

BSBPMG515 MANAGE PROJECT HUMAN RESOURCES

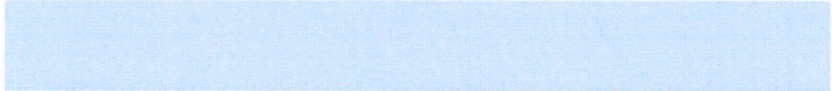
PRACTICAL ASSESSMENT INSTRUCTIONS

- The following practical assessment will require the participant to complete work related activities.
- Observations will be conducted of the participant's work to determine whether they display sufficient practical skills and knowledge.
- Please fill in the details below, providing your name, signature and date of assessment.
 - Your signature acknowledges that the assessor provided clear instructions and the participant understood what was required to complete this assessment.
- The assessor may substitute a Practical Task with another task of equal value.
 - Alternate tasks must be fully documented by the assessor.

Participant name Sarah Conley

Participant signature 

Assessor name _____

Assessor signature 

Date 10/02/2020

Number of tasks	Number of tasks completed	Satisfactory?	
		Yes	No
1		☐	☐

BSBPMG515

MANAGE PROJECT HUMAN RESOURCES

Practical Task 1	
Description of task: A suitable observer is to verify the participant's ability to manage human resources related to projects – including planning for human resources, implementing personnel training and development, and managing the project team. These tasks may be simulated or real. The participant is to gather evidence of how they have completed each component of the Practical Task, which is to be submitted with this Practical Assessment sheet. The observer is to provide detailed comments on the tasks completed by the participant. The assessor is to verify the observer's comments in the Assessor Comments section, and provide the Practical Assessment outcome on the front cover of this document.	
Resources required: Project documentation, Personnel documentation.	
Assessment of task	
Name of participant:	Sarah Conley
Name of observer:	Adam Stuart
Role of observer (Confirm suitability to sign)	CSG Operations Manager
Email address of observer	astuart@fredon.com.au
Signature of observer:	
Date:	10/02/2020
When completing the task, did the participant:	Tick if satisfactorily completed. Provide comments if left unticked.
1 Plan human resources relevant to projects	
1.1A. Determine resource requirements for individual tasks to establish required project personnel levels and competencies.	☒
1.1B. Establish project organisation and structure to align individual and group competencies with project tasks.	☒
1.1C. Allocate personnel to the project to meet planned work outputs throughout project timeline.	☒
1.1D. Apply human resources management (HRM) methods, techniques and tools to support engagement and performance of personnel.	☒
2 Implement project personnel training and development	
1.2A. Negotiate, define and communicate clear project role descriptions.	☒
1.2B. Identify, plan and implement ongoing development and training of project team members to support personnel and project performance.	☒
1.2C. Measure individuals' performance against agreed criteria and initiate actions to overcome shortfalls in performance.	☒
3 Lead project team	
1.3A. Implement processes and take action to improve individual performance and overall project effectiveness.	☒

1.3B.	Monitor and report, for remedial action, internal and external influences on individual and project team performance and morale.	☒
1.3C.	Implement procedures for interpersonal communication, counselling, and conflict resolution to maintain a positive work environment.	☒
1.3D.	Identify and manage inter-project and intra-project resource conflict to minimise impact on achievement of project objectives.	☒
4 Finalise human resource activities related to projects		
1.4A.	Disband project team according to organisational policies and procedures.	☒
1.4B.	Identify and document human resource issues and recommended improvements.	☒
The participant's performance was: ☒ Satisfactory ☐ Not Satisfactory		

OBSERVER COMMENTS

Working Days	October	November	December	January	February	TOTAL HOURS TO FINISH	TOTAL COST TO FINISH	BUDGET HOURS TO FINISH	TOTAL HOURS SAVED	PROFIT
				22	11					
Electrical				4	11	568	\$ 82,280.00	1335	367	\$ 30,296.00
Pipe				11	4	2464	\$ 209,640.00	2000	464	\$ 42,688.00
Total electrical	0	0	0	304	264					
Total Pipe	0	0	0	2112	251					

