

# ACCESS

MAGAZINE



2020 Bushfires

## ROADS TO RECOVERY

**THE CHANGING  
FACE OF OPS  
NATIONAL ROUNDUP**



APRIL 2020



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is published by the Municipal Works Officers Association and distributed nationally via our state affiliate associations to approximately 1200 members.

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# REPORT FROM THE MWOA CEO



It's been a busy few months for the MWOA Board since the release of our last edition of ACCESS Magazine. Not only have we added substantial new content to our magazine, you may have noticed that ACCESS has a new look and feel. We have updated the branding and design with a focus on stories about our members; who they are, what there up to, and what they hope to achieve.

You would have also seen the launch of our E-Networker email newsletter just before Christmas and we'll soon be announcing some exciting updates to our website.

All these initiatives are part of our plan to improve the way we communicate with our members, and to assist our members to communicate with each other. Some other "pipeline" projects aimed at achieving these goals include a review of the technologies that can streamline our e-solutions process, and the launch of a revamped MWOA LinkedIn page.

In addition to our communications, one of the biggest changes that has occurred recently is that the Tasmanian Association of Municipal Supervisors (TAMS) has decided to wind up their operations. The TAMS Board have been working with the Board of the MWOA to work out a strategy to ensure that the TAMS legacy, reflected in the work undertaken by its members over a long period of time, remains current, and that people and companies working in the municipal works field in Tasmanian have an Association that can provide them with the services they need to develop their careers.

In order to facilitate this, the MWOA has established a branch that will cover Tasmania and I'm pleased to announce that Peter Donato from Clarence City Council has agreed to be its inaugural Branch President. Exiting TAMS members will automatically be transferred to the MWOA's membership list. We will also be the custodians of the TAMS life member list, and they will receive the same benefits as MWOA life members.

The MWOA will be informing our members in the coming weeks about some of the other initiatives associated with this process, including the establishment of a TAMS travel award that will be available to our Tasmanian based local government members, and about Tasmanian based networking and professional development events for 2020.

In other news, the MWOA Board, in association with its Branch Secretaries and other interested members, have drafted a new Strategic Plan that will set the MWOA's strategic agenda for the next three years. The draft plan will be presented for member consultation via the MWOA website prior to formal adoption by the Board. We encourage all members to have a



look at the plan, and to provide any feedback or ideas that they may have via the process detailed on the website.

As you would have read in the January edition of *Networker*, the MWOA sent out a letter of support to bushfire affected members and communities. The communication confirmed that our thoughts are with our local government and corporate colleagues working in the six Victorian Council areas that have been impacted by the bushfires (East Gippsland, Towong, Alpine, Wangaratta, Mansfield and Wellington), as well as those providing assistance to the directly affected communities. While the fires are now out there is much rebuilding to be done and the MWOA has sent a letter to the CEOs and Infrastructure Directors of those councils offering whatever assistance we can provide. Those members who want to make a personal contribution to affected communities should do so via the Victorian Bushfire Appeal and Australian Bushfire Appeal. The MWOA's Gippsland Branch Meeting that was scheduled for February was postponed in recognition of the impact that bushfire related recovery works would have on our members in the region.

Please enjoy the reports from other states overleaf and let me know what you think about our new look ACCESS.

### IMPORTANT INFORMATION RE COVID-19

As this edition of ACCESS is published, the impact of the COVID-19 pandemic continues to evolve at a rapid pace. In light of this, the Board of MWOA has reviewed its activities and made the following decisions to protect the wellbeing of our members and the broader community.

- We have developed and implemented a Pandemic Business Continuity Plan (available from the MWOA website).
- Our Executive team is meeting regularly to ensure that the Association is complying with the actions identified by State and Federal Governments and health organisations.
- We are making additional investments in our IT infrastructure to cater for potential increased remote access.

### Events

The Board has also decided to cancel **ALL** networking and branch meeting events scheduled for the first half of this year.

We have also made the decision to postpone the MWOA's Annual Dinner, which was scheduled for Friday 19 June 2020.

The timing of the remaining events and activities for 2020, which fall within the July to November period, will be assessed based on updated advice received from the relevant Government health authorities.

