



**CIVIL CONTRACTORS
FEDERATION**

VICTORIA

2019 ANNUAL REPORT

Your Voice in the Civil Construction Industry



CCF VICTORIA BUSINESS PARTNERS

PLATINUM PARTNER



GOLD PARTNERS



SILVER PARTNERS



BRONZE PARTNERS



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2019 FINANCIAL YEAR & PERFORMANCE SNAPSHOT

367
Contractor Members

123
Associate Members

41
New Members

>\$13bn
of Public & Private Civil
Construction Delivered by
Contractor Members

110
Apprentices Serviced
by Civil Train

180
Training Programs
Conducted

1500+
Contractors Trained

1300+
Calls Received
from CCF Members

\$1.753m
Revenue Generated from
CCF Operations

\$1.4m
in Cash Reserves under
Fund Management

ABOUT THE CIVIL CONTRACTORS FEDERATION

For over 75 years, the Civil Contractors Federation has been the peak industry body representing and servicing the civil construction industry in this State.

CCF members are responsible for the construction and maintenance of Australia's infrastructure, including roads, bridges, pipelines, drainage, ports and utilities. Our members also play a vital role in the residential and commercial building industry by providing earthmoving and land development services including the provision of power, water, communications and gas.

In Victoria, CCF operates as a company limited by guarantee registered by the Australian Securities and Investments Commission (ASIC) with membership comprising 367 contractors and 123 associate members. The contractor organisations annually build in excess of \$13bn of Victoria's public and private civil construction in the state.

CCF is an organisation registered under the Fair Work (Registered Organisations) Act 2009. The organisation is governed by a National Board comprised of member-elected representatives from each state and territory in the Commonwealth.



CIVIL CONTRACTORS FEDERATION RESTRUCTURE - 1 JANUARY 2019

Over the last 3 years, CCF National ("CCF") and its' State Branch members have been working on restructuring its operations to drive greater business efficiencies aligned to the core activities of the National and State Bodies and preserve the assets of the CCF.

On 1 January 2019, CCF Victoria Ltd was established with the CCF National Board responsible for coordination, policy, advocacy and administration of CCF, and the boards of the state branches (including CCF Victoria) being responsible for overseeing activities conducted within the state.

CCF is the owner of all the assets of CCF and under the oversight of the national board those assets are managed, in the main, by the relevant state branches. The inherent risk is that all of the liabilities arising from the operation of the branches sit within CCF and potentially exposes all of the assets to the operational liabilities incurred by State branches. CCF incurs a significant cost in compliance, a lot of which, is associated with activities other than the core Fair Work Act activities. There was also considerable administrative duplication in costs incurred by each of the unincorporated state branches.

CCF National will maintain the Fair Work body to focus on its core purpose of being an association of employer, while at the same time move towards separating out from the Fair Work body the activities that are not the core activity of the Fair Work body into a more appropriate and efficient structure. As a state branch entity, CCF Victoria Ltd will continue to:

- promote the civil industry for benefit of community, including public relationships;
- provide support of civil construction industry;
- share information and network regarding best practice; and
- provide regional presence to support resource industry growth and operate commercial activity.

The CCF National Board is responsible for coordination, policy, advocacy and administration of CCF, and the boards of the state branches (including CCF Victoria) are responsible for overseeing activities conducted within the state.



STRATEGIC GOALS & OBJECTIVES

SKILLS

Building capacity and capability in the civil construction industry to meet the critical infrastructure needs for Victoria through market leading training and apprenticeship programs and initiatives.

MEMBER SERVICES

Delivering benefits to Members that are relevant to their industry needs and driving improved operational standards through innovation, advice and support.

ADVOCACY

Be “the voice” of our Members and wider civil industry by effectively representing their interests to key stakeholders, including the 3 tiers of Government (Local, State & Federal), on relevant industry matters.

REPRESENTATION

Be an active contributor on Government and Industry Standing Committees where opinions are actively sought as the pre-eminent source of advice on civil construction industry matters.

TECHNOLOGY

Using technology and innovation to drive improved business opportunities, efficiency and revenue streams for all our Members and the industry.



PRESIDENT'S REPORT

Following the resignation of long serving CCF Victoria Board Member and President, Andrew Mahar in December 2018, it was a privilege to be appointed your CCF Victoria President and National Board delegate until formal elections are conducted at our Annual General Meeting in September 2019.

The release of our 2018/2020 Action Plan provided a very clear and concise agenda for our work for and on behalf of members over the last 12-month period. With a strong growth agenda built on a renewed member service offering and value proposition, our new Member Services team and Business Service Centre were the catalysts for this improved service offering to members.