singing			moving off site		
Arnold, Bert	Endless	day	Cock Village	1978	
James Wellman	Endless	day	McIntosh/Mary's Midway	1978	
Bradford	Endless	day	Clark Island	1978	
Howard Herman	Endless	day	Four Oaks	electric	
Charles Henderson	Endless	night	Jack's Farm/Barney	1978	
Brad Calkins	Endless	night	Jack's Farm/Barney	1978	to last 1978 week
Jack Kalkins	Endless	night	Jack's Farm/Barney	1978	electricity/last weekend
Chuck Kalkins	Endless	night	Jack's Farm/Barney	1978	electricity/last weekend
Steve Price	1978	night	Arnold	1978	electricity/last weekend
Don Langrange	1978	night	Arnold	1978	electricity/last weekend
David Perence	electric	night			
James Henderson	electric	night			
James Henderson (1977)	electric	night			
Phy Nguyen	electric	night			
Phy Kalkins	electric	night			
check with PA					
Johnathan Sherry	electric	PA			
Kyle Sherry	electric	PA			
Neil Sherry	electric	PA			

Employee Disciplinary Notice

This notice is to advise you that failure to correct the following will result in termination.
(Please complete form with a third party (witness) present)

Employee Name: Brad Conway

Employee Number:

Project/Office Location: SRACC

Reason for action:

☐ Job Performance

☐ Absenteeism

☒ Misconduct

☐ Security

Level of action:

☐ File Note

☒ 1st Warning

☐ 2nd Warning

☐ Final Warning

Meeting Date & Time: Wednesday 8th January 2020

Parties Present: Sarah Conley, Shane Hajetian, Brad Conway, Cameron Stanfield

Details Of Allegation:

Prior to Christmas a group of tradesman and apprentices were at a local pub after work. Brad and an apprentice ended up in an altercation, which resulted in the police being called and an assault charge was placed against Brad. The court date is set for Thursday 30th January 2020

Employee Explanation:

Brad suffers from PTSD from his time in the Army, and isn't sure what happened to trigger his aggression on the night.

Outcome:

Brad has been offered support through the Employee Assistance Program.

Brad is a well-regarded electrician, and as such he will be moved to another project commencing tomorrow Thursday 9th January 2020.

I have read and discussed with my Manager/Supervisor the above complaint and I understand it fully.

	Name	Signature	Date
Employee:	Brad Conway		08.01.2020
Manager/Supervisor:	Sarah Conley		08.01.2020
Witness:	Shane Hajetian		08.01.2020

Original to: Employer

Copy to: Employee

Construction Electrician Leading Hand

Position description:

This is a project specific position description for Construction electrician Leading Hand for BAC Domestic Terminal Upgrade Brisbane.

A Leading Hand would require at least five (3) years' experience working in the electrical Industry together with the appropriate certificates, accreditation's, licenses, etc as outlined in the Classification Structure of the Company's Enterprise Agreement.

Strong communication/negotiation and supervisory skills together with highly effective planning and organisational skills is critical, as is possessing a positive attitude towards teamwork.

A strong understanding and working knowledge of Safety, Environmental and Quality Systems is expected.

A Leading Hand will also be required to use their own initiative and apply a deductive approach when maintaining productivity and cost effectiveness.

Responsibility And Authority:

Direct Reports: Apprentices.
Trade Assistants
Electricians grade 5.

Critical Responsibilities: Thorough knowledge of project deliverables.
Site Team Supervision to achieve deliverables.
Client Liaison/Business Development
Safety/Environment
Quality documentation.
People Management

Project Duties:

- Prior to commencement of works, ensure work team is fully briefed with regards to the scope of works, confirm reference documentation (drawings & plans etc) are current.
- Prior to commencement of works, ensure work team is fully briefed with regards to the scope of works, company labour expectations by way of allotted hours. Would be expected to keep accurate records of complete team hours for reporting purposes.
- Prior to commencement of works, ensure any Pre starts, works permits, SWMS, plant and materials are confirmed as required.
- Provide weekly forecast of materials required for future works. Advise required materials and resources are identified and co-ordinated for timely commencement of works

Site Administration/Support Duties:

- Ensure site diary is completed and made available to the Project Administrator by request.
- At the completion of each designated work zone, prepare and submit quality documentation to the site administration team.
- Be prepared to take direction/instruction from the Project Supervisor.
- Perform all filing/archiving duties as required/requested.
- As directed, ensure store is cleaned/re-organised and materials are packed in readiness for shipment or service.
- Attend and participate in weekly toolbox meetings.
- Carry out site survey designs (for minor works) as required by either the Project Supervisor or Administrator.

