work
- Concrete structures including high walls

**Other Relevant Features**

- Principal Contractor
- Project Management



Project Ref  
26

Client  
Moree Shire Council

Address  
Moree NSW

Description of the Works Undertaken

- Supply and Installation of Rising Main Pipeline
- Installation and Commissioning of Pumps, alarms and control panels
- Design and Construction of Collection tank and Pump House

Contract Value  
\$1.4 m

Contract Period  
February 2010 to July 2010

Demonstrated Relevant Experience

- Connecting and Laying Pipelines
- Design and Construct works

Other Relevant Features

- Principal Contractor
- Project Management





**Project Ref**

25

**Client**

Cairns Regional Council

**Address**

Lake Morris Road, Cairns, QLD

**Description of the Works Undertaken**

- Supply and installation of CFA piles
- Supply and installation of reinforced concrete header beams, tie back beams and deadman beam
- Groundworks and backfilling

**Contract Value**

\$550 k

**Contract Period**

November 2009 to December 2009

**Demonstrated Relevant Experience**

- Working at heights
- Slope Stabilisation

**Other Relevant Features**

- Principal Contractor
- Project Management
- Tight Programme
- Liasing with residents isolated by works





**Project Ref**

24

**Client**

Parkes Shire Council

**Address**

Parkes Airport - Orange Road  
Bindogundra NSW

**Description of the Works Undertaken**

- Removal of current runway surface and portion of subbase
- New gravel pavement and application of bitumen spray seal
- Application of runway linemarking

**Contract Value**

\$2.3 m

**Contract Period**

November 2009 to March 2010

**Demonstrated Relevant Experience**

- Working in a live airport
- Completing works in a short timeframe

**Other Relevant Features**

- Principal contractor
- Project management
- Coordination with subcontractors
- Strict rubbish disposal and cleaning up of work site for duration
- Provide high quality product with zero defects
- Increased pavement strength beyond design expectation
- Works completed to contractual timeframe
- Worked with client to overcome poor subgrade conditions experienced



**Project Ref**

23

**Client**

Byron Shire Council

**Address**

Goonengerry Road  
Mullumbimby NSW

**Description of the Works Undertaken**

- Bored pile abutments and centre pier in creek
- Cast insitu abutments and headstocks
- Two 20 m spans
- Transverse stressing and grouting of deck units
- Demolition of existing timber bridge

**Contract Value**

\$1.1 m

**Contract Period**

To Commence January 2010 to June 2010

**Demonstrated Relevant Experience**

Working in a fragile environment with strict environmental controls

**Other Relevant Features**

- Principal Contractor
- Project Management



**Project Ref**

22

**Client**

Roads & Traffic Authority of NSW

**Address**

F6 Southern Freeway  
Wollongong NSW

**Description of the Works Undertaken**

- Design rock fall mesh anchoring system
- Install draped rock fall mesh to rock cutting face
- Traffic control on F6 Freeway
- Safety fencing
- Construct concrete safety barriers to toe of draped rock fall mesh system
- Drill, install and grout rock anchoring system

**Contract Value**

\$1.55 m

**Contract Period**

August 2009 to November 2009

**Demonstrated Relevant Experience**

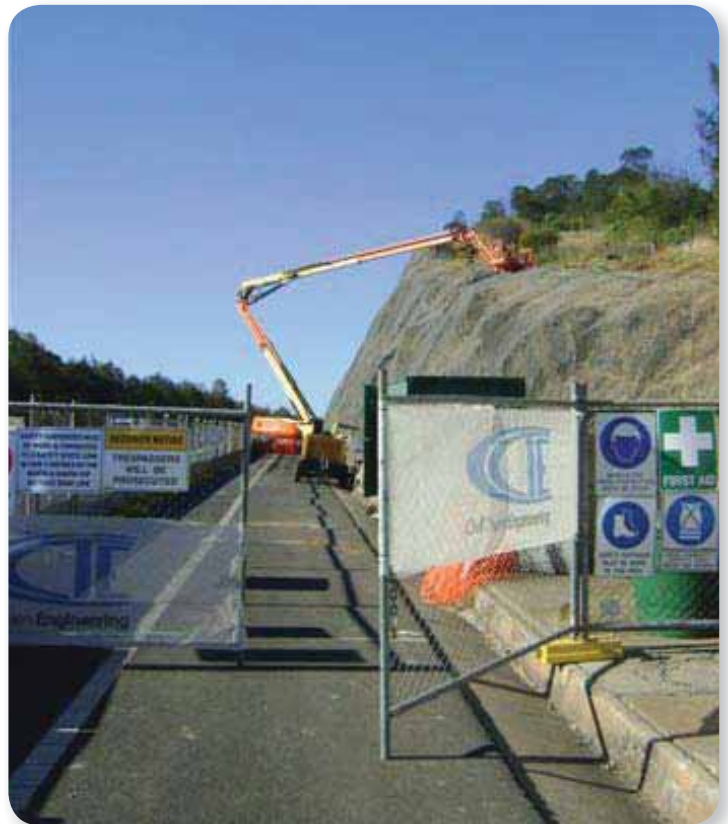
- Design of Rock Anchors
- High Volume Traffic Control
- Working at Heights
- RTA Prequalification

**Other Relevant Features**

- Principal Contractor
- Project Management
- Project Completed on Time
- Project Completed within Budget
- Good Client Relationship

**Client Contact Details**

Warren Blacka – RTA 0411 149 894





**Project Ref**

21

**Client**

State Water Corporation (NSW)

**Address**

Manyweathers Weir  
Casino, NSW

**Description of the Works Undertaken**

- Provision of specialist plant
- Provision of general plant

**Contract Value**

\$80 k

**Contract Period**

Commenced and completed in August 2009

**Demonstrated Relevant Experience**

- Project Management
- Demolition of Concrete Structure
- Demobilisation in Water
- Working in and on Water
- Environmental Sedimentation
- Control in Water
- Access and Clearing

**Other Relevant Features**

- As head Contractor – completed contract ahead of schedule, with no environmental impact on the Richmond River.