CREATING NEXT GENERATIONALS SKILLS

Building the capacity and capability of our industry to meet the growing major infrastructure needs in this State continues to be a major challenge. During 2019, the CCF Executive worked on initiatives that were targeted to expand our regional training reach, while meeting the compliance obligations as a Registered Training Organisation under the Australian Skills Quality Authority (ASQA) guidelines. This is still very much work in progress with the challenge to ensure we undertake these initiatives, while remaining compliant to ASQA guidelines, so that we can meet the training needs of our membership base.

The announcement and execution with the State Government of a \$1.935m Workforce Training & Innovation Fund Grant Funding allocation supporting the development and introduction of our Civil Skills Cadetship (CSC) Program, is testimony to our commitment to provide pathways into the civil construction industry and sustainable employment opportunities for vulnerable and disadvantaged sectors of our community.

CCF CODE (VERSION 10) LAUNCHED

After a 2-year review journey, it was pleasing to see the endorsement of our CCF Code (version 10) by the governing body, JAS-ANZ, in November 2018. This review led to a series of regional workshops being conducted with CCF members on the new CCF Code and the introduction of new CCMS servicing arrangements with SkyTrust in supporting its release to members in February 2019.

In lockstep with recent changes to the Quality and Environmental ISO Standards (2015 amendments) and in response to feedback from industry stakeholders, a major review

and upgrade of the CCF Code was implemented – with the new version of the Code becoming a single source for specifying the combined 'best practice' principles of the relevant legislation and standards, and corresponding management system requirements.

CONTINUING TO BE 'YOUR VOICE' FOR AND ON BEHALF OF CIVIL CONTRACTORS

CCF, at both a National and State Branch level, continued to actively engage with both sides of Government in positioning our strategic agenda.

In April 2019, we released our "Big Ask" strategy in the lead up to the Federal election centred on:

- I. Infrastructure Investment and Funding;
- II. Efficient, Equitable & Competitive Procurement;
- III. Skills Development and Training;
- IV. Industrial Relations;
- V. Protecting & Enhancing the Viability of Civil Industry Businesses;

Our Advocacy work continues with all Government Departments and Agencies, to ensure that we promote a viable and sustainable civil industry for all.

PROPOSED WORKPLACE MANSLAUGHTER LEGISLATION CHALLENGED

In February 2019, CCF made a submission to the State Government's Attorney General, on the proposed introduction of Workplace Fatalities Legislation following the re-election of the Andrews State Labor Government following its re-election in November 2018.

In stating that CCF will support any initiatives that will help to create safer workplaces in Australia, CCF considers that there already exist appropriate offences and adequate deterrent sentences to encourage duty holders to discharge their legal duties to ensure a safe workplace.



*Steve Traicevski (Rokon)
President, CCF Victoria &
CCF National Board delegate*

In its submission, the CCF further stated that Victoria will be better served by prosecuting appropriate offences pursuant to the existing reckless endangerment offence under the OHS Act, or through prosecuting common law manslaughter charges in appropriate circumstances, particularly if it is felt that duty holders need to be encouraged to discharge their legal duties through the imposition of deterrent sentences.

Any death at work is both lamentable and tragic. It is vital that the range of solutions considered by, and developed through the taskforce, result in practical and fair safety outcomes for all industries and our community.

CELEBRATING 75 YEARS SERVICING THE CIVIL INDUSTRY

In October 2018, over 200 CCF members and guests came together for a very special black-tie event in South Melbourne, celebrating CCF's 75 years servicing and representing the civil construction industry.

From the very early days as AERCF (1943-1993), to more recently as the Civil Contractors Federation (CCF), the night was a celebration of our rich history and the contribution made by many. CCF Life Members and former CCF Board members, came together on stage to reminisce about the "good old days" on key events, activities and characters over our 75-year journey.

CONTINUING TO... "BE PART OF IT"

Over the last 12 months, we have established a progressive and performance driven CCF centred on growth. Financially, 2018/19 has been an extremely challenging year with the two CCF business entities (due to the restructuring of our State Branch operations) recording a net operating loss of \$62,708 and \$128,583 respectively.

While we do generate funding from Government and third parties to support our service initiatives, the current CCF business and service model is not sustainable if we do not receive the financial support of our members.

It's up to all of us to do our part, promote CCF membership and "be part of it".

I would like to take this opportunity to thank the CCF Executive, staff and CCF Victoria Committee of Management (Board) for their contribution and support over the last 12-month period.

It is highly valued and duly recognised through the release of our 2019 Annual Report, which I table and commend to our members and key stakeholders.

Steve Traicevski (Rokon)

President, CCF Victoria & CCF National Board delegate.

CEO'S REPORT

Firstly, I would like to thank all CCF members for your ongoing support and commitment to the Civil Contractors Federation Victoria.

Without your support, it would not be possible for us to continue our work with Government and other industry stakeholders at a local, State and National level for the benefit of the civil construction industry.

Our key objective over the last 12-month period has been to be “relevant and local” in supporting you in your business operations, addressing the key issues confronting our industry and improve the operating environment for all our CCF members. Central to this, was our continued commitment to offer you products and services that not only meet your discerning business needs but represent excellent value for your CCF Membership.