The Board is committed to ensuring that our flagship event, the National Works and Engineering Conference, which is scheduled to be held at the Bendigo Showgrounds on 17th and 18th September 2020, will be run.

We will also continue to work on contingency plans should these dates become unviable.

We will provide updates on this and any other changes that arise as a result of the MWOA's response to the Coronavirus pandemic.





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# NATIONAL ROUNDUP

## Tasmania

The 2019 International Public Works Conference was held in Hobart on 25-29 August 2019. Hosted by the IPWEA this international event attracted delegates from all over the world. TAMS members coordinated the municipal works officer conference stream which ran over the final day of the event.

The TAMS Annual General Meeting was held in October in Hobart. The Annual Report was presented to members for adoption. Unfortunately, a continued decline in membership combined with several recent or pending retirements forced the Board to make the difficult decision to raise a motion to wind up TAMS as an organisation. This decision was not made lightly but has unfortunately been an issue TAMS has been struggling with for several years.

So, after celebrating 30 years as an organisation last year, it is time to say farewell. The support the organisation has received over these years from past and present members, corporate members and like organisations has been outstanding. The conferences, field days, meetings and social events have all been possible due to all these people and organisations giving their time, travel and sponsorship to make these things successful. Planning has commenced for a farewell function which will be held later in the year. Details will be provided to members via the MWOA's Networker E-Newsletter.



*TAMS Board Members with the crew from DyMark Association of Queensland Networking Event at the Royal Pines Country Club on the Gold Coast. Newly appointed MWOA Tasmania Donato (third from the right in the Green Hat).*



*Dinner function at the Works Officers Association of Queensland Networking Event at the Royal Pines Country Club on the Gold Coast.*

## Queensland

Brian Weeks, President of Works Officers Association of Queensland reports that if it isn't fires occupying the minds of local government workers in the state, it's floods. After the fires over the Christmas period Brian was then dealing with the threat of a burst dam. An emergency was declared and nearby residents were evacuated when water began flowing from a crack in Bolzan Quarry Dam, about 30km north of Warwick, southwest of Brisbane. While the incident was safely resolved, both issues serve as examples of the challenges that municipal works must deal with in their day to day roles. The organising committee of the 27th National Works and Engineering Conference is considering running a dedicated conference session on disaster recovery so that other members can be made aware of what they need to know should they ever be required to assist their communities after a significant disaster event.



*at the Works Officers  
Royal Pines Country Club  
a Branch President Peter*

We would all like to thank Brian and his team for turning on a magnificent few days as part of WOAQ's Annual Golf Day and Networking Event which was held at the Royal Pines Resort on the Gold Coast on 7th December last year.



*MWOA Board member Mauro Starc  
receives his 'lucky' raffle prize at the  
Queensland Networking Event.*



*Queensland Networking  
ast.*

## Western Australia

### 2020 Works and Parks Conference & Expo

Building on the success of the last WA Annual Works and Parks Conference, the WA LGSA team have announced that this year's conference will be held at the Joondalup Resort between 12-14 August (health regulations permitting).

It will be hard to top the turnout at the 2019 conference which featured a diverse range of topics from mental health in the workplace to stabilising and compacting roads. Exhibitors were to capacity level and the feedback from them has been very positive with many already requesting stands for this year's show. A record number of delegates also attended.

"We tried something different last year, instead of the stuffy conference dinner we decided to have a James Bond themed Casino Royale evening," Jude Newberry from WA LGSA said. "Wow we did not expect the turn out to be so well dressed! A great evening was had by one and all, with the winner of the evening winning a weekend for two at the Joondalup Resort. Thanks to the resort for their kindness in providing this well fought over prize."



### Annual General Meeting

As always our AGM is held on the last day of the conference and last year's was attended by 37 delegates, many of which are members. As well as presenting the awards, the members also voted to continue with negotiations with the Local Government Professionals of WA in an affiliation. Since the AGM an MoU has been signed by both parties which is of mutual benefit to both. LGSA members can now access training courses at a reduced rate and be continually informed on matters relating to their positions in local government.