**Client Contact Details**

Stephen Moore – State Water



**Project Ref**

20

**Client**

QR Network Pty Ltd

**Address**

Lake Vermont Mine, near Dysart,  
Bowen Basin in Central Queensland

**Description of the Works Undertaken**

- Foundation earthworks
- Reinforced concrete foundations
- Drainage works
- Electrical pits and conduit works
- Electrical earthing grids
- Fencing

**Contract Value**

\$836 k

**Contract Period**

December 2008 to January 2009

**Demonstrated Relevant Experience**

Multi-disciplined main contractor

**Other Relevant Features**

- Head contractor
- Project completed ahead of time over busy Christmas period
- Project completed within budget

**Client Contact Details**

Mark Waite – 07 3235 1413



**Project Ref**

19

**Client**

John Holland Power

**Address**

Mudgee, NSW

**Description of the Works Undertaken**

- Provision of specialist plant
- Provision of general plant

**Contract Value**

\$853 k

**Contract Period**

December 2008 to June 2009

**Demonstrated Relevant Experience**

- Provider of specialist plant
- Construction solutions to meet client requirements

**Other Relevant Features**

- Plant hirer

**Client Contact Details**

Craig Gosney – 0408 302143





**Project Ref**

18

**Client**

Cairns Airport

**Address**

Cairns International Airport, Queensland

**Description of the Works Undertaken**

- Extension of runway turning node with additional high strength pavement and shoulder strength pavement
- Extension of Runway Emergency Safety Area (RESA) with additional shoulder strength pavement
- Extension of RESA beyond the existing southerly limit with a pavement taper
- Relocation of electrical services around the extended pavements

**Contract Value**

\$1.3 m

**Contract Period**

August 2008 to September 2008

**Demonstrated Relevant Experience**

General civil construction within a controlled, operating, busy airport environment – maintaining the runway's operation while undertaking the project

**Other Relevant Features**

- Principal contractor
- Acid sulphate soil management
- Project management
- Working within Australia's fifth largest airport, adjacent to airline operators and within controlled high-security areas

**Client Contact Details**

Steve Willis – 07 4052 9783



**Project Ref**

17

**Client**

Cairns Port Authority

**Address**

Cairns Domestic Airport, Queensland

**Description of the Works Undertaken**

- Excavation of existing domestic airport apron pavement
- Sub-grade trimming, compaction and bitumen primer protection
- Supply and hand place 7500 m<sup>2</sup> of 500 mm thick 4.8 MPa flexural strength (approx. 50 MPa compressive strength) concrete to within high specification tolerances
- 5000 m concrete saw cutting and jointed sealing of 40 mm dowelled joints
- Excavation and backfilling of airport fuel line services (JUHI) trenching

**Contract Value**

\$3.4 m

**Contract Period**

August 2008 to October 2008 (Stage 2)  
October 2008 to December 2008 (Stage 3)  
July/August 2009 (Stage 4)  
August/September 2009 (Stage 5)  
October/December 2010 (Stages 6, 7 & 8)

**Demonstrated Relevant Experience**

General civil construction within a controlled, operating and busy airport environment

**Other Relevant Features**

- Principal contractor
- Project management
- Programming and concrete pour schedule with many constraints
- Coordination with other contractors
- Daily concrete pour of up to 120 m<sup>3</sup>
- Acid sulphate soil management
- Working within Australia's fifth largest airport, adjacent to airline operators and within controlled high-security areas

**Client Contact Details**

Steve Willis – 07 4052 9783



**Project Ref**

16

**Client**

Moree Plains Shire Council

**Address**

Greenbah and Tycannah St, Moree, NSW

**Description of the Works Undertaken**

- Foundation earthworks
- Inlet and outlet pipework
- Mass concrete foundations
- Concrete king beams
- Access roads
- Fabrication and erection of steel tanks with 10 m diameter and 30 m high
- Access ladders and hatches
- Corrosion protection of steelwork
- Telemetry systems
- Security fencing
- Disinfection of pipelines and reservoirs
- Testing and commissioning

**Contract Value**

\$5.4 m

**Contract Period**

April 2008 to April 2009

**Demonstrated Relevant Experience**

Multi-

disciplined main contractor

**Other Relevant Features**

Working closely with steel fabrication contractor

**Client Contact Details**

Graham Boughton – 02 6757 3400





**Project Ref**

15

**Client**

Kyogle Shire Council

**Address**

Clarence Way, Kyogle, NSW

**Description of the Works Undertaken**

- Design and construct four bridges
- Demolition of existing timber bridges
- Sandy Creek – 4 x 11.25 m spans
- Becks Bridge – 2 x 10 m spans
- Bean Creek No. 2 – 2 x 12 m spans
- Tooloom Creek – 3 x 10.5 m spans

**Contract Value**

\$2.5 m

**Contract Period**

April 2008 to June 2009

**Demonstrated Relevant Experience**

Design and construct

**Client Contact Details**

Derryn Nix – 02 6632 0253



**Project Ref**

14

**Client**

TrackStar

**Address**

Bollingbroke Feeder Station near Sarina, Qld  
Balook Feeder Station, near Sarina, Qld  
Black Mountain Feeder Station, near Sarina, Qld

**Description of the Works Undertaken**

- The construction of three new feeder stations for TrackStar is part of the power strengthening enhancements for QR on their important coal rail route
- The works included:
  - Bulk earthworks*
  - Roadworks*
  - Drainage*
  - Conduit placement and earthing*
  - Concrete foundations for switchrooms, transformers and retaining walls*

**Contract Value**

\$2.9 m

**Contract Period**

April 2008 to October 2008

**Demonstrated Relevant Experience**

Earthworks, pavement works and concrete works

**Other Relevant Features**

Fast-track project – work proceeding as design issued

**Client Contact Details**

Julie Martin – 07 3510 4600





**Project Ref**

13

**Client**

Moree Plains Shire Council

**Address**

South of Moree, off the Newell Highway, NSW

**Description of the Works Undertaken**

- Bulk earthworks, 230,000 m<sup>3</sup>
- Construction of HDPE and clay-lined waste disposal area and leachate pond
- 38,000 m<sup>2</sup>
- Construction of environmental earth mounds, 80,000 m<sup>3</sup>
- Construction of a 20 m deep pump station
- Leachate drainage system
- Entrance roadworks and roundabout
- Construction of haul roads and drainage
- Construction of hardstand areas
- Miscellaneous concrete structures
- Workshop and weighbridge buildings

**Contract Value**

\$3.0 m

**Contract Period**

December 2007 to July 2008

**Demonstrated Relevant Experience**

General civil construction

**Other Relevant Features**

Project completed on time and within budget

**Client Contact Details**

Graham Boughton – 02 6757 3400





**Project Ref**

12

**Client**

Cairns Airport

**Address**

Cairns Domestic Airport, Queensland

**Description of the Works Undertaken**

- Strip and surcharge material from Stage 3 of the GSE Area and placement in the surcharge area on Airport Avenue
- Pavement construction
- Storm-water drainage works
- Lighting and electrical works
- Miscellaneous construction works, including storage rack footings, rack relocation and installation of guard rail