2018/19 FINANCIAL PERFORMANCE

With the restructuring of the CCF State Branch on 1 January, 2 sets of financial reports were delivered for the CCF Group.

For the 6-month period (1 July - 31 December 2018), the Branch incurred a trading loss of some \$63k with net assets of \$1.701m.

The key matter noted during our audit relates to the net asset transfer of the Branch at the disbandment date. In accordance with a resolution made by the National Board of CCF on 16 November, 2018, with effect from 31 December, 2018, CCF adopted a new constitution and rules, which were certified by the Fair Work Commission. It was also resolved that effective as at 31 December, 2018, all assets, liabilities and undertakings of the Branch be transferred for \$nil consideration to CCF at which point in time, the Branch was disbanded.

Operations of the new company commenced on 1st January 2019 and recorded a revenue of \$1,753 which is \$200k less than the revenue recorded in the first 6 months. The direct cost remained the same although we managed to control other expenses. As a result the loss was mitigated to \$128k.

The revenue base consisted of \$420k in grant funding making up 24% of companies earnings. The revenue write down was driven through lower membership renewals and lower training income.

In the last quarter of the year a number of measures were taken to rationalise the operations and to reduce the direct cost. Membership and Operations amalgamation was initiated which came into effect from 1st July 2019 due to contract commitments. The efficiencies and synergies of the structural and operational changes although initiated, during this period was subject to a timing issue.

Cash reserves including the remaining balances of the grants totalled \$1.418m.

ADDRESSING THE CURRENT SKILLS AND CAPACITY GAP

The current demand for entry level workers, experienced plant operators, supervisors and leaders is unprecedented in Victoria.

In late January 2019, I had the privilege to join with 16 other industry leaders in a Victoria Capacity Building Workshop, facilitated by Roads Australia and Professional Australia, to address the growing skills gap.

The workshop was designed to develop a position paper to improve the delivery of the Government's major transport and road infrastructure pipeline, focusing solely on workforce resourcing initiatives that could be implemented immediately and collaboratively between government, industry and training providers. The key recommendation emanating from the workshop is the proposed creation of a **Transport & Infrastructure Industry Jobs Hub (TIJH)**.

The hub would be a collaborative partnership between government, industry, associations and training providers. It will act as a coordinating body that can attract, track and train people in the construction sector, particularly on transport and road projects.

The report was submitted to the Office of Treasurer, the Hon Tim Pallas, with substantive policy proposals and recommendations made to the State Government.



*John Kilgour
Chief Executive Officer
CCF Victoria*

Over the last 12-month period, we have seen the successful introduction of our Civil Skills Cadetship (CSC) program. In support of this initiative, CCF has established collaborative partnerships with organisations such as the Brotherhood of St Laurence, Outlook Environmental, RAW Recruitment, GROW, ICN (Industry Capability Network) and Scouts Victoria, in the delivery of the CSC program.

CSC programs were successfully conducted with Kangan TAFE at Broadmeadows and Civil Train through the Chisolm Skills & Jobs Centre at Dandenong. Practical components of the CSC program were delivered at the Bell Park Scout Camp, Lang Lang, and we will see a further strengthening of our relationship with Scouts Victoria in the delivery of Civil Train services at key campsites and locations in the forthcoming year so that we leave a positive legacy for work undertaken within their respective communities.

ADVOCACY FOR REFORM IN GOVERNMENT PROCUREMENT PROCESSES

CCF participated in a series of Construction Industry Roundtables during November 2018, regarding procurement processes for infrastructure projects, conducted by the Australian Government Department of Infrastructure and Regional Development.

The discussions involved a variety of industry stakeholders, and were led by Andrew Broad, Assistant Minister to the Deputy Prime Minister. A range of issues relating to the efficiency and sustainability of the construction industry were discussed as part of the proceedings, with a focus on working towards collaborative solutions to these problems.

The CCF reiterated its long-held policies around the need for reform and action in government procurement processes, risk allocation, and the industry-wide skills shortage. With meaningful advocacy in these areas having been previously put forward by the Victorian Civil Construction Industry Alliance through its 'Reforming Public Construction Policy' (2018), and the NSW Government's 'Ten Point Commitment to the Construction Sector' (2018); the CCF believes that a coordinated and effective process of change is now ready to commence.

REGIONAL CHAPTER WORKSHOPS CONDUCTED DESIGNED TO BE "RELEVANT & LOCAL"

The series of Regional Workshops conducted throughout the 2018/19 period, were designed to be both "relevant and local" in supporting CCF members.

NHVR workshops on new Chain of Responsibility (CoR) legislation wef October 2018 and OverSize OverMass (OSOM) permitting, together with the series of EPA Workshops on the proposed Environmental Protection Amendment Bill (2018) that will be introduced in July 2020; were testimony to this.