### Honorary Service Awards

Two awards were made – Life Membership was awarded to ex President Arthur Cousins and a Long Service Award was presented to Darren West.

### LGSA Memberships

If you have any colleagues interested in joining LGSA WA Inc please do not hesitate to contact our Office Administrator ([office@lgsa.com.au](mailto:office@lgsa.com.au)) who would be happy to discuss the benefits of membership to yourself and your organisation.

### MWOA AGM held

Board Chairperson Lynn Undy welcomed members to the MWOA's Annual General Meeting which was held at Windy Hill on 11 November. Finance Director Neil Whiteside presented the MWOA's Annual Report which included an overview of the MWOA's 2018/19 Financial Report and the associated Auditor's Statement. The members that attended the meeting voted to endorse and adopt the MWOA Financial Report for 2018-2019. Copies of the AGM presentations and reports tables are available from the MWOA website.





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# ROAD TO RECOVERY

The bushfires that ravaged Gippsland and North Eastern Victoria in January have left in their wake an immense challenge for the six councils directly impacted.

East Gippsland, Towong, Alpine, Wangaratta, Mansfield and Wellington councils have all suffered significant damage to infrastructure, including over 9000km of roads severely impacted.

According to Regional Roads Victoria, bushfires damage roads in different ways. They can severely damage the road surface, compromise structures such as retaining walls and bridges, and destroy signs and line markings. In some cases, roads have been burned multiple times and fires can cause damage that might not be obvious.

Tens of thousands of trees have been burned. Arborists are individually assessing each tree, as any that could risk falling onto the road or vehicles will need to be removed.

Clearing and re-opening these roads requires a multi-agency effort. In addition to local government efforts, state government agencies are working with DELWP Forest Fire Management, Parks Victoria, VicForests, and the Australian Defence Force to clear roads, then undertake emergency repairs to enable safe access for the community.

This work doesn't stop until services are restored, roads are reopened and communities are reconnected.

In East Gippsland alone, the shire council has acted quickly to go to tender on replacing six timber bridges destroyed by bushfires.

Council is responsible for over 200 bridges, including 32 timber bridges, across East Gippsland.

So far, 16 bridges have been identified as destroyed, severely burnt and damaged beyond repair across the shire with a replacement cost estimated at more than \$4 million.

Acting General Manager Assets and Environment Mark Burnett said high priority is being given to replace key bridges impacted by the bushfires and provide access for the community.







"Bridge and other infrastructure assessments have occurred as soon as access has been available to some of the more remote locations where bridges have been impacted by fire. We are also grateful for community reports made to Council about where infrastructure has been damaged or destroyed; this has assisted in our assessments," Mr Burnett said.

"In partnership with successful contractors, we will replace these bridges as quickly as possible. This is only some of the infrastructure replacement work that will be required following the fires," Mr Burnett said.

For smaller councils such as Towong, the burden of recovery is even greater. The Upper Murray bushfires burnt 308,000 hectares, or 45% of the municipality.

"The sheer scale of the Upper Murray fires poses a challenge for us as the smallest rural council in Victoria but we are confident with the support we are receiving from the Federal and State Governments, supporting agencies and Councils across the state, we are well placed to resource the recovery efforts through the establishment of the Upper Murray Bushfire Recovery Hubs," Towong Shire Mayor Cr David Wortmann said.

In nearby Alpine Shire, the bushfires also had a significant impact on the local community. Not only was 25% of the shire burnt, including 2,000 hectares of pine plantations, but an estimated \$90 million of tourism income was lost as holidaymakers evacuated.

"The Alpine Shire has been fortunate to sustain minimal infrastructure damage from the January bushfires, but the economic impact of losing so many visitors at what is traditionally the busiest time of year has been devastating," Mayor Peter Roper said.

The challenge of restoring the community's prospects has even seen Alpine CEO Charlie Bird decide to stay on in the role despite submitting his resignation in December.

"The social and economic landscape has changed dramatically since I submitted my resignation in December," he said.

"We have months of work ahead to rebuild the economy, support our communities and attract visitors back to our stunning towns."

It is this willingness and desire to restore communities as quickly as possible driving the efforts of local government staff in all affected areas.

