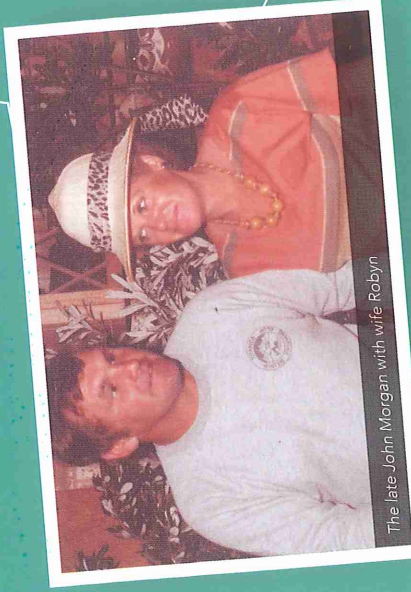


# AROUND THE GROUNDS MORGANS – BALLINA



The late John Morgan with wife Robyn



Morgans: Michelle Pearce with brother, Paul Morgan.

When talking with Paul Morgan, General Manager and Director of Morgans – who co-directs the company with his sister Michelle – one has the sense he'd rather let the quality of his team's work do the talking.

"Lots of people will talk themselves up. But to my mind the proof's in the pudding."

With over thirty years in the civil construction industry, Morgans mainly focus on sub-divisions and some infrastructure projects.

Morgans has been in business for more than 30 years and is located in Ballina on NSW's far north coast. The company employs 40-60 employees depending on what projects are going on. "We have a great team of people with a lot of experienced older heads. Many of them could – and have – run businesses in their own right. And others have come from senior roles in council to work for us. That's our strength as a company – we've got skills and experience across the board and a lot of depth."

Paul says that many of his team are attracted by the "family-owned" aspects of the business – namely belonging, support, and a flexible approach to work - compared with more corporate workplaces.

Morgans was established by John Morgan - Paul and Michelle's father – in Parramatta in 1975 by John Morgan and his wife Robyn with a truck and a grader trading as J&R Morgan Earthworks.

Following a family holiday in Ballina in the early 1980s they decided to relocate to the Northern Rivers town.

Paul says he was "always around" the industry through his father and spent many years "trying to be anywhere other than where I've ended up." But the 'coin' was good during his University student days and it was work that he understood and could do. Paul now accepts that he's "actually not bad" at what he does, and it allows him to support his family and the families of the team that work with him.



While Paul worked for John in the early years he decided to step out and establish his own pipe laying business, PJM Civil. "I struck out on my own. But my business was complementary to Dad's and we did a lot of work together." After John passed away following a short illness Paul returned to his sister Michelle merging Paul's pipe laying company PJM Civil with J&R Morgan earthworks to form "MORGANS".

Paul nominates technology and the paperwork associated with regulation as the biggest changes to the industry in his time. "The viability of GPS surveying and GPS machine control were unproven in the early days. We have invested a lot of time and money into the application of these tools into our business. By carefully integrating these new technologies into our construction techniques, we have been rewarded with a measurable positive return on investment." Paul says.

"For example, by using CAD and GPS we have been able to define the exact scope of our work with precision. We are also able to provide the client and ourselves with a lot more information at the front end of a project. This has enabled us to flag a lot of potential problems before work starts. That's important. It means if there's a potential variation, contractually we have a good leg to stand on. Local engineers are happy to keep coming back to us, because we're thorough in our preparation and are able to deliver what we say we will, with fewer problems for all involved."

However, Paul returns to the theme of letting the quality of the work speak for itself and sees that as a testament to the team at Morgans.

"Our people are terrific," he says.

Paul says the company joined CCF NSW in its early days. Having experience only a phone call away is very comforting he says. "They give us industry advice that's relevant. Being able to contact Raul [Baonza – CCF NSW Compliance Support Officer –People Issues] and others before him is really valuable. In a rapidly changing environment we didn't want to make fundamental errors." Paul says that CCF NSW was able to get them in touch with experts in the industry.

"That's powerful when you need to make a decision going forward."

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Cover image: *Installing the first cable in the MetroGrid Tunnel, Diona.*

# WINTER 2015 CONTENTS

CEO'S REPORT	03
CCF NSW CLARIFIES TAX COMMISSIONER'S DEBT COMMENT FOR MEMBERS	05
WHAT THE SUPREME COURT SAID ABOUT SOPA AMENDMENTS	06
CCF NSW CALLS FOR BETTER REGULATION ON RETENTION MONIES	07
EMPLOYERS CAN BE ENTITLED TO COMPENSATION FOR LONG SERVICE PAYMENTS: SCHEME PREMIUM REFORMS	09
GOVT CAN DO BETTER... INFRASTRUCTURE AUSTRALIA AUDIT	13
IS YOUR D&A POLICY JUST TOO GENERAL?	15
NEW MEMBER SERVICES: NEW CCF NSW WEBSITE, FIND A BUSINESS + BUSINESS CERTIFICATION IN BRIEF	16-17
LITIGATION IN THE INDUSTRY OFTEN RESULTS FROM POOR SPECIFICATION	19
STATE OF THE STATE LUNCHEON 5 MARCH, 2015	23
REGIONAL MEMBERS CAN STILL HAVE A VOICE: CCF NSW SUB-COMMITTEES	25
UPCOMING EVENTS	27
SYDNEY GOLF DAY	28
AROUND THE GROUNDS: MORGANS – BALLINA	29
CIVIL PEOPLE: LEIGH RICHARDSON OF RD MILLER PTY LTD, BEGA	30
SNAPSHOTS	31



## NEW CCF NSW MEMBERS

Between 1 March 2015 and 31 May 2015 the following businesses have made the wise decision to become Members of CCF NSW.

### CONTRACTORS

DSA Contracting  
FK Gardner & Sons  
Yatcon Civil Pty Ltd  
Hunt Civil Pty Ltd  
Keller Ground  
Engineering Pty Ltd

### ASSOCIATES

Norton Rose  
Reinforced Concrete  
Pipes Australia t/as  
RCPA Pty Ltd  
Rocla Pty Ltd t/as Rocla  
Pipeline Products  
Sydney Stabilised  
Products  
Techgong Australia  
DEKS Industries  
LMA – Farley Group