Construction Electrician Leading Hand

Site Supervision Duties:

- Ensure all labour and equipment, are effectively utilised and monitored in order to achieve timely completion of works.
- Ensure site personnel remain polite, courteous and helpful to all visitors to the site, clients and members of the general public, ensuring professional presentation is maintained at all times.
- Notify the Project supervisor with regards to any damages, variations or contamination.
- At the completion of each designated work zone, ensure the works are assessed for completeness/accuracy ensuring any issues raised/outstanding are promptly addressed and rectified.
- Remain hands on with regards to all facets of the project.

Client Liaison/Business Development Duties:

- Maintain strong and co-operative working relationships with all BAC staff and fellow Sub contractors.
- Respond promptly and professionally to all BAC staff and fellow Sub contractor enquiries/complaints received ensuring management are kept informed of any serious matters unable to be resolved.
- Liaise with BAC staff and fellow Sub contractors on a daily basis in relation to the ongoing status/progress of projects.

Safety/Environment Duties:

- Strive to understand a working knowledge of the Company's Management (HSEQ System, ensuring site personnel adhere to them at all times.
- Ensure the appropriate safety equipment is worn by site personnel at all times.
- Ensure that all hazardous situations are minimised and reported to prevent HSEQ incidents.
- Ensure that all requests to perform unsafe work practices that may result in damage to vehicle, people or property are declined.

Quality Duties:

- Strive to understand a working knowledge of the Company's Management (Quality) Systems, ensuring site personnel adhere to them at all times.
- On an ongoing basis, monitor all works to ensure the continuing quality/accuracy of work performed.

People Management Duties:

- Ensure that relevant information is communicated to direct reports enabling them to effectively carry out their functions.
- Delegate tasks to direct reports in line with skill, knowledge and ability and where necessary identify skill gaps and training requirements.

Authorities:

- Keys/ Fredon Construction key.
- Counselling/reporting in accordance with Company Procedures/Systems.
- Mobile Phone.

Policy Statement:

Fredon Qld Pty is a quality and safety conscious company and as a result it is the responsibility of every employee to fully understand and adhere to the Company's Policies and Procedures.

Construction Electrician Leading Hand

Responsibility to show full commitment for management system (Safety and Quality Assurance)

Basic Requirements by ISO9001:

- a) The employee shall take immediate action upon the result of any non-conformance.
- b) Identification of any non-conformance should be made known to the department head or next senior person and where ever possible recorded.
- c) If the non-conformance is of a minor nature, the employee should try to correct/solve directly.
- d) Should further action be required to clear a non-conformance, it must be brought to the attention of the management.

I have read and understand the outlined responsibilities and duties of my job. I undertake to carry out these responsibilities and duties, or any other duties as requested to the best of my ability.

Print Name

Signature

Date

Employee:

Witness:

Confidentiality:

During the course of your employment all matters directly or indirectly communicated to you in either electronic, written or verbal format are confidential to Fredon Qld Pty. Accordingly, it is a company requirement that these items are not disclosed by you to any third party or customers or other employee unless it is directly necessary for the achievement of the project/contract requirements/objectives or your job description accountabilities

The following items included with this job description:
Fredon Qld Pty BAC organisational Structure.

Performance & Development Review January 2020

Employee being Appraised: Gary Florentine

Date of Appraisal: 13/01/20

Rating Scale

- A. Unsatisfactory performance:** Performance must improve significantly within a reasonable period of time if the individual is to remain in this position. Employee is not performing to the requirements of the job.
- B. Needs development:** Performance is noticeably less than expected. Usually performs to and meets job requirements, however, the need for further development and improvement is clearly recognized.
- C. Meets expectations:** Performance clearly and fully meets all the requirements of the position in terms of quality and quantity of work. It is described as good, solid performance. Minor deviations may occur, the overall level of performance meets or slightly exceeds all position requirements.
- D. Exceeds expectations:** Performance frequently exceeds job requirements. Accomplishments are regularly above expected levels. Performance is sustained and uniformly high with thorough and on-time results.
- E. Substantially exceeds expectations:** Performance levels and accomplishments far exceed normal expectations. This category is reserved for the employee who truly stands out and clearly and consistently demonstrates exceptional accomplishments in terms of quality and quantity of work that is easily recognized as truly exceptional by others.