MWOA members will often be at the forefront of these efforts and the organisation has offered the CEOs and Infrastructure Directors of those directly impacted councils whatever assistance it can provide.





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# MWOA GOLF DAY 2020

## MWOA's 2020 Charity Golf Day

The MWOA 2020 golf day, once again sponsored by the MWOA's Platinum Sponsor SuperSealing, was held at the Torquay Sands Golf Resort on 28 February. As per previous years, places sold out soon after the event dates were announced. We would also like to thank the other corporate members that supported the day, including Avery Dennison, Dial Before You Dig, Dymark, Hiway Stabilizers and The Drain Man. The team from Dymark trekked all the way from central Queensland to participate on the day; a great effort by any standard.

It was great to see some former MWOA legends on course. This included for MWOA President and Life Member Derek Robertson from Whittlesea City Council, former MWOA

CEO Stephen Robertson Snr and former Board Member Kevin Keating.

Congratulations to everyone who took home a prize. For the record, the winning group included Scott Hilton, Kevin Clancy, Rod Walker and Cameron Wigney. Brendan Skiba took out the longest drive prize for his effort on the 6th hole, and Rob Larking was the best of our four closest to the pin winners with a shot that got within a meter of the hole on the 7th.

Thanks again to all those members that supported this event. Special thanks to MWOA Board Members Darren Findlay and Mauro Starc for their assistance on the day, and to Scott and his team at the Sands Resort for organising a great day.





# Why **Ravensthorpe Shire** decided to standardise on **Komatsu**



Western Australia's Shire of Ravensthorpe has recently taken delivery of a Komatsu WA430-6 wheel loader – its seventh Komatsu machine, following a decision by the shire some years ago to standardise on a single brand as much as possible.

The new WA430-6 loader, delivered in early June, replaces a loader of another brand, and is the shire's primary production loader, loading road trains and tippers from its various gravel pits for road resheeting, as well as general construction and maintenance works.

The Shire of Ravensthorpe is located on the southern coast of WA in the Southern Goldfields/Esperance region, and about 530 km from Perth. Covering an area of 13,500 sq km, it services a population of just over 1700.

Its road network consists of around 1200 km of dirt roads, and 200 km of bitumen.

The Shire's Komatsu fleet, in addition to the newest machine, consists of a WA200PZ-6 and a WA320PZ-6 loader, two GD655-5 graders and a GD555-5 grader, and a WB97R-5EO backhoe/loader.



Works Supervisor Greg Plunkett said Ravensthorpe decided to standardise on Komatsu machines some years ago.

"We bought our first Komatsu machine, the GD555-5 grader, about five years ago, and it worked out well for us; the operators really liked it.

"We primarily went that way so that we could standardise as many of our parts and consumables as possible," he said.

"We've found that not having to deal with different filter makes and types, as well as other parts, makes it so much easier for us. Before that, it just got all too messy.

"For example, with the graders, they are very similar bits of gear, with the same set up," said Plunkett.

"We use the newer GD655-5 for our road rebuilding, resheeting and road reconstruction, doing

more of the heavier work than the other two.

"The other two graders are primarily doing maintenance grading, and we try to keep them in their own work areas, so they can get over the roads as often as possible, so we can keep them in the best condition," he said.

Ravensthorpe's WA320PZ-6 loader is used in its rubbish tip, covering waste material to ensure it doesn't blow away.

The WA200PZ-6, which has bucket, rake and fork

attachments, is used – along with the WB97R-5EO backhoe – for general utility works, cleaning road verges, and other small-scale projects.

According to Plunkett, the service and support the council receives from Komatsu is very good.

"We primarily deal with Curtis Bateman (Komatsu's Sales Account Manager for the South West of WA), and we have a very good rapport with him.

"Because we're in a fairly isolated area – we're 300 km from Albany, 200 km from Esperance and 500 km from Bunbury – we tend to do all our minor servicing ourselves, while Komatsu does all the major ones," he said.

"We and Komatsu use KOMTRAX to stay on top of our servicing needs; they'll ring us up when a service is due.

