







-  Master - Project Manager - Mark Innes
-  Intermediate - Site Supervisor - Micky Peckham
-  Beginner - Apprentice Carpenter - Lincoln Nona
-  Beginner - Apprentice Carpenter - Raymond Williams



 My name is Lincoln Nona, I work for Probuild NT. I'm an Apprentice Carpenter. If I have a question I go to my Supervisor in charge or Site Manager. My Supervisor gives us a list of things to do and we follow that. I chose to work in the construction industry because I enjoy being outdoors and working with tools. I like building, I've always wanted to be, like, a builder.

 Hi, my name is Raymond. I've been working in the construction industry for a few years now. Some of my formal qualifications that I hold, besides my white card and my ochre card, is my first aid, my traffic control, my personnel hoist, my working at heights and I also have my fire emergency warden.

 My name is Michael Peckham, I go by Micky and I work for Probuild NT. I did my apprenticeship in 1986 to 1990 as a Carpenter Joiner. My major responsibilities as Site Supervisor is just the day to day safety and job duties of all the men and ladies working on site and apart from that just all the on-site training and mentoring that I do with the indigenous people.

 My name is Mark Innes, I'm a Project Manager for Probuild NT and my major responsibilities are the control of the project from award or conception right through to handover to the client. I've got a Bachelor of Civil Engineering and I've also got a Certificate IV in Project Management. I didn't do an apprenticeship myself, I'm not trade qualified, but I've got the engineering experience that helps me with my project management role.

General work includes liaising with subcontractors and suppliers, liaising with the client and making sure that the progress on site is maintained.

Probuild NT is a company with a head office in Alice Springs and another branch office in Darwin. At any one time we could be working on up to 10 to 15 projects throughout the territory. And we employ between one hundred and two hundred staff, both directly and through subcontractors and suppliers that work for Probuild.

Time management is a critical part of my role. Given I control multiple projects at any one

time, I need to make sure that I am evenly distributing my time to those projects so that one project won't fall behind.

The chain of command within Probuild is a very set structure, going from the apprentices and laborers on site, to a Site Supervisor. The Site Supervisor then reports to a Site Manager and that Site Manager will report to a Project Manager. And a Project Manager may have three or four Site Managers reporting to them and the Project Managers then report to Senior Management which includes the Construction Manager, the General Manager and the Finance Manager for Probuild.



M A regular day starts around 7am and can go through to anytime from 5 to 7pm depending on the work load. General office work and administration and also includes travel to remote areas for projects.

My time on site and in the office is split about thirty per cent on site with a seventy per cent being involved in the office and administration of projects.

B₂ A normal week for me would be Monday to Saturday, 7 to 5pm. My normal breaks are usually in between ten o'clock and ten thirty, and one o'clock and one thirty. There is an impact to family when it comes to my job, as I do do remote work. We do three weeks on and one week off.

M Our day starts at five thirty in the morning with the briefing with the Site Manager and myself. We go through all the duties and tasks and the personnel needed to do the duties. The safety aspects, all that stuff that's involved with the day to day. We do ten and half hour days minimum, going up to twelve, fourteen hour days, depends on shut downs.

B₁ My average working hours are six days a week, ten hours a day. The paper work that I need to fill out each day is my timesheets, our sign in and sign out registers, our pre-starts for if we want to go onto a machine or something, we fill out a prestart.

M My written reports that I do, it's mainly when our Site Manager has his breaks. Then I take all office duties over. That involves the day to day running, the tool boxes in the mornings, the staff planning, the paper work at the end of the day we do site diaries. This report, we have the breakdown of the tilers, plumbers, all different trades on site, so when we send it through to whichever management, they'll look down and see the total breakdown of all the things done, who's worked where and what's where, and has a look the budget is going to plan.

M As a Project Manager I'm responsible for a lot of the formal reporting through to the client for the progress on the job site. This includes monthly reports, that provide outlines on milestones we've met for the project. What milestones are upcoming in the next reporting period and any key changes, issues or progress on the site for that month.





Ah, the most important lesson in the industry for the new guys is, you've got to turn up for work, if you are not there, you can't learn.



Every day on a construction site I'm learning new things, say one day we could be doing the form working and the next day we're doing the concrete.

You know, working on a three storey building, working on a single storey house, so there's a really big difference there. For example, you could have a scaffold set up around the building where we'd have to basically monitor everyone. So preparation for work every day is different.



Most challenging aspects for my job is the works program that we got for the day, could be a two day, could be a weekend forecast that we have to finish on time because we put like disruption notices and stuff in. Some tasks may take half a day and you plan for disruptions, like the weather now, raining like it is this season, a half day job could turn into a day job. So, we made sure we done the outside work while the sun was out and about. And with that you have to make sure that everything's done prior to doing that and if all your homework's done previous to that your job and tasks will be done correctly and safely on time.



To get the tasks done I need to be organized and make sure I have the right equipment and the right materials for the job. I need to organize my tool box and what tools I need they're all ready to go.



In trade school, what they do is just all the theory based stuff, all the site requirements and OH&S rules, and Australian standards, your tech drawing, the theory side of trade school that you won't get out on the job site. But both work hand in hand because if you don't know it in trade school, you won't bring it to the job and if you don't do it on the job you won't know what they are talking about in trade school.



Some things that I've learnt in study that I haven't learnt on site are the, some of the rules and legislations of the building industry.