Area	Core Competency	Description	Employee's Rating	Manager's Rating
Core Values	Consideration	Proactively provide a helping hand;	C	C
		Listen to, rather than just hear others;	D	D
		Respect each other's ideas/opinions;	D	D
		Support each other professionally and personally;	D	D
		Promote an 'open door' policy;	C	C
		Maintain an open-mind	C	C
	Cooperation	Work as a team player;	C	C
		Share information and knowledge;	D	D
		Assist each other and look after your neighbour;	C	C
		Maintain a positive attitude;	C	C
		Be aware of the impact of your actions and decisions on others;	C	C
		Promote cooperation;	D	D
		Take responsibility rather than blame or create excuses	D	D
	Energy	Be passionate;	C	C
		Show commitment;	D	D
		Be persevering and hardworking;	C	C
		Be resilient	D	D
	Innovation	Encourage ideas and thought leadership;	C	C
		Seek better, more efficient and effective ways of doing things	D	D

Area	Core Competency	Description	Employee's Rating	Manager's Rating
	Leadership	Lead by example;	C	C
		Provide clear and timely communication;	C	C
		Manage effectively;	B	C
		Engage in courageous feedback and questioning;	C	C
		Encourage a learning environment;	C	C
		Be professional in our approach;	C	C
		Create positive morale and commitment to staff and families	C	C
Position Specific Competencies	Safety and Environment	Contribute to a culture of 'Safety and Health above all else' through compliance with all WH&S policies and procedures.	D	D
		Ensure compliance with environmental policies and procedures.	B	C
	Budgets/Cost Control/Planning (Managers, Professionals and supervisors only)	Plans for and uses resources efficiently, always looks for ways to reduce costs, creates accurate and realistic budgets, tracks and adjusts budgets, contributes to budget planning.	C	D
	Communication and Teamwork	Communicates well both verbally and in writing, creates accurate and punctual reports, delivers presentations and shares information and ideas with others.	C	C
		Meets all team deadlines and responsibilities, values opinions, helps team leader to meet goals, welcomes newcomers and promotes a team atmosphere.	C	C
		Has good listening skills, builds strong relationships, is flexible/open-minded, negotiates effectively, solicits performance feedback and handles constructive criticism.	C	C
	Computer Skills	Skilled in the use of computers, adapts to new technology, keeps abreast of changes, learns new programs quickly, and uses computers to improve productivity.	D	D
	Integrity / Ethics / Respecting Diversity	Deals with others in a straightforward and honest manner, is accountable for actions, maintains confidentiality, supports company values, conveys good news and bad.	D	D
		Treats all employees with courtesy, dignity and respect.	C	C
	Managing Performance/ People Development (Managers and supervisors only)	Provides feedback and coaching, rewards hard work, takes mentoring role, challenges and develops employees,	C	C
		Accepts mistakes, provides visibility/opportunity.	C	C
		Applies clear/consistent performance standards, handles performance problems decisively and objectively, is direct but tactful, provides guidance and assistance to improve performance.	C	C
	Quality	Is attentive to detail and accuracy, is committed to excellence, looks for improvements continuously, monitors quality levels, finds root cause of quality problems, owns/acts on quality problems.	D	D

Comments:

Gary is a valuable member of the team. He is courteous in her dealings with other staff. His technical knowledge is excellent.

Gary works well with his team, and leads by example. Gary always forms great relationships with the clients.