"We are reviewing the machines on KOMTRAX all the time, particularly with our three graders to keep an eye on their fuel consumption, and compare how they are going. Being able to do this is a lot better," Plunkett said.

# KOMATSU



# THE CHANGING FACE OF OPERATIONS

It was not so long ago that municipal works teams were entirely male. This is slowly changing with women increasingly being appointed to key Operations roles. In this edition of Access we meet two of these trailblazers, Debbie Leeson-Rabie, who was one of only three female Operations Managers in Australia when appointed to the role of Manager, City Works, at City of Greater Geelong council, in 2018, followed closely by Helen Napier, who was appointed Manager, City Amenity at Manningham City Council later that year.



**Debbie Leeson-Rabie, Manager, City Works, at Geelong City Council**

[DLeeson-Rabie@geelongcity.vic.gov.au](mailto:DLeeson-Rabie@geelongcity.vic.gov.au)

## **Qualifications**

- MBA
- Graduate, Australian Institute of Company Directors

## **Awards:**

- SACS finalist Leadership Award – Executive Category
- Municipal Engineering Foundation Victoria study tour scholarship
- IPWEA Excellence in innovation commendation to City of Greater Geelong for the road to success project

## **Interests outside work**

- Vice-President and Board Member of IPWEA Victoria
- Travel

## **What has been your career path to date?**

Before joining the fascinating world of operations, I worked in civil design and traffic engineering in South Africa, England and now Australia, in both consultancy and local government. I've always had an interest in operations and direct service delivery to communities, so was thrilled to be offered an opportunity to transition across from engineering to operations. Participating in a study tour to USA and Canada in 2016 to research Best Practice in Engineering Maintenance was a fantastic opportunity to accelerate and broaden my knowledge.

## **What is your current role and what do you love about it?**

Manager City Works at City of Greater Geelong, one of the largest local governments nationally. I'm rewarded with a wide variety of innovations, challenges and opportunities that make each day unique. This keeps me motivated whilst continually learning.

## **What is your focus in the future?**

In Operations, there are endless opportunities to make a positive difference, so over the next few years I'll focus on continuing to improve our workplace culture with the teams working better together. In terms of improving our customer experience and operational efficiency, a concentrated effort for the next few years will be on evolving to a multi-skilled and agile workforce, improving

diversity and inclusion within City Works, increasing our use of technology, defining levels of service for all services delivered, and defining and monitoring quality standards. There are also a number of environmental and economic factors that increasingly influence how community services are delivered. As leaders, we need to be actively working toward best practice and best value services, whilst aspiring to next practice too. We should be brave to trial and pilot innovations, be open to continual learning and ongoing progression.

### **Best advice for others in operations?**

Keep learning! This advice is for yourself and everyone around you as this improves the working environment through professional development for our teams. Also, we recruit from the same talent pool, so if every organisation develops their staff, we all collectively benefit from an uplift in skills. An opportunity would be to develop forums for greater industry collaboration and collegiality across operations in local government - we have a lot to learn from each other.



**Helen Napier, Manager City Amenities,  
Manningham City Council**  
Helen.Napier@manningham.vic.gov.au

### **Qualifications**

- Master of Emergency Management
- Bachelor Environmental Science, Biology and Conservation Ecology
- Advanced Diploma Natural Resource Management

### **Awards:**

- Winner of the Dial Before You Dig Operators Award at last year's National Works and Engineering Conference

### **Interests outside work**

- Triathlon, Art (Oil Painting), Clean food and lifestyle

### **What has been your career path to date?**

I worked as an Emergency Management Coordinator for three years at Manningham, and two years prior at Cardinia. At Manningham I also did higher duties for two years in the roles of Recreation Coordinator and Manager Parks and Recreation, in addition to continuing my role in emergency management.

### **What do you love about your current role?**

I love the variety of my current role. There is always a different challenge ahead every day. I currently manage five teams – Parks, Sport and Recreation, Emergency Management, Environment and Waste Management. I love my job as it enables me to utilise all my knowledge and experience and also continue to develop my career. My staff are amazing, and I truly enjoy achieving our goals together.