**Contract Value**

\$837 k

**Contract Period**

November 2007 to February 2008

**Demonstrated Relevant Experience**

General civil construction within a controlled, operating airport

**Other Relevant Features**

Project completed on time and within budget

**Client Contact Details**

Steve Willis – 07 4080 6783



**Project Ref**

11

**Client**

Cairns Airport

**Address**

Cairns Domestic Airport, Queensland

**Description of the Works Undertaken**

- Excavation of the 850 m long open drain through the low-lying reclaimed land that Cairns Airport is built upon
- Management of PASS and ASS soils which amounted to half of the 5000 m<sup>3</sup> excavated
- Drain sub-grade preparation, trimming and compaction to a very flat grade (1:1700), a fall of only 500 mm over the 850 m length
- Supply and place concrete 100 mm thick and 2.6 wide to form V drain along its length
- Erosion and sediment control measures
- Turfing and hydromulching of disturbed areas
- Quality, safety and environmental management

**Contract Value**

\$508 k

**Contract Period**

September 2007 to December 2007

**Demonstrated Relevant Experience**

General civil construction within a controlled, operating environment

**Other Relevant Features**

- Head contractor
- Project management
- Industrial relations
- Acid sulphate soil management

**Client Contact Details**

Paul Lamont – 07 4052 9740



**Project Ref**

10

**Client**

Environmental Protection Agency, Queensland

**Address**

Lake Eacham, North Queensland

**Description of the Works Undertaken**

- Earthworks involving cut to fill
- Roadworks – provision of a main feeder road to 3 car park areas and a bus bay
- Installation of storm-water drainage, environmental controls and 2 interceptors
- Environmental management
- Quality management
- Safety management

**Contract Value**

\$502 k

**Contract Period**

September 2007 to November 2007

**Demonstrated Relevant Experience**

Working within World Heritage Area of environmental significance

**Other Relevant Features**

- Head contractor
- Project completed 16 weeks ahead of contract practical completion date
- Project completed within budget
- CivilTeam redesigned the roadworks and car park area to save significant trees, including a magnificent cedar tree that would otherwise have been cleared under the original design
- CivilTeam transplanted some of the smaller, more manageable trees that had to be cleared – although this was not a contract requirement
- Working within the requirements of a wet tropics permit

**Client Contact Details**

Lee Hess – 07 4091 8113





**Project Ref**  
09

**Client**  
Cairns Airport

**Address**  
Cairns Domestic Airport, Queensland

**Description of the Works Undertaken**

- Excavation of existing domestic airport apron pavement
- Sub-grade trimming, compaction and bitumen primer protection
- Supply and hand place 9300 m<sup>2</sup> of 500 mm thick 4.8 MPa flexural strength (approx. 50 MPa compressive strength) concrete to within high-specification tolerances
- 5000 m concrete saw cutting and jointed sealing of 40 mm dowelled joints
- Excavation and backfilling of airport fuel line services (JUHI) trenching

**Contract Value**  
\$2.93 m

**Contract Period**  
August 2007 to January 2008

**Demonstrated Relevant Experience**  
General civil construction within a controlled, operating, busy airport environment

**Other Relevant Features**

- Principle contractor
- Project management
- Programming and concrete pour schedule with many constraints
- Coordination with other contractors
- Daily concrete pour of up to 120 m<sup>3</sup>
- Acid sulphate soil management
- Working within the fifth largest airport, adjacent to airline operators and within controlled high-security areas
- Project completed 8 weeks ahead of contract practical completion date

**Client Contact Details**  
Steve Willis – 07 4052 9783



**Project Ref**

08

**Client**

Transport Express Joint Venture

**Address**

Summerland Way, Casino, NSW

**Description of the Works Undertaken**

- Site clearing and installation of environmental controls
- Bulk earthworks
- Gabion wall construction
- Removal of bridge superstructure on mainline and replacement with a culvert structure
- Placement of structural and capping materials
- Drainage works
- Civil works for new signalling
- Safety fencing
- Relocation of existing services

**Contract Value**

\$1.7 m

**Contract Period**

December 2006 to April 2007

**Demonstrated Relevant Experience**

General civil construction

**Other Relevant Features**

- Subcontractor to Transport Express Joint Venture
- Project management
- Project management systems adopted for subcontract supply and day labour, as required
- Industrial relations
- Environmental and OHS&R management
- Interfacing with trains
- Cooperative contracting (alliance)
- Project completed 6 weeks ahead of contract practical completion date
- Project completed within budget

**Client Contact Details**

Kevin Siggers – 02 4978 9870



**Project Ref**

07

**Client**

Transport Express Joint Venture

**Address**

Orara Way, Grafton, NSW

**Description of the Works Undertaken**

The primary components of the works included:

- Site clearing and installation of environmental controls
- Bulk earthworks
- Placement of structural and capping materials
- Drainage works
- Civil works for new signalling
- Safety fencing
- Relocation of existing services

**Contract Value**

\$1.15 m

**Contract Period**

December 2006 to May 2007

**Demonstrated Relevant Experience**

Civil construction within the rail corridor

**Other Relevant Features**

- Subcontractor to Transport Express Joint Venture
- Project management
- Project management systems adopted for subcontract supply and day labour, as required
- Industrial relations
- Environmental and OHS&R Management
- Interfacing with trains
- Cooperative contracting (alliance)
- Project completed 6 weeks ahead of contract practical completion date
- Project completed within budget

**Client Contact Details**

Kevin Siggers – 02 4978 9870





**Project Ref**

06

**Contract Value**

\$200 k

**Client**

Ergon Energy

**Contract Period**

October 2006

**Address**

Goonyella Rd, Moranbah, Queensland

**Demonstrated Relevant Experience**

General civil construction

**Description of the Works Undertaken**

- Pavement construction for the CH4 Power Station in Moranbah, Queensland
- The project involved the following features:
  - Excavation to sub-grade level
  - Supply and placement of pavement and wearing course materials
  - Drainage works
  - Bitumen seal construction pavement
- The CH4 plant remained in operation during all construction activities

**Other Relevant Features**

- Head contractor
- Project management
- Project management systems adopted for subcontract supply and day labour, as required
- Industrial relations
- Environmental and OHS&R management
- Project completed within budget and on time

**Client Contact Details**

Peter Dawson – 07 4046 0902



**Project Ref**  
05

**Client**  
Department of Commerce

**Address**  
Goodooga, NSW

**Description of the Works Undertaken**

- Earthworks (including pipe/culvert select fill, pipe ordinary fill, pipe backfill, road pavement base, road pavement sub-base)
- Concrete kerb construction
- Sprayed bituminous surfacing

**Contract Value**  
\$1.3 m

**Contract Period**  
September 2006 to December 2006

**Demonstrated Relevant Experience**  
General civil construction

**Other Relevant Features**

- Head contractor
- Project management
- Industrial relations
- Environmental management
- Cooperative contracting (partnering)
- Quality control
- Project completed within budget and on time