CCF actively worked with both regulators in this regard on various representative committees and facilitated their engagement with CCF members throughout the State. Our objective was to ensure there was discussion on the new NHVR legislation and that members had the opportunity to contribute to the development of new EPA guidelines. It was important and that these discussions not only mitigated the risks but allowed contractors to continue, or implement, operational procedures to meet legislative requirements that were "reasonably practicable" in its application and delivery.

NEW ENGINEERING, DESIGN AND CONSTRUCTION MANUAL FOR EMERGING COUNCILS

CCF representatives actively contributed to the updated version of the Engineering Design and Construction Manual (EDCM), which outlines a series of shared engineering standards and specifications, and was prepared by the Municipal Planning Authority (MPA), the municipalities of Casey, Cardinia, Hume, Melton, Whittlesea and Wyndham and the Office of Local Government.

A final draft of the EDCM was circulated to members of the technical working group in May 2019 for final sign off with key input from CCF, through the commissioning of Tonkin & Taylor, providing comment on aspects of the proposed revised EDCM. It is pleasing to report to members that the matters raised by CCF via this report were adopted by the EDCM technical committee.

CCF SUPPORT FOR PLANNING APPROVALS PROCESSES REVIEW

Following the announcement by the State Government in February 2019 to conduct a comprehensive review of Victoria's building and planning approvals processes to remove red tape and streamline local and state government planning systems; CCF actively engaged with the Red Tape & Better Regulations Commissioner, Anna Cronin, and her office.

Most CCF members would agree that Victoria's planning system currently suffers from multiple referral processes and duplications, as well as widely variable internal referral processes within local government. All of which affect the State's capacity to deliver housing, business and infrastructure investment efficiently.

CCF facilitated a series of member engagement workshops with the Red Tape Commissioner and her Office, for key civil contractors and developers engaged in the Land Development Sector in support of this review. The outputs from this workshop will be used by the Red Tape Commissioner in presenting her findings and recommendations, which is to be handed to the State Government by the end of 2019.

CCF MYREWARDS PROGRAM PROGRAM INTRODUCED

As part of the CCF Victoria Membership renewal for the forthcoming year, in June 2019 we released CCF MyRewards, a new program and initiative offering exclusive benefits to CCF Victoria Members and their employees.

Participation in the CCF MyRewards program is free to all financial CCF Members as part of their CCF Victoria Membership with the CCF MyRewards program providing direct access to exclusive member discounts from over 5,000 retail and services suppliers (including but not limited to; major supermarket chains, fuel suppliers, restaurants, entertainment, fashion, sporting events, and more).

ACKNOWLEDGEMENTS

As reported by our CCF Victoria President, Steve Traicevski, the 2018/20 Action Plan provides a clear and concise direction for our work for the year ahead.

This Annual Report to members provides an overview of our work over the last 12 month period, for and on behalf of our members.

I would like to take this opportunity to acknowledge and thank the CCF Victoria Committee of Management, President's Andrew Mahar and Steve Traicevski, for their stewardship, wise counsel and support, together with the CCF team.

As CEO, it is a privilege to be part of a great CCF team. One that is committed to providing a quality service offering that is highly valued by our members and importantly, creates a better and sustainable civil construction industry for all engaged in our sector.

John Kilgour

Chief Executive Officer, CCF Victoria.

SKILLS

FOCUS: Building capacity in the civil construction sector to meet the critical infrastructure needs for Victoria through market leading training and apprenticeship programs and initiatives.

TRAINING

OBJECTIVE: Civil Train to be recognised and seen as the primary facilitator and provider of training to the civil construction industry.

As a nationally accredited training organisation, our Civil Train RTO function continued to deliver first class training services to over 1,900 civil contractors throughout Victoria during 2018/19.

With a strong focus on the practical elements required on the job, over 180 courses were delivered in the upskilling of the Civil Construction Industry's workforce. These courses included both scheduled and on-site training, covering:

- Traffic Management;
- Workplace Spotting for Service Assets;
- Trenching and Shoring;
- VEDN Infrastructure and Auditing;
- Confined Spaces;
- Working from Height;
- Auditing and Risk Assessment;
- MRWA Sewerage Pipelaying;

These courses assisted contractors achieve and maintain accreditation with key organisations such as VicRoads, Energy Safe Victoria (ESV), Worksafe and MRWA.

During 2018/19, we endeavoured to expand our reach into regional locations with CCF seeking to enter into licensed partnering arrangements for the delivery of select Civil Train courses. This would have seen a select range of Civil Train courses delivered in local regional areas by local trainers.

Under Australia Standards Quality Authority (ASQA) guidelines, difficulties were encountered with this model around appropriate quality control, compliance and governance arrangements.

This has seen a further review to be undertaken of the Civil Train RTO model over the next 6-month period.