Signed Manager 

Signed Employee _____

Date _____

POSITION SPECIFIC OBJECTIVES

Objectives set	Actions to be taken
Objective 1 Implement Labour Analysis Report	Weekly submission of LAR
By When	By When Friday 2pm each week
Objective 2	
By When	By When
Objective 3	
By When	By When
Objective 4	
By When	By When

TRAINING REQUIREMENTS

Requirements	Actions to be taken
Requirement 1 Confined Space Training	SC to book training
By When Prior to commencement of PAH Project	By When Trainign to be completed by 14/02/2020
Requirement 2	
By When	By When
Requirement 3	
By When	By When
Requirement 4	
By When	By When

Sarah Conley

From: Pinnacle Safety and Training <student.administration@pinnaclesafety.com.au>
Sent: Wednesday, 5 February 2020 2:28 PM
To: Sarah Conley
Subject: Pinnacle: Enrolment Details
Attachments: db32_invoice_p157999x_1580876185.pdf

Dear Fredon,

Thank you for registering on our Confined Space Worker course.

Please find confirmation of your booking below:

Participant(s) booked: Gary Florentine
Course Name: Confined Space Worker
Date 07/02/2020 and finishing on 07/02/2020.
Duration: 7:30am to between 4:30pm and 5:00pm

Location:

Pinnacle Safety and Training Brisbane - Murarrie
UNIT 5
9 ARCHIMEDES PLACE
MURARRIE
Queensland 4172

Murarrie parking please note: Limited student parking available directly in front of **Pinnacle buildings only**. Street parking also available in Borthwick Ave and Archimedes Place.

Course Description:

This is our basic course which allows you to conduct a risk assessment and enter a confined space to conduct work.

This nationally accredited training course is designed for people who work in or around confined spaces. It is designed to teach participants how to:

- identify confined space hazards
- work safely within confined spaces according to an issued permit
- operate various confined space safety equipment.

Note: This is our basic course which allows you to conduct a risk assessment and enter a confined space to conduct work. For more advanced confined space training (including issuing permits, gas testing, conducting risk assessments, use of breathing apparatus) or for training that covers supervision of confined space operations, see our [confined space 2 day](#) or [breathing apparatus](#) courses. This advanced training is required for anyone who may be required to undertake a basic confined space rescue, act as a standby, operate gas detectors, or otherwise supervise confined space operations.

Payment and invoicing:

Your booking has been completed in our online booking engine. Your invoice has been attached to this email.

Terms and Conditions:

Placement of an order constitutes acceptance of our [terms and conditions](#). Please note:

- If your course value is **\$1294 or less**, our T&Cs provide full flexibility to change or cancel your enrolment **up to 7 days from course commencement date**.
- If your course value is **\$1295 or more**, our T&Cs provide full flexibility to change or cancel your enrolment **up to 14 days from course commencement date**.
- Change and cancel costs apply after the flexibility period ends. These are explained in the T&Cs.

What to bring:

For courses with a hands-on practical component, all specialist equipment is provided. If you have your own equipment, you are welcome to bring it along. Our trainers will inspect your gear to ensure it is safe for use in the course. If your course has other specific requirements, they will be listed below.

Participants are asked to wear long pants and closed shoes (high-vis and steel-caps not required, but are welcome). Tea & coffee facilities available. BYO lunch.

Unique Student Identifier (USI)

We require the correct USI, name and date of birth of all participants in order to produce certificates. If these were not supplied at time of booking, please have participants access: <https://www.usi.gov.au/students/create-your-usi> now to obtain USIs, and **reply to this email advising us of the information required for each participant**.

Late Arrivals

Your course begins at 7:30am sharp. Arriving late to a course affects the learning outcomes of all students. Pinnacle Safety and Training reserves the right to refuse entry to candidates who arrive late to a course. In this case, the candidate will forfeit 100% of the course fee as per the [Refund Policy](#).

Difficulty reading or writing

Do you have difficulty reading or writing, or have English as a second language? Our trainer may be able to make reasonable adjustments to the course to assist you, or we might request that you arrange an interpreter to attend the course with you. It is your responsibility to let us know as soon as possible (call us or reply to this email).

Participant Handbook

Pinnacle makes available a generic handbook for all course participants on our website ([click here to download](#)). The purpose of this Participant Handbook is to provide participants with information in resolving any questions that may arise during the course of study. Included are items such as our relevant policies and procedures, code of conduct, terms and conditions and cancellation/refund policies. Please take the time to review this.

Booking another course with us?