### **What is your focus in the future?**

In the next few years I am focussed on establishing my service unit (it was created out of our restructure about 18 months ago) by refining team structure, reviewing and implementing new procedures, policy and strategies (where needed) and forming a great team environment for all my staff.

### **Best advice for others in Operations?**

Investment in your people should always be paramount in all you do!



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# Daniel asks “Will computers take our jobs?”



Each year the Municipal Engineering Foundation Victoria (MEFV) selects three public works professionals to participate in an overseas study tour.

Daniel Kelabora, Senior Project Engineer at Latrobe City Council, was one of the 2018 scholarship winners who undertook a study tour to USA and Canada and attended the APWA International Public Works Congress & Exhibition (PWX) in Kansas City, Missouri.

Since his return, Daniel has presented his report “Engineering Disruptive Technology” at MWOA’s Gippsland Branch meeting. He shares his key findings here with Access readers:

## **What did your study entail?**

As a young professional in the public works field, the uncertainty about the impact of artificial intelligence (AI) on my future led me to ask the question “Will a computer take my job?”.

To understand this, I investigated how the public works profession is responding to technological disruptions. In particular, I looked at current innovation trends in shared mobility and data, both here and overseas.

## **What is shared mobility exactly?**

Shared mobility is a competitive industry with autonomous vehicles (driverless cars) and electric scooters (e-scooters) being some of the modes of transport being trialled with varied levels of success.

## **What are the benefits and challenges of these new transport options?**

The benefits are immense and include increasing mobility, reducing road accidents and releasing land for other uses. However, as we’ve seen in Victoria with e-bicycles, there are many challenges too. For the introduction of any new transport system to be successful, providers must work closely with public works personnel to manage any associated issues such as noise or safety.

There are many barriers to overcome – technical, regulatory and community – to ensure a successful implementation. Public Works is uniquely placed to manage this change by controlling regulations, updating physical infrastructure and providing leadership for the community.



### **What has data and AI got to do with this?**

Whether it is driverless cars, e-scooters or e-bikes, the private providers are reliant on sophisticated real-time data to optimise service delivery. There is an increasing push for the availability of this data to flow beyond traditional agencies (such as councils and government authorities) to private providers. It is important that agencies set a clear vision and supporting policy to allow the flow of data and that they place a high importance on their staff having social intelligence and digital skills.

### **Isn't this a long way from the usual skill sets of a council engineer?**

Maybe it is today but smart agencies will need to have strategies for attracting these new skill sets and growing a pipeline of future candidates for these types of jobs. Public Works provides a unique setting to develop future proof skills with both a wide array of career pathways and an emphasis on public service over profit.

### **So, will the engineers of the future be replaced by computers?**

I don't think so but the future role of engineers, complemented by artificial intelligence, will pivot away from technical routine work and towards social intelligence tasks.

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Want more information?

Daniel's full report can be found at [www.mefvic.org.au/2018-2020](http://www.mefvic.org.au/2018-2020)





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# TME adds value to Local Government



## Chemical safety a focus at Bullock Shire

TME recently conducted a chemical awareness course at Bullock Shire depot. The course ran over two days and incorporated calibrating equipment, reading labels and doing chemical risk assessments. The course endeavoured to inform and update the Bullock Shire workers on the safety issues around using chemicals.



## TME showcases Victorian councils to overseas delegations

TME provides a range of training programs to local government including Business and Administration, Parks and Gardens and local traffic management. It also liaises between local councils and international delegations in terms of business opportunities and multiculturalism. One recent activity included TME hosting a group of teachers from inner Mongolian who visited Melbourne. TME had the pleasure of taking the visitors to various parks and gardens within the City of Greater Dandenong and Frankston City Council areas. Many thanks to the council staff who participated.

# TME SUPPORTS MULTICULTURALISM

In January this year, TME supported and participated in several events celebrating multiculturalism in Melbourne.

As pictured at right, Miss Angie Zhang from TME hosted the Media Launch of Chinese New Year in the City of Melbourne, where the Lord Mayor, Cr Sally Capp, made a speech.

Many councillors from other councils also attended events to celebrate Australia Day.