APPRENTICESHIP & TRAINEE PROGRAMS (CIVIL WORKFORCE DEVELOPMENT)

OBJECTIVE: *Develop and implement comprehensive career advisory pathways, strategies and programs paving the way for the next generation of civil contractors.*

The introduction of our Civil Skills Cadetship (CSC) program is providing a unique opportunity for vulnerable and disadvantaged sectors in our community seeking a sustainable career in civil construction.

The CSC Program is an industry led capacity development program, funded through the State Government's, Workforce Training and Innovation Fund (WTIF), a division of Department of Education and Training (DET). The CSC Program kicked off in March 2019, with the first program facilitated in partnership with Bendigo Kangan Institute at their Broadmeadows Campus with fifteen participants, two of which were female. Supported by Industry Mentors, participants received targeted "blended training" in civil construction with participants attaining 12 accredited units of competency in Certificate III in Civil Construction General upon the completion of stage 3 of the 6-week program.

Eight (8) participants from this initial program have gained employment with 4 beginning their apprenticeships in civil construction and 1 apprenticeship in plumbing. Other participants gained employment in the civil industry as entry level workers. Further CSC programs were conducted in May 2019, by our RTO, Civil Train, in the Metro South Region supported by the Brotherhood of St Laurence, City of Casey and Cardinia Shire Council; and also Kangan Institute of TAFE, targeting the North West.

In the forthcoming year, the CSC Program is scheduled to be rolled out, in partnership with Victoria University Polytechnic, Werribee Campus and Civil Train, with regional programs to be conducted in Shepparton, Ballarat and Geelong.

The Civil Workforce Development team has continued to pitch civil construction as the "career of choice" for young people, helping them progress to apprenticeship level.

The team also assisted with the placement of university civil engineering graduates under the CCF Foresite Program, which provided a formalised, branded work placement program for 25 third year Civil Engineering students. These undergraduates were placed with a CCF Contractor and Engineering Member for a 12-week work placement opportunity.

MEMBER SERVICES

FOCUS: *Delivering benefits to Members that are relevant to their industry needs and driving improved operational standards through innovation, professional advice and support.*

PROFESSIONAL SERVICES, PRODUCTS ADVICE & SUPPORT

OBJECTIVE: *Continuing to deliver products and services that are relevant to the civil industry needs, duly recognised and highly valued by members.*

Supported by the new Business Service Centre (BSC), the CCF Member Services team provided effective account management targeting existing and future members.

Led by Member Services Manager, Chris Marriott, new Member Services Officers in Annie Kessell (Western Victoria) and Mark Caton (Eastern Victoria) were recruited and provided a dedicated visitation and call cycle program. Working collaboratively with our industry specialists and the BSC, the team provided ongoing and relevant account management support for members.

We introduced pro-active and ongoing outbound contact schedules to frequent and meaningful conversations with members were maintained in addressing their business needs.

EVENTS, SALES, MARKETING & COMMUNICATIONS

OBJECTIVE: *Maintaining and improving communications and engagement with key stakeholders and members on industry matters relevant to their business operations.*

As a peak industry body, CCF Victoria hosted a diverse series of informational, networking and recognition related events throughout the year.

Regional Chapter Workshops

A series of Regional Chapter forums were conducted following the re-establishment of CCF Chapters over the last 12-month period.

NHVR, CCF Code and EPA workshops were conducted at both metropolitan (Dandenong & Craigieburn) and Regional Victoria locations throughout the State (ie: Shepparton, Mildura, Horsham, Ballarat, Bendigo, Geelong, Warrnambool, Portland, Warragul, and Bairnsdale).



These events enabled CCF members and guests to explore the key issues and challenges confronting the sector as regulatory changes are being made by relevant State Government Departments and authorities.

Sector Breakfasts

To deliver optimal value to attendees, CCF Victoria facilitated a series of sector breakfasts with keynote speakers including Government Ministers, Government Department representatives, heads of industry associations, knowledge experts and recognised industry leaders.

We would like to acknowledge and thank the following guest speakers for their contribution.

- Road Sector Breakfast (June 2018) - the Hon Luke Donnellan MP (Minister for Roads, Ports & Road Safety), Bill Glasgow and Andrew Williams (Vic Roads);
- Land Development (Water) Sector (September 2018) - Kate Gavens, Director Environment Protection Energy, Environment and Climate Change / Department of Environment, Land, Water and Planning, Dr. Joel Spencer – CEO, The Institute for Drone Technology and Sonya Casey, Civil Skills Workforce Development Manager – CCF Victoria.
- Rail Sector Breakfast (February 2019)- the Hon Jacinta Allan MP (Minister for Transport) and Evan Tattersall – CEO, Rail Projects Victoria.

2018 Earth Awards

On Friday 17th August 2018, Victoria's civil construction industry came together to celebrate the best infrastructure projects of the past 12 months.