Browse more courses [here](#). When accessing our online booking system, use the login details below so you don't have to enter your information again. Note this is not your login to the Pinnacle e-Learning system. If you have booked for e-Learning, you will have received these details in a separate email.

Username: gflorentine@fredon.com.au

Password: a4Jel0E=VYu

If you have any questions or queries, please contact us on 1300 990 810.

Kind Regards

Student Administration

T 1300 990 810

W <https://www.pinnaclesafety.com.au>

[Like us on Facebook!](#)



Fredon (Qld) - Employee Location Directory

80 ANN ST 20C3940		QUEENS WHARF 20C3932 - IRD EW 20c3962 - IRD Pt A		DTB-RU 20M3930		TWEED VALLEY HOSPITAL TVH-ECI 20C3960 TVH-Civils 20C3961		SRACC - HERSTON 20C3892		REDCLIFE ERRP 20M3915		CCC - Grafton 20C3897													
Peters, Tim	PM	Carvell, Kevin	PD	McLeish, Matthew	PM		PM	Hajetian, Shane	PM	Bell, Samantha	Admin	Hamilton, Thomas	PM	Hale, Michael	PM	Sciacca, Ross	F'man	Lally, Terry	Passive						
		Bradford, Karl	PM													Irwin, Sean	F'man								
Wall, John	F'Man	McKee, Paul	PM	McKenzie, Ian	F'Man		F'man	Browning, Lucas	F'Man	Melville, Mark	F'Man	Florentine, Gary	F'Man	Grant, Dane	Comm/QA	Sammur, Phillip	F'man								
Field-Mitchell, Thomas	F'Man	Fronis, Chris	CA					Clay, Aaron	F'Man					Tracey, Allyson	Admin	Thomsen, Justin	F'man								
		McDonald, Zakk	F'Man													Vardy, John	F'Man								
		Hancock, Paul	S'Visor																						
Hinchliffe, Philip		Armour, James		Hogarth, Brydon fin13.02		Squillari, Dylan		Alexander, Shane fin13.02		Little, Daniel		Barrett, Rick fin13.02		Awbery, Colin		Ide, Mitchell									
Patterson, Josh		Barrett, Andrew		Johnston, Scott				Ballantyne, James		Lutzke, Michael		Simson, Iain		Bell, Rowan		Liddelow, Gary fin05.02									
		Belcaid, Tarik		Silva, Craig				Beswick, Thomas		Malvenan, Ross		Walker, Keith		Bennett, Glen		Macpherson, Jeremy									
		Breust, Liam		Smith, Cameron				Blake, Michael		Masson, Marc-Antoine		Westbury, Ethan		Betts, Matthew		Maino, Nadia									
		Conway, Bradley						Campbell, Jacob fin13.02		McAlister, Nathan				Brodrick, Paul		McInnes, Andrew									
		Ellis, Luke						Dalziel, Anthony		Mortimer, Ned				Burnham, Damien		Sinclair, Sam									
		Fish, Luke						Donnelly, Patrick		Roney, Christian				Dunn, Mark		Taylor, Andrew									
		Higgins, Shawn						Edwards, Matthew		Rosso, Daniel				Eichholz, Siegfried		Taylor, Mick									
		Hulme, Nicholas						Everding, Jackson		Ryan, Luke				Heron, Jason		Tonkin, Brian									
		Kamppi, Chris						Fiteni, Joseph																	
		Mokaraka, Geoffrey						Galland, Timothy fin??		Shane, Marcus															
		Phelan, Ian						Heap, Jordan fin13.02		Stirling, James															
		Self, Aaron						Jarman, Michael		Taylor, Sebastian															
		Stein, Daniel						Jell, Timothy		Wilkinson, James															
								Kazoullis, John																	
								Laracy, Nicholas																	
5		20		6		2		19		17		6		12		14		1		0					
Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire					
						Doak, Brett								Booker, Tim		Maguire, Aodan		O'Keefe, Trent		Russell, Nial		Toll, Eliot			
														Bradley, Zac		Masunee, Pracha		Pierpoint, Luke		Sleight, Luke		Tyler, Jake			
														Faulkner, Scott		McLaughlin, Chris		Quinn, Robert		Stanley, Robert		Tyler, Steve			
														Lazararini, Anthony		Mead, Simon		Reading, Ethan		Stinton, Peter					