TME in partnership with ALNA, deliver over 35 nationally accredited qualifications, in business, management, logistics and sales. We have established a reputation for delivery of quality workplace based training, customised to meet industry standards and designed around your employee and business goals.

Programs are run across Australia with Government funding opportunities for eligible students to assist with the costs of training. Contact us regarding eligibility in your State.

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## Whittlesea Ops team making the city a better place for all

With a wealth of collective local government experience, there are more than 100 employees working as part of Whittlesea's City Presentation department.

The team, which is responsible for overseeing council's waste, recycling and infrastructure maintenance, is led by Acting Manager Anthony Kyrkou who joined the council in 2012.

An engineer by profession, Anthony has moved through a variety of roles including Infrastructure Planning Engineer and Unit Leader Infrastructure projects.

Using his background in both asset and project management, he is enjoying the shift he made nine months ago into the operational sphere.

"We've successfully navigated the Victorian recycling crisis and recently recommenced the processing of recycling material," he said. "We've also completed a food organics/garden organics bin trial to increase the diversion from landfill."

His department is also in the process of implementing the Assetic Asset Management System to automate the operations across the department.

"We're also implementing an automated permitting system to ensure works occurring

in the road reserve are supervised appropriately," he said. "This will greatly increase the life of the asset, and therefore reduce the maintenance burden."

Of course, there are also many challenges for the department.

"As an interface municipality, a key challenge is the level of resources keeping pace with the rate of growth and adapting to changing community expectations regarding levels of service and amenity," he said. "Social media and the 24/7 nature of community requests is also changing the dynamics of our work."

Managing such a large team and complex department has also prompted Anthony to begin studying towards an MBA (Master of Business Administration) this year at Swinburne University of Technology.

As well as his formal studies, Anthony is an active member of MWOA and IPWEA and has presented at recent conferences for both organisations on 'Providing an equity lens over capital works delivery'

In the future, Anthony hopes to see a world where equitable service delivery is the priority in capital works planning and decision-making.

## IMPACT RECOVERY SYSTEMS

### Flexible bollards, signposts and frames

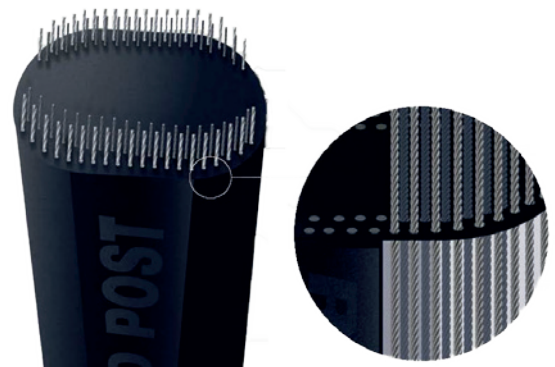
Delnorth offer a highly durable range of passively safe self recovering flexible signposts, frames and bollards. When hit by vehicles, these products flex to absorb the impact then recover to their original position, even after repeated impacts.



#### RPS RETRO POST®



- Made from high grade rubber compound with reinforced steel cables for superior durability.
- Perfect for high-impact traffic zones, Retro Post® is self-returning, flexible, and available in multiple heights.
- Easy to install into existing or new sockets, the Retro Post® is available as a surface or socket mount installation.



#### INLINE BOLLARD

- The Dura-Post® 360° Inline Bollard has a spring reinforced impact resistant polyurethane flexible joint which provides strength and durability, even for galvanised steel or aluminium posts.
- Multidirectional and impact absorbing, the inline bollard is easy to install and has vandal resistant fittings.
- Installation options include surface mount, ground socket or inground drivable anchor.

**DuraPost**

#### POLYFLEX™

- Manufactured from premium grade injection moulded polyurethane the Delnorth Poly-Flex™ range is UV stabilised and thermal resistant from -50° to + 60°.
- Significantly reducing replacement costs, Poly-Flex™ is strong and flexible, absorbs impact and returns to original position time after time making it perfect for high impact areas.
- Poly-Flex™ can be installed with ease and is available as a surface or socket mount.