I'm regularly involved in the day to day requirements for company procedures, policies and the way we go about managing a project from start to finish. This also includes involvement with the construction team on site and making sure that the methods that we use are both up to industry standard, ah, the most efficient way we can do things on site. This includes reporting back to senior management on what we do and making sure they're aware of any shortfalls that we have in the procedures and policies.



Changing procedures, our Site Manager and myself, we come up with the best solutions. But we review that every afternoon after work and in the mornings prior to work starting.



To keep myself up to date within the industry, I have several personal memberships to various bodies including Master Builders Association and just Engineering Australia, to ensure we get news and current updates on industry standards.





B₁

One of my most challenging aspects of my job is when I'm on the roof, taking off all the roof trusses. It's pretty challenging just trying to be stable. You have to wear a harness to just to make sure you don't fall off.

If I feel unsafe doing a task I will ask my Supervisor and explain what there is that's not safe and he will tell me what to do that's safe.

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One thing that our Supervisors train us in at the moment is safety inductions, so that's where you sit down and you fill out a form, and you read over all the OH&S. So we'll get someone to come on site that hasn't had an induction on this job site before where I'll give him the paper work he'll fill it out. I'll photocopy his white card and the rest of his licenses and I'll give him a brief run through of the job site.

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If you go onto any Probuild sites and any sites in general in the Northern Territory or Australia, you'll have a basic steel caps, PPE, your shirts, hats, sometimes your hard hats, glasses. And then depending on your jobs and tasks and that, some require extra PPE, it could be face masks, double eye protection. If you don't have your PPE in place just something simple as you're just going to go cut something with a grinder, it could cost you an eye, it could cost you anything, it could cost you down time, if you're management it could cost you loss of work, loss of personnel, loss of income for everyone in general.

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Ultimately on a project I'm responsible for all work, health and safety requirements. However this is a day to day item that is administered and controlled at the site level, from the Apprentice right through to the Site Manager who is in control of that site.



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The construction industry in Darwin is a very challenging industry, it brings physical issues with the hot climate and hot working conditions. But there are also a lot of technical and administrative requirements that set a lot of challenges for people on site.

In my role as Project Manager, I also have a technical responsibility to the job, where I assist Site Managers and Carpenters with coming up with solutions for technical problems that are faced on site.

The most challenging aspect of my role would be the management of stakeholders in a project, given the wide range of clients that we work for we deal with a lot of different people, from a lot of different backgrounds, this brings a lot of challenges into the job.

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I've worked for many blokes, different organisations. You get a broad range of how things are done, there is always a hundred ways of doing things as long as it's done correctly and safely. It could be a better way, and a quicker way and saves money, time, effort, you won't know that unless you work with different people.



The things I enjoy at work is meeting new people, you get to learn about all the different types of trades that need to be in order, in place at that time of building a house or apartment or anything. I also enjoy learning new skills and learning how to use more equipment, more tools.



The way I share my knowledge and skills with trainees or apprentices is I like to show them what I want done, done correctly and safely. But you have to make sure they are comfortable or sometimes you have to just get other personnel to do the job that they're not comfortable doing.



So we do get a lot of laborers come on site and sometimes we can have a few more workers than we should and in that case we usually do show them new skills and teach them things that they probably wouldn't know, or either learnt before.



The characteristics we look for on site is, first of all is, there a good labourer for instance, labouring, could be carpentry, if they're any good at that. The other ones are if they communicate well on site because everyone has to work on the same place and you have to make it a friendly place to work at. Sometimes you have us working with locals on a community. If you can't communicate with them yeah, it's just harder for everyone in general just even for your duties and tasks you got.



Generally speaking in the construction industry there are two main streams which people can work through. This is in an Administrative role, including Project Administration up to Project Management, and then there's the Tradesman role, where you head from Apprenticeship through to a Carpenter, Site Supervisor and Site Manager. As you start to approach the senior levels into Project Management and Senior Management, these two streams start to cross over as the experts in each stream get towards the end of their careers.



My family and friends think it's good that I'm doing an apprenticeship, and it's, yeah, making me motivate myself to go forward in the future. My goal is to be a qualified carpenter and to be a Site Supervisor one day and yeah, maybe own my own business.



I love building, I love construction. Coming to work everyday building other people's houses and other people's buildings I actually enjoy because one day in the future I'd love to build my own house.

One day down the track I would like to get my builders ticket and become a registered builder. To be a registered builder I will need further qualification.





I've been a Carpenter, a leading hand, for a lot of years. Now I've gone into a supervisors role, so this supervisor role is getting more into the office and office management and more staff management. So that's an area that I'm touching base with now and there is a lot to learn there but hopefully I will succeed there.

What I'd like to achieve next is keep doing the training that I'm doing for the Site Supervisor and eventually it could even be Site Manager. It depends how far I wanna take this. If I don't go the management side of it, further than what I'm doing now, I'd like to get into the training of boys and girls in this industry.



As a Project Manager myself and recently completing my Certificate IV in Project Management ensured I was up to date with industry standards for the administration of projects, the control of projects and how to deal with each aspect of project management.

Right now I'm really enjoying my time as a Project Manager, however I do have aspirations to further my career, either into senior project management or running a project management office. This would mean running a small team or teams for Probuild where several project managers would report directly to me and then I would assist them with running their individual projects.



What I enjoy most about my job is what you can do and what you can achieve. You can go to a building site where it's just a piece of dirt and you can walk away, be it three months, six months, a year later, depends on how big the job is going and you can walk away and say "I built this" or "I done this."