With the State Government's unprecedented level of investment in Victoria's infrastructure over the past year, never was there a better time to recognise the multiple world class infrastructure projects that the civil sector has produced.

Held in the iconic art deco ballroom surrounds of Myer's Mural Hall and hosted by Melbourne's own comedy great Dave O'Neil, 290 guests, stakeholders, contractors and industry suppliers gathered to witness first-hand the incredible talent and skill demonstrated by contracting companies of all sizes across Victoria.

Projects were split up into 6 categories of Project Value, based on their scale and level of infrastructure spend, and were primarily judged on their ability to demonstrate innovation in the fields of construction excellence, environmental sustainability and project management.

Across the 6 award categories, 17 finalists were judged by a panel of industry experts with a wealth of industry knowledge, experience and expertise. While all projects demonstrated the highest level of skill across the selected criteria, judges had the difficult task of choosing one winner from each category. We congratulate our 2018 Earth Awards winners and high commendations.

2018 CCF Earth Awards Winners:

1. Greenworks (Victorian Green Work Pty Ltd), Melbourne Water, Kingfisher Research and Alluvium Consulting – Cardinia Creek Fishways Construction.
2. Zinfra, Jaydo and WSP Joint Adventure – Dromana Sewer Rising Main Renewals.
3. Geotechnical Engineering – Darebin Yarra Trail Link.
4. Jaydo Construction and KBR – Lance Creek Water Connection Pipeline.
5. N/A (no nominations for category 5 were submitted this year).
6. Laing O'Rourke and Fulton Hogan Joint Venture – Bayswater Level Crossing Removal.

Projects receiving High Commendations:

1. Winslow Infrastructure - Princes Highway East Duplication Fulham 2 Section.
2. Fulton Hogan – Monash Freeway Upgrade.

Once again, the CCF Earth Awards have demonstrated the world class talent that Victoria's civil industry has to offer and as an industry, we can feel a great sense of pride in the role we play in delivering the critical infrastructure needed to support all aspects of Australian society for this generation and generations to come.

CCF Golf Day

On the 29th November 2018, the CCF Golf Day was held at the Sandhurst Golf Club.

Over 80 CCF members and guests came together in a "Texas Scramble" format with the Longest Drive on 18, Closest to the Pin on 8 and the winning team prizes on offer. With

With breakfast, golf and lunch, a great day was had by all with special thanks going to our sponsors, Gallagher, Mobil Delvac and the Jayrose Group.

2018 President's Lunch

On Friday, 16 November 2018, over 350 CCF members and guests gathered together at the Melbourne Cricket Grounds (MCG), to attend the CCF Victoria President's Lunch.

Master of Ceremonies, Tony Leonard (Celebrity Radio Presenter), hosted the event with style, leading the attendees through the Lunch's key moments. This included the honouring of CCF's rich history and achievements over the past 75 years, recognising key characters and supporters of CCF along the way, the 2018 award presentations, and an exclusive interview with world-renowned Cricket Legend and philanthropist, Sir Ian Botham OBE.

Celebrating 75 years of serving the industry, CCF honoured the past Presidents and historical milestones of our rich history through a pictorial 'Journey through time'.

As is tradition with the President's Lunch, we took the opportunity to thank the life blood of our Federation – our Members – and particularly, Members who have supported the Industry and Federation for over 25 years.

We were pleased to award CCF HERITAGE MEMBERSHIP to the following companies:

HERITAGE CONTRACTOR MEMBERS

- Azzona Drainage Contractors
- Califam Constructions
- Dunlop & Pitson Earthmoving Pty Ltd
- SHS Civil
- Conbi Nomminees
- MFJ Constructions (Vic) Pty Ltd
- John Holland
- CSC Civil Constructions (Aust) Pty Ltd
- Montdami Pty Ltd
- G Gibilisco & Sons Pty Ltd

HERITAGE ASSOCIATE MEMBERS

- Komatsu
- Vinidex
- William Adams

We also congratulate the 2018 winners of the prestigious KEN EDGLEY MEDAL in Rick Driscoll (Individual Awards) and Gallagher (Company Award).



ADVOCACY

FOCUS: Be “the voice” of our Members and wider civil industry by effectively representing their interests to key stakeholders including the 3 tiers of Government (Local, State & Federal) on relevant industry matters.

REFORMING PROCUREMENT

OBJECTIVE: Reducing unnecessary time and cost in construction procurement and provide a fair, transparent and openly competitive environment for tendering public and private works.

CCF continued to make representation on reforms in relation to procurement processes for major infrastructure projects, particularly around the impact of the current models used on the long-term opportunities for contractors.