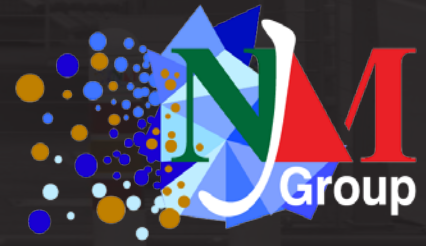
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# Australian Bollards Roadside Services Division

The **sole distributors** of Energy Absorbing Bollards



**EAB** ENERGY  
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BOLLARDS

## ENGINEERED TO SAVE LIVES



What sets this bollard apart from the others? Unlike regular bollards, which are placed to serve as barriers preventing unwanted vehicles from entering an area, the Energy Absorbing Bollards (EAB) are used to protect vehicle operators and those around them. They absorb shock energy, redirected from the vehicle and stop it in place, minimising the risk of injury or fatality of the driver and those around them.

The structural design of the EAB ensures minimal impact for the driver and vehicle. EABs are ideally placed in highly populated areas to protect people and assets. The sole purpose of the EAB is in the name – to absorb the impact of kinetic energy, safely decelerating the vehicle to a steady and controlled stop.

### FEATURES

- Significantly minimise injuries and risk of fatality
- Protect high density areas
- Perfect for limited space application
- Cost effective alternative
- Customisable – colour, removable and retractable
- Easy and simple installation process

### WHERE?

- Pedestrian Safety
- 'Super Tram Stop' islands in congested inner-city areas
- Outdoor Dining Protection
- Work Zone Protection
- Asset Protection

### DESIGN SPECIFICATIONS

EAB is a subsurface bollard that requires excavation to install. The components compose of the EAB, impact absorbing foam, a steel tube, REO cage and concrete foundation.

#### AB-EAB - Installation Weights and Dimension

	Bollard, Cartridge & Reo Cage	Bollard Only	Cartridge Only	Reo Cage Only
Diameter	450mm	150mm	355.6mm	450mm
Length	1850mm	1450mm	800mm	800mm
Weight	120.3kg	67.5kg	28.5kg	24.5kg



Australian Bollards Roadside Services Division are the sole distributors of Energy Absorbing Bollards, approved by VicRoads

If you're looking to install Energy Absorbing Bollards, call our friendly team today on +613 9459 3488 or visit our website.

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# 60 SECONDS

With Ken Markham



## Work history

Started work for Shire of Perenjori 1992. Worked my way up through the ranks from General Hand through plant operator, Leading

Hand / construction grader operator to current position of Manager Infrastructure Services.

## What does your current job entail?

Responsible for Roads, Parks & Gardens, Waste management, Housing & buildings, aerodrome, tourist sites and sports grounds. Manage a workforce of around 17. Background is mainly road maintenance and construction.

## Professional memberships

LGSA committee member since 2009. Enjoy working with a great group of people to present an excellent conference each year for our members.

## Favourite pastimes

I enjoy camping and playing lawn bowls. I love golf and would play every day if I could. Am Captain of my Golf Club and involved in local Sports Club as president

## Football team

Staunch West Coast Eagles supporter

## Favourite tippie

Enjoy a good whiskey or two after a day's work or game of golf.



*Chris Tartaglia, Director of DDC*

## DDC joins MWOA as a Corporate Sponsor

DDC Pty Ltd is a construction company with two divisions: one focusing on Transport including road infrastructure, fencing and commercial small civil projects and the other is the Renewable Energy division with expertise in solar farm construction.

DDC's journey is like that of many of the MWOA's long standing corporate members. Chris started his business in 2007 in Sunbury, Victoria, focusing on guard rail projects and small civil works. It quickly became a national and, more recently, a global company with involvement in major solar farm projects outside of Australia through its relationship with sister company Turchi Australia Pty Ltd.

DDC wanted to join the MWOA to 'give back' to the industry that has supported its rise. Workload permitting, they are planning to be at the MWOA's National Works & Engineering Conference in Bendigo in September.

Drop in and have a chat to them about some of the solar farm projects that they have been involved with in the U.S. It's an amazing story. You can find out more about DDC via their website ([www.ddcpl.com.au](http://www.ddcpl.com.au)).



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