**Client Contact Details**  
Anna Montag – 02 9320 9438



**Project Ref**

04

**Client**

SunWater

**Address**

Bundaberg, Queensland

**Description of the Works Undertaken**

- Earthworks (including excavation, formation construction and selected material zone)
- Construction of base layer profiled as per drawings
- Prime seal and asphalt
- Guard-railing

**Contract Value**

\$500 k

**Contract Period**

July 2006 to September 2006

**Demonstrated Relevant Experience**

- General civil construction

**Other Relevant Features**

- Head contractor
- Project management
- Industrial relations
- Environmental management
- Project completed 1 week ahead of contract practical completion date
- Project completed within budget

**Client Contact Details**

John Richardson – 07 3120 0314





**Project Ref**

03

**Client**

Queensland Rail

**Address**

Coalfields, West of Mackay, Queensland

**Description of the Works Undertaken**

- Reinforced concrete foundations
- Storm-water and pollution drainage
- Earthworks (including excavation, formation construction and selected material zone)
- Construction of sub-base layer profiled as per drawings
- Electrical pits and conduit
- Earthing and fencing
- Re-vegetation

**Contract Value**

\$1.5 m

**Contract Period**

June 2006 to November 2006

**Demonstrated Relevant Experience**

General civil construction within the rail corridor

**Other Relevant Features**

- Head contractor
- Project management
- Project management systems adopted for subcontract supply and day labour, as required
- Industrial relations
- Project completed 1 week ahead of contract practical completion date
- Project completed within budget

**Client Contact Details**

Nic McCormack – 07 3235 3497



### Cudgera Creek Road Upgrade

**VALUE (date):** \$5.01 m (2006)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R10, B1

**BRIEF DESCRIPTION:** This project involved both road and bridge works. Realignment of 1.9 km of Cudgera Creek Road from the Yelgun to Chinderah Freeway to Mooball Pottsville Road, including construction of a single-span bridge over Cudgera Creek.

**POINTS OF SIGNIFICANT INTEREST:** The flora along Cudgera Creek is noted as being one of the last stands of prime native subtropical flora species in the area, and the contract contained several restrictions to normal work practices. One was a Vegetation Rehabilitation Zone across the heavily timbered creek between each bridge abutment, which no one was allowed to set foot on, and upon which objects were not allowed to fall. All clearing and girder placement had to be undertaken using mobile access plant and cranes. The project was completed in full compliance and the team was congratulated by RTA staff.

**ROLES:**

Construction Manager  
Project Manager  
Project Supervisor  
Project Safety Officer

Tom Rayner  
Tom Rayner  
Garry McInnes  
Garry McInnes



### New England Highway – Reconstruction at McClifty’s

**VALUE (date):** \$6.75 m (2005)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R10

**BRIEF DESCRIPTION:** Over 5 km of pavement reconstruction, formation widening, including two new overtaking lanes at McClifty’s on the New England Highway 62.70 to 68.04 km north of Glen Innes.

**POINTS OF SIGNIFICANT INTEREST:** Pavement reconstruction involved in situ stabilising of the pavement. All of the work was completed under the heavy traffic loading of the New England Highway. Completed many weeks ahead of schedule.

**ROLES:**

Construction Manager  
Project Supervisor  
Project Safety Officer

Tom Rayner  
Garry McInnes  
Garry McInnes

## New England Highway – Reconstruction at Four Mile Creek

**VALUE (date):** \$7.06 m (2005)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R10, B1

**BRIEF DESCRIPTION:** This project involved construction of a new bridge, bridge approaches and pavement reconstruction at Four Mile Creek on the New England Highway 48.66 to 53.18 km north of Glen Innes.

**POINTS OF SIGNIFICANT INTEREST:** Pavement reconstruction involved in situ stabilising of the pavement. All of the work was completed under the heavy traffic loading of the New England Highway. Completed many weeks ahead of schedule.

**ROLES:**

Construction Manager

Tom Rayner



## MR83 – Summerland Way – Realignment at Burnetts Creek

**VALUE (date):** \$2.73 m (2005)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R5

**BRIEF DESCRIPTION:** This project involved the replacement of a timber bridge by construction of a three-cell precast concrete box culvert over Burnetts Creek and the associated two-lane approach road construction 50.6 to 51.73 km north of Kyogle.

**POINTS OF SIGNIFICANT INTEREST:** The project was located within an environmentally sensitive wildlife corridor and, to assist, a specially designed Wire Rope Fauna Overpass was erected between several of the high trees across the highway.

**ROLES:**

Construction Manager

Tom Rayner

Project Manager

Tom Rayner





### MR63 – Nandewar Range, Pavement Reconstruction & Formation Widening

**VALUE (date):** \$2.46 m (2004)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R5

**BRIEF DESCRIPTION:** The works in this contract comprised the pavement reconstruction and widening of MR63, Fossickers Way, 8.86 km to 10.73 km north of Barraba. The existing pavement was corrected for level by addition of sub-base material, in situ cement stabilised to a depth of 200 mm before a layer of base material placed over it prior to sealing.

**POINTS OF SIGNIFICANT INTEREST:** Completed ahead of schedule and budget. All hollow timbers checked prior to clearing for native fauna, which were safely relocated.

**ROLES:**

Construction Manager  
Project Manager  
Project Supervisor  
Project Safety Officer

Tom Rayner  
Tom Rayner  
Garry McInnes  
Garry McInnes



### MR83 – Summerland Way – Realignment of Macleans Bridge and Approaches, Grevillia

**VALUE (date):** \$3.25 m (2004)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R5, B2

**BRIEF DESCRIPTION:** The contract included the construction of a new three-span concrete plank bridge and associated new approach roadworks on

the Summerland Way, north of Kyogle. It included construction of sidetracks, cut-to-fill earthworks, pavement construction of a primer seal over a flexible base and sub-base, construction of a 3 m x 3 m RCBC cattle underpass and the demolition and removal of the old timber bridge.

**POINTS OF SIGNIFICANT INTEREST:** A successful project opened by the Federal Transport Minister.

**ROLES:**

Construction Manager  
Project Manager

Tom Rayner  
Tom Rayner



## Replacement of Four Timber Bridges on State Highway 16 – Bruxner Highway, West of Tenterfield

**VALUE (date):** \$4.03 m (2003)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – B5, R5

**BRIEF DESCRIPTION:** The works in this contract included the construction of four new bridges and associated roadworks on the Bruxner Highway, west of Tenterfield. The bridges are located at Browns Creek (7.7 km west), Millers Creek (10.6 km west), Mole River (56.7 km west) and Reedy Creek (66.4 km west of Tenterfield). The contract included construction of sidetracks and temporary bridge structures to maintain traffic flow, and the demolition and removal of the old timber bridges.