Procurement Approaches

Reforms to current procurement approaches were advocated stating that:

- Current procurement practices are limiting for small business, restricting them from competing with larger companies;
- Government should consider segmenting larger projects, offering more manageable contracts, to encourage small-medium sized businesses to apply, win work and grow;
- The bidding/shortlisting process in Australia is found by many to be expensive and lacking in efficiency;
- “Construct Only” projects come with a significant risk burden. This is challenging for contractors and inhibits collaboration and innovation;
- The diminishing level of procurement skills within government is having a negative effect on outcomes. Steps need to be taken by government to address this;
- The size of projects in Australia is testing the capacity of the insurance market, driving up costs. This needs to be considered as part of the procurement process;
- Increased risk of litigation is discouraging smaller contractors from applying for larger projects, inhibiting growth;

- The bespoke nature of contracts is making the tendering process significantly more complex. This is resulting in risk being pushed down onto subcontracting companies, with open-ended liability exposure;
- Leadership from government is needed in standardising contracts, in order to improve efficiencies.

Risk Allocation

The structure and surrounding processes of risk allocation considerations were also put forward to Government, ie:

- It is generally felt by contractors that risk should be shared amongst those working on a project, to encourage collaboration and innovation, as well as prevent all of the risk being pushed downward;
- Those with the most capacity to manage risk should be given the responsibility of owning it;
- There are various procurement models available, and these should be considered on a project-by-project basis. If a project carries significant risk, a collaborative model such as an alliance could be employed. On a low-risk project, a “construct only” contract would be sufficient.

REPRESENTATION

FOCUS: *Be an active contributor on Government and Industry Standing Committees where our opinions are sought as the pre-eminent source of advice on civil construction industry matters.*

INDUSTRY REFERENCE GROUPS

OBJECTIVE: *Effectively representing the interest of members to key stakeholder groups on relevant industry matters that deliver improved systems, processes, greater efficiency and productivity.*

CCF Victoria continued to represent the interests of members on a wide range of industry issues through participation in key Reference Groups and Standing Committees, where we actively engaged with Government Departments and Agencies.

Victorian Civil Construction Industry Alliance (VCCIA)

Auspiced by CCF Victoria and consisting of more than 20 industry groups, the VCCIA provided a vehicle to engage with Government and key stakeholders on a broad cross-section of the civil construction sector. Roundtable Business Discussions were held with Gillian Miles, Head Transport Victoria (August 2018) and Dr Collette Burke, State Engineer (June 2019). Submissions were made to the State Government covering their review into Vic Roads and the introduction of the Engineers Registration Bill.

Victorian Skills Commissioner - Industry Advisory Group (IAG)

The CCF CEO and Civil Train Manager participated in this forum that provides a structured way for industry, unions and employers to inform and engage with the training system in Victoria.

Civil Skills Cadetship (CSC) Working Group

This industry working group met on a quarterly basis to guide CCF's State Government funded CSC Program.

Worksafe - Foundations for Safety Victoria (FSV) Committee

The FSV met on a quarterly basis to discuss safety initiatives aimed at reducing the construction industry's incidents of deaths, injuries, and diseases.



**EPA Business Reference Group**

In preparation for the introduction of the Environmental Protection Amendment Bill (2018), CCF participated in this forum to ensure member / contractor specific environmental queries were raised, discussed and actioned.

Water Industry Liaison Committee (WILC)

Chaired by Steve Webb (City West Water), this industry representative body met on a quarterly to address water industry policy, process, design and construction issues.

VEDN Industry Representative Group

CCF actively engaged the VEDN, particularly Powercor, in providing advice to VEDN authorities regarding the impact of decisions made during the concept, design and construction stages of projects.

LGIDA Technical Committee (Local Government)

CCF engaged with the Local Government Infrastructure Design Association (LGIDIA) and its accompanying EDCM Committee for emerging councils in the review and development of its technical Engineering Design and Construction Manual.

TECHNOLOGY

FOCUS: *Using technology and innovation to drive improved business opportunities, efficiencies and revenue streams for all our Members and the industry.*

CCF PRODUCTS & SERVICES

OBJECTIVE: *Creating future business opportunities for members through innovation and connectivity.*

Over the last 12-month period, extensive investment was made in enhancing our digital platform to improve CCF member services and drive greater efficiencies within our operations.

The new CCF Victoria Website – www.ccfvic.com.au was launched in April 2019. Centred on our 5 strategic drivers (SMART) - Skills, Member Services, Advocacy, Representation and Technology) the website now features all the latest industry news, as well as vital information on upcoming programs, events and training courses.

An exclusive members-only portal was updated containing helpful documents and resources to support member businesses. A key feature was to allow members to upload relevant company information to our 'Find a Contractor/Supplier' Directory.

Our new CCF Connect e-Newsletter was also introduced and published to members on a three week cycle via email. It comprises highlights and information on the latest industry news stories, the next available training courses and upcoming events.

The CCF Bulletin magazine also went digital, with over 2000 subscribers now registered to receive this industry publication. We also shared news and information, as well as profiling members, by utilising a number of social media platforms, including LinkedIn, Facebook, Twitter, YouTube and Instagram.