																		Ross, Kayne							
0		0		0		1		0		0		0		4		4		5		4		3			
Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca					
						Riddel, Alex -3		Blanchfield, Kimberley -3		Neagle, Lee -1				Forbes, Nadine -2											
						Starr, Brandon -2		Brown, Isaac -1		Hardman, Ben -2															
								Chapman, Jason -1		Pearson, Michael -1															
								Everrett, Linton -2		Uspensky, Steven -2															
Electrogroup		Electrogroup		Electrogroup		Electrogroup		Electrogroup		Electrogroup		Electrogroup		Electrogroup		Electrogroup		Electrogroup		Electrogroup					
Cross, Connor -2 fin10.02		Carr, Liam -3						Collicot, Jordan -3		Kayes, Ethan -3		Hayden, Curtis -4 fin07.02													
		Kiviranta, Ryan -3						Daniels, Corban -3		Moss, Hayden -2															
		Heynes, Caleb -3						Dilkes, Norton -3		Sekulic, Joseph -4															
								Harnnam, Joshua -3		Thomas, Nicholas 1															
								Hartwig, Adam -2																	
Site Total		Site Total		Site Total		Site Total		Site Total		Site Total		Site Total		Site Total		Site Total		Site Total		Site Total		Site Total		Site Total	
6		23		6		5		28		25		7		17		18		6		4		3			
OFFICE		DRAFTING / ENGINEERING						SERVICE		DRY & PASSIVE FIRE		DEFENCE		CBUS & SUNCORP 20M3950		AFP 20M3948									
Conley, Sarah		Harris, Brenden						Du Toit, Justin		Jarrett, Diane		Roser, Peter	PM	Parsons, Adrian	PM	Connell, Ramon	PM								
Forbes, Ian		Montes, Juan		Trede, Adam	S'Visor/PM			Hobbs, Wade		O'Loughlin, Jade	Est.	West, Rebecca		Moulden, Jake	F'Man	Moulden, Jake	F'Man								
Stanfield, Cameron								Lakeman, Jarrad						Puczkowski, James	(A/L 25.2.20)	Robinson, Darryl	F'Man								
Stewart, Michael																									
Stuart, Adam																									
Batrachenko, Justin		Berboso, Marcelino						Dixon, Joel		Jarrett, Blake		Baet, Arnulfo FIRE		Bremner, Wayne											
Carlyon, Judy		Allen, Darren						Evans, Mitchell		Kariko, Andrew		Bowden, Chris FIRE		Casey, Ben											
Chapman, Cameron		Barreto Duarte, Francisco						Fabian, Adam		Liuliu Afoa, Kalan		Crosby, Bradley FIRE		Jarrett, Rik											
Forrester, Alice		Dark, Gregory						Fahey, Jarrad		Opacak, Mato		Ellery, Tai Passive		Newton, Jake											
Fuller, Joneen		Dave, Alok						Ferguson, Matthew fin13.02		Parkinson, Gaven - Ltg		Homan, Wayne FIRE		Ryan, Clinton fin13.02											
Gilbert, Scott		De Guia, King						Gallace, Leigh		Tamati, Kingi		Murphy, Terry Passive													
Hardman, Rebecca		Dixon, Rhett						Gillon, Andrew		Williams, Mark		Russell, Michael Passive													
Harris, Liana casual		Feng, Li						Hileman, Matthew				Vine, Adam Passive													
Leitch, Matthew		Hanna, Mina						Holmes, Ashley - Lgt																	
Mays, Trent		Kickbusch, Nicholas						Holzheimer, Michael - Ltg																	
Meiklejohn, James		Lee,Gavin						Howell, Chester																	
O'Cathain, Niall		Loftus, Vincent																							
Ryan, Gavin		Losbanos, Jenny																							
Stewart, Amy		Pereira, Michael 18.02																							
Tesch, Anne		Wilke, Brock																							
20		17		1		0		14		9		10		7		3		0		0					
Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire		Other Labour Hire					
0		0		0		0		0		0		0		0		0		0		0					
Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca		Neca					
						</																			

Fredon (Qld) Total

238

Movement -4