**POINTS OF SIGNIFICANT INTEREST:** With the largest bridge in excess of an hour's drive from the concrete batch plant, midway concrete checking points were introduced to ensure compliance with the RTA B80 concrete specification.

**ROLES:**

Construction Manager  
Project Manager

Tom Rayner  
Tom Rayner



## Briner Bridge – Replacement of Piles

**VALUE (date):** \$1.57 m (2003)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – B5

**BRIEF DESCRIPTION:** The contract consisted of replacing the failing timber piles of the timber truss bridge across the Coldstream River at Tucabia, with new driven precast concrete piles.

**POINTS OF SIGNIFICANT INTEREST:** The work involved driving twenty-four 30 m long spliced 400 mm<sup>2</sup> precast concrete piles alongside the timber trusses from barge-mounted piling rigs. On top of the piles, for each truss, a pair of precast pilecap beams were lifted into position. To do this, each beam was lifted on to a barge, the barge was then towed under the bridge to allow each beam to be lifted by two other cranes mounted on additional barges each side of the bridge. Custom stainless steel brackets were installed to transfer the load of the bridge from the existing timber trusses to the new piles. The timber piles under each truss were then cut below the brackets and at river-bed level underwater and removed. The void

between each pair of beams was then formed and poured with concrete starting at low tide and following the tide up. All of this work was achieved with minimal disruption to traffic. In total the bridge was only closed for 40 minutes (4 x 10 minute closures).

**ROLES:**

Construction Manager  
Project Manager  
QA Representative  
Project Environmental Officer  
Project Safety Officer

Tom Rayner  
Tom Rayner  
Tom Rayner  
Tom Rayner  
Tom Rayner





## Dorrigo Mountain Landslip Rehabilitation, Main Road, 76 Waterfall Way

**VALUE (date):** \$3.96 m (2002)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R2

**BRIEF DESCRIPTION:** The road Waterfall Way runs between Bellingen and Dorrigo, running alongside the Bellinger river before rising up the escarpment through the World Heritage Dorrigo National Park and on to the Dorrigo Plateau. The road is narrow, with steep descents and many sharp bends. The traffic using the road includes tourist traffic and a high proportion of heavy truck movements with frequent logging trucks. During heavy rainfall the Waterfall Way suffered six separate road-slip collapses, reducing the road in most slips to single lane, with width being only 3 m in places. To repair the landslips, three separate design solutions were used: mass rock, soldier pile wall and gabion wall structures.

**POINTS OF SIGNIFICANT INTEREST:** As the project involved work within the National Park, the strict environmental controls were rigidly complied with. The project was a success, with one of the landslips being completed adjacent to the

Bellinger river without disturbing the resident platypus. The working area was at all the landslip sites extremely limited, requiring careful planning and choice of plant and equipment. All of the landslips occurred on very steep slopes. Safety fencing and carrying out works using a safety-rope system was required to minimise safety risk to the crew.

### ROLES:

Construction Manager

Tom Rayner

Project Manager

Tom Rayner



## Ewingsdale Interchange on the Pacific Highway, West of Byron Bay

**VALUE (date):** \$20 m (2000))

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** R20, B5, K2

**BRIEF DESCRIPTION:** Construction of 2 km of four-lane divided highway on the Pacific Highway near Byron Bay in NSW, including an interchange with a two-lane 56 m overpass of concrete slab and pier construction.

**POINTS OF SIGNIFICANT INTEREST:** Although significantly delayed due to the very heavy rainfalls experienced in the region in 1999/2000 (in excess of 2.5 m of rain), the project was still completed ahead of schedule and within budget. The interchange is known locally as the 'Gateway into Byron Bay', and involved the planting of over 40,000 native rainforest trees.

### ROLES:

Project Manager

Tom Rayner





## MR83 – Timber Bridge Replacement on Summerland Highway and on State Highway 16

**VALUE (date):** \$3.96 m (2002)

**CLIENT:** RTA

**PREQUALIFICATION REQ'D:** RTA – R5, B5

**BRIEF DESCRIPTION:** Replacement of three timber bridges with concrete structures and associated realignment and road work. Two bridges located 23 km and 44 km north of Kyogle on the Summerland Way and the other 44 km east of Tenterfield on the Bruxner Highway.

**POINTS OF SIGNIFICANT INTEREST:** Project sites were of considerable distance apart with poor communication facilities. No major issues.

**ROLES:**

Construction Manager	Tom Rayner
Project Manager	Tom Rayner



## Pacific Motorway Package 1 (Logan Motorway to Yatala)

**VALUE (date):** \$120 m (1999)

**CLIENT:** Qld Main Roads

**BRIEF DESCRIPTION:** This section of the Pacific Motorway upgrade was 6 km long, eight lanes wide, included eighteen bridges and constructed through dense suburbia.

**POINTS OF SIGNIFICANT INTEREST:** Throughout the duration of the works, four lanes of the highway had to remain open with 80 km/h speed zones in order to maintain traffic flow on this major highway. Works included excavation and the potential treatment of 120,000 m<sup>3</sup> of acid sulphate soil. Up to 120 road tip trucks were used each day for haulage through this difficult site, which required careful management.

**ROLES:**

Construction Manager	Tom Rayner
Earthworks and drainage	Tom Rayner



## Emigrant Creek Dam Strengthening

The works in this contract comprised of raising the dam wall by constructing a concrete wall and anchoring works to the spillway at Emigrant Creek Dam near Knockrow in the Ballina Shire. Following an assessment of the dam wall, it was discovered that in a significant storm occurrence, the dam wall could fail, endangering lives downstream. To undertake the works, Rous Water lowered the water level in the dam but, even so, as the new work involved excavating into the existing wall for the new foundations, there was a real threat of dam failure should a major storm event occur during the construction period. To minimise the risk, the foundation works occurred in sections to minimise the exposure, and an emergency plan was put in place to enable reinforcement of the exposed section of wall should the threat of a storm event be detected. In addition, the site was manned 24 hours every day with plant and equipment on standby in case of a major storm event. The project was completed successfully without any events. Tom Rayner was the Project Manager on this \$1.96 m project (2002).



## Wallerawang Coal Handling Plant and Wallerawang Stacker Reclaimer – Design and Construct

Tom Rayner was the Senior Project Manager on this \$17.5 m Delta Electricity Project (1997). It involved the construction of a coal handling plant at Delta Electricity's Wallerawang Power Station, including completion of conveyors and transfer stations under Portion 1, construction of a circular (110 diameter, 35 m high) dry storage, a 1200 t/h circular stacker and a 800 t/h circular harrow reclaimer. Associated feed and reclaim rising conveyors from the transfer station, coal washdown (ABS) system, and major civil works, including reclaim chamber, reclaim tunnel, roads, clean and dirty water drainage systems, were also constructed.



## Southern Colliery Overland Conveyor

Tom Rayner was the Site Manager and Project Civil Engineer on this \$11 m project (1995). The project involved: construction of an overland curved conveyor 5.2 km long between Southern Colliery and the German Creek preparation plant in the Queensland Bowen Basin. In addition to the conveyor, major civil works were undertaken at both head and tail ends, some of these being constructed within short mine shutdowns. This was a multi-disciplined design and construct project.



## Mount Piper Power Station Coal Handling Plant

The scope of this project included construction of a completely automatic road receival facility, a 4000 tonne capacity surge bin, a 200 tonne capacity check weigh bin, belt weighers, receival and delivery sampling systems, crushing house containing four 600 tonnes/hour double roll sizers, dry storage shed covering a 35,000 tonne live stockpile which is managed by an automatic rail-mounted mobile stacker and a rail-mounted Schade-type portal scraper reclaimers. Conveyors feeding both the long-term stockpile via the rill tower and the live storage via the mobile stacker have a capacity of 2,500 tonnes/hour, whilst the conveyors deliver coal to the bunkers at rates of 1200 tonnes per hour.

The value of this project totalled \$70 m (1993). Tom Rayner was the Project Civil Engineer ensuring that all civil works were carried out in accordance with the specification.



### Argyle Alluvial Diamond Mining

Tom Rayner was the Assistant Project Manager on this project in 1990. His role included assisting with the running of the plant, winning, carting, feeding the process plant and returning oversized and reject material to the pit face on a double-shift operation.



### RDA Mudlake No. 5 Pinjarra Alumina Refinery

Tom Rayner was the Project Manager on the project. This involved construction of 2 km of clay-cored dykes and drains for removal of caustic, sealing to mudlake quadrant floors, drainage works and limestone roads; this included 700,000 m<sup>3</sup> of earthworks. In total the project was \$5 m in value and was completed in 1990.

Tom Rayner is the Managing Director of CivilTeam Engineering. He has been working in the construction industry in Australia since 1987, with 5 years of previous experience in the United Kingdom. Over this period he has been a Setting-Out Engineer, Project Engineer, Project Manager, Senior Project Manager, Construction Manager and Company Manager, with well-respected major civil contracting companies.

With a solid background in the complete delivery of work across many project disciplines, including multi-disciplined project commissioning and testing, Tom has developed a complete knowledge of operating systems and processes through hands-on participation in all phases of the civil contracting industry. He encourages interest in these skills. The tasks undertaken by the company benefit greatly from the successful formations of working groups – partnerships with a unity of aims and ideals, the outcomes of which benefit all parties.

CivilTeam have proved our ability to face the challenges expected in the construction industry, through experience and well-developed communication methods and skills throughout the company, from Chairman to Leading Hand.

Tom and his Senior Managers have significant experience working for Local and State Authorities, and have completed projects within New South Wales, Western Australia and Queensland. They understand the processes and protocols within State and Local Government Organisations.

Tom is enthusiastic about what CivilTeam can offer to clients and to the members of CivilTeam.

CivilTeam Engineering have recently emerged as an organisation seeking to assist in the ambitious and beneficial development of the eastern coastline of Australia. It is a company which has brought together the expertise of personnel with wide experience of civil engineering in various parts of the country.

The founding members of CivilTeam came together having had the valuable bonding experience, during their earlier careers, of working with one another on many projects ranging in value from \$1 m to \$20 m. It was through this good close working relationship that CivilTeam was created.

The CivilTeam Senior Staff collectively have more than 90 years' experience in the construction industry in management roles. The three shareholders of CivilTeam Engineering are all actively involved in the day-to-day corporate, project and administrative management of the business. The close working relationships which have formed under differing circumstances, together with the basic organisation shown in Page 45, ensure that it is clear where responsibility rests. The individuals in this team can each claim a major part in successful project completion, on time and to budget.

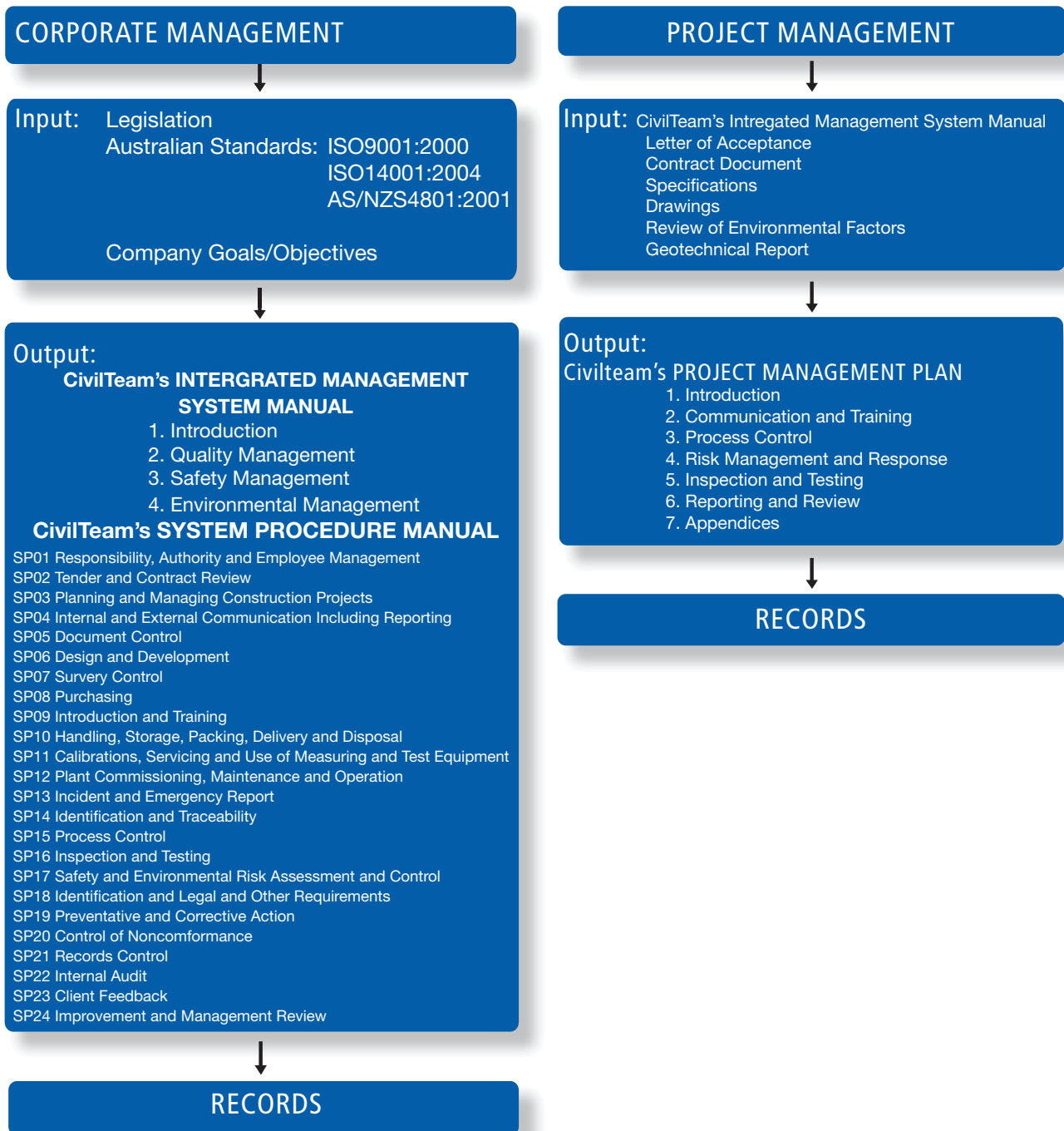
The team spirit within CivilTeam Engineering is most important, and great care is taken in the recruitment of aspiring members who are enthusiastic and eager to work with us in achieving our goals.

A comprehensive résumé of each of the key personnel is available on request.

CivilTeam Engineering have achieved third party certification through JAS-ANZ accredited certification body International Certifications. CivilTeam have certification of our Integrated Management System Manual for the following standards:

- ISO9001:2000
- ISO14001:2004
- AS/NZS4801:2001

CivilTeam Engineering have been using a systems approach to project management since commencement. The relationship between CivilTeam’s corporate management and project management is shown in the flow chart below.





Management of CivilTeam Engineering both at corporate and project level, through our policies, ensures that we continually meet and exceed clients' expectations. CivilTeam have policies outlining quality, safety and environmental management. These policies are proudly displayed at Head Office and at project sites so that all of CivilTeam's staff, employees and subcontractors can familiarise themselves with the content.

All of CivilTeam's staff, employees and subcontractors also undergo CivilTeam's induction, which enables Project Managers to emphasise the importance of quality, safety and environmental management on all of CivilTeam Engineering worksites.

With continual improvement and a full-time staff member dedicated to implementation, gap analysis and training of staff at all organisational levels, CivilTeam's management systems are a very effective tool for project management. The Project Manager is responsible and accountable for the project's delivery and performance.

For all projects, CivilTeam Engineering implement a Project Management Plan. This plan is created based on a proforma that meets the requirements of ISO9001:2000, ISO14001:2004 and AS/NZS4801:2001. This proforma is then customised using all of the information provided by the client. Documents reviewed in creating the Project Management Plan include the contract documents, referenced specifications, drawings, geotechnical report and review of environmental factors, and so on.

If further information, including external audit reports, is sought to verify CivilTeam Engineering's ability to create appropriate management plans and implement them effectively on a project site, please direct your request to one of the contacts listed on page 44 of this report.

## **CivilTeam Engineering's Company Goals**

CivilTeam Engineering's current company goals are as follows:

- To maintain our management systems certified to the highest possible standard.
- By performance, to maintain the status of preferred contractor to our clients.
- To have good relationships with our clients, with an honest and strong partnering approach to the contracts undertaken.
- To be committed to the management systems, which in turn will give our clients a higher degree of assurance in the areas of safety, quality and environmental controls.
- To provide a safe and enjoyable workplace.
- To strategically target projects, within the civil construction industry, in any location within New South Wales and Queensland, or where a project suits CivilTeam's experience.
- To achieve and maintain the highest prequalification possible with authorities, including the NSW Roads and Traffic Authority (RTA), Queensland Department of Main Roads and the NSW Department of Commerce.
- Remuneration for staff and project employees to be at or above the industry standard.
- To grow in turnover to in excess of \$40 m per annum.
- To increase the number of project teams as necessary.

## **Financial Resources**

A Financial Capacity Statement can be provided on request, detailing the financial capacity of CivilTeam Engineering.

## **Record of Achievements**

CivilTeam Engineering have received positive feedback from clients, by way of findings from external audits performed on our project management systems. CivilTeam Engineering strongly encourage both internal and external audits of our project management systems and believe that audits are excellent methods of developing our project management systems and skills.

The following are achievements by CivilTeam Engineering in the past twelve months:

- Zero lost-time injuries
- Zero major environmental incidents
- Zero significant quality nonconformances
- All projects were completed on or ahead of schedule
- All projects were completed within budget.

## **Prequalifications**

RTA Class R2 (roads to \$2 m)

RTA Class B1 (bridge works to \$1 m)

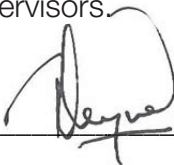
It is the policy of CivilTeam Engineering Pty Ltd to consistently provide all products and services in accordance with the client's specified requirements and applicable regulatory requirements. The Company recognises that in order to maintain client satisfaction, it must achieve all that has been specified and completely fulfil its obligations before seeking client approval and acceptance. This will be undertaken through contract review to confirm the client's needs and expectations, planning and controlling the managerial and technical aspects of the work, and verifying that the outcomes of the planning and control activities have been successful.

CivilTeam will achieve all quality outcomes by:

- Compliance with quality laws, regulations, codes, standards and other legal contractual requirements
- Setting and reviewing objectives and targets including the allocation of responsibilities and resources
- Communication with our clients and other interested parties to ensure we understand and address their quality concerns
- Implementation and maintenance of a Quality Management System which complies with the requirements of AS/NZS ISO 9001:2000
- Continual improvement and testing of all areas of work
- Increasing awareness of the importance of achieving quality outcomes for all employees, consultants and subcontractors through communication, induction and training
- Provision of appropriate training and instruction to ensure that project staff understand how to implement the Project Quality Management Plan.

All CivilTeam Engineering employees are responsible for the quality of their efforts and are required to comply with the Company's Quality Management System as outlined in this Management System Manual. All employees shall be made aware of these requirements by their supervisors.

Signed: \_\_\_\_\_



Managing Director  
CivilTeam Engineering Pty Ltd

Date: 14th May 2009



CivilTeam Engineering Pty Ltd is committed to planning, carrying out and monitoring its operations. This will be achieved by:

- Compliance with environmental laws, regulations, codes, standards and other legal and contractual requirements
- Setting and reviewing objectives and targets including the allocation of responsibilities and resources
- Prevention of pollution, the reduction of waste, conservation of resources and the proper disposal of hazardous and waste products
- Communication with our clients and other interested parties to ensure we understand and address their environmental concerns
- Implementation and maintenance of an Environmental Management System which complies with the requirements of AS/NZS ISO 14001
- Continual improvement in all areas of our operations including those activities which affect the land, water and air to support the principles of ecologically sustainable development
- Increasing environmental awareness of employees, consultants and subcontractors through communication, induction and training
- Provision of appropriate training and instruction to ensure that project staff understand how to implement the Environmental Management Plan.

Signed:  \_\_\_\_\_

Managing Director  
CivilTeam Engineering Pty Ltd

Date: 14th May 2009

CivilTeam Engineering Pty Ltd will take all reasonable care to provide and maintain for employees, contractors, clients and the general public a working environment that is safe and without risks to health, in accordance with this OHS&R policy.

The CivilTeam Engineering Goal is to eliminate the incidence of work-related injury and ill health, to provide work environments that do not compromise the safety of any individual, and to ensure that occupational health and safety is proactively managed.

In particular, to achieve our Goal, CivilTeam Engineering will attend to the following:

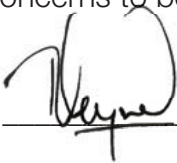
- Assess risks and plan work activities to eliminate or control foreseeable hazards or risks
- Comply with relevant OHS, workplace injury management and workers' compensation legislation and regulations
- Establish measurable objectives and targets for continuous improvement
- Consult with employees and share OHS information
- Maintain the workplace in a safe condition
- Maintain the construction plant in a safe condition
- Issue a Safety & Environment Handbook to all employees
- Provide appropriate instruction and training for employees
- Provide adequate facilities for employees at the project site

Our vision is to foster a workplace culture across all of our operations where safety is considered a core value, and safe behaviour is encouraged and respected.

Safety is a team commitment involving managers, supervisors, contractors, suppliers and employees working together through consultation and cooperation. Any individual observing unsafe or unhealthy acts or situations is expected to address the situation immediately and directly with the person or persons involved.

The rights of all personnel to express their concern over safety in the workplace and to expect those concerns to be addressed is recognised and supported.

Signed: \_\_\_\_\_



Managing Director  
CivilTeam Engineering Pty Ltd

Date: 14th May 2009

### Company Identification

Proponent's Name: CivilTeam Engineering Pty Ltd  
ACN: 118 683 186  
ABN: 34 118 683 186  
Postal Address: PO Box 50, Murwillumbah, NSW 2484  
Street Address: 15 Condong St, Murwillumbah, NSW 2484

### Contact

Head Office  
Telephone: (02) 6672 5788  
Fax: (02) 6672 5399  
Email: admin@civilteam.com.au

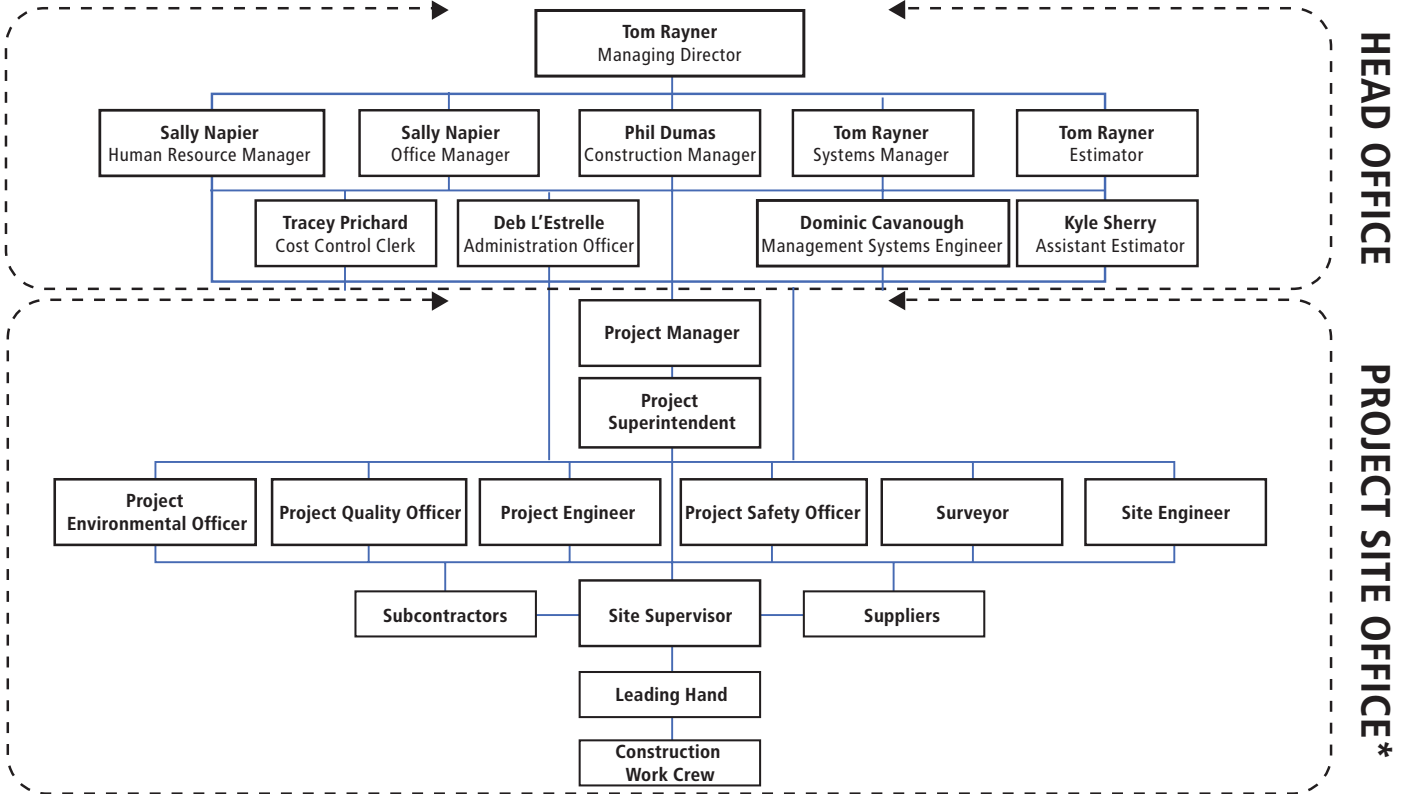
Name: Tom Rayner  
Position: Managing Director  
Mobile: 0428 771 811  
Email: t.rayner@civilteam.com.au

Name: Phil Dumas  
Position: Construction Manager  
Mobile: 0417 334 486  
Email: p.dumas@civilteam.com.au

Website: [www.civilteam.com.au](http://www.civilteam.com.au)



**CIVILTEAM ENGINEERING ORGANISATIONAL CHART**



\*Staff for projects assigned by Construction Manager; see Project Manager Plan for Project Staff