As reported by the CCF President in his report, CCF has partnered with Skytrust, a selected software systems provider, to offer contractors a user-friendly online compliance management solution, designed for comprehensive compliance as specified by our revised CCF Code (version 10).





SOCIAL RESPONSIBILITY & ENGAGEMENT

FIGHTING MND - "DANIHHER'S DRIVE...A TOUR FOR A CURE"

As part of our Corporate Social Responsibility (CSR) strategy, CCF Victoria participated in the 2018 "Daniher's Drive" in raising awareness and funds to fight Motor Neurone Disease (MND). MND is a group of diseases in which the nerve cells (neurons) controlling the muscles that enable us to move around, speak, swallow and breathe fail to work normally and eventually die. With no nerves to activate them the muscles gradually weaken and waste.

In 2017, "Daniher's Drive" raised in excess of \$2.35m to support research into MND and 2018's "Tour for a Cure" was not a difference. In 2018, the drive was headed west through Victoria to Mount Gambier and return.

Within Neale Daniher, his brothers and sisters and the Fight MND community, were over 150 cars including our CCF branded CivFast Kia 4WD, which will weaved its' way through the Wimmera region in NW Victoria, passed through Victoria Western District and then back to Melbourne through Geelong. We raised \$17,000 and a series of community-based fundraising efforts were undertaken, led by John Kilgour's wife Julie and a group of passionate "women in civil".

A special donations page for CCF Victoria was set upon the Fight MND website my.fightmnd.org.au/team_civfast so that donations could be made by CCF members.

2018 RUN MELBOURNE EVENT WITH FULTON HOGAN

On Sunday 29 July, our long time member and supporter Fulton Hogan took part in the 2018 Run Melbourne Event to help raise funds to find a cure for brain cancer. A tremendous success, Fulton Hogan had over 180 people participating in the run.

The runners tackled the 5km, 10km and Half Marathon with gusto. Crossing the finishing line at Birrarung Marr on the City's Yarra River, the runners were greeted with a tasty breakfast and a well-deserved coffee (or two)!

With the huge generosity of their sponsors, Fulton Hogan were extremely proud to announce \$75,000 was raised and donated to the Cure Brain Cancer Foundation. An incredible result.

Fulton Hogan and CCF Victoria wish to thank everyone who provided their fantastic support to this great and worthy cause!



AUDITED FINANCIAL STATEMENTS & ACCOUNTS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CIVIL CONTRACTORS FEDERATION (VIC BRANCH) FOR THE PERIOD: 1st JULY - 31st DECEMBER 2018

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Civil Contractors Federation (VIC Branch), which comprises the statement of financial position as at 31 December 2018, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the period ended 31 December 2018, notes to the financial statements, including a summary of significant accounting policies; and the Committee of Management Statement and the subsection 255(2A) report.

In our opinion, paying due regard to the matter set out in the 'Going Concern Basis' paragraph below, the accompanying financial report presents fairly, in all material aspects, the financial position of Civil Contractors Federation (VIC Branch) as at 31 December 2018, and its financial performance and its cash flows for the period ended on that date in accordance with:

- a. the Australian Accounting Standards; and
- b. any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

We declare that management's use of the liquidation basis of accounting – refer further below, in the preparation of the financial statements of the VIC Branch is appropriate.

Going Concern Basis

We draw attention to Note 1 in the financial report, which indicates that with effect from 31 December 2018, Civil Contractors Federation (VIC Branch) was disbanded. This occurrence has precluded the VIC Branch from operating as a 'going concern' at the end

of the reporting period. The financial report has henceforth been prepared on a 'liquidation' basis at reporting date, wherein the statement of financial position reflects the recoverable amounts of assets and estimated liability settlement amounts at that date. Our opinion is not modified in respect of this matter.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of my report. We are independent of the Reporting Unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The Committee of Management and the National Board of CCF are responsible for the other information. The other information obtained at the date of this auditor's report is in the Operating Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Committee of Management and CCF National Board for the Financial Report

The Committee of Management of VIC Branch and the National Board of CCF were responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as they determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management and the National Board of CCF have been responsible for assessing VIC Branch's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and ultimately using the liquidation basis of accounting given VIC Branch operations ceased on 31 December 2018.

Auditor's Responsibilities for the Audit of the Financial Report

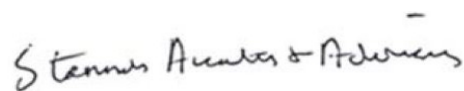
Our objective is to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Management and the National Board's use of the liquidation basis of accounting, based on the audit evidence obtained. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the CCF VIC audit. We remain solely responsible for our audit opinion.

We communicated with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified during our audit.



Stannards Accountants and Advisors



Michael B Shulman
Partner

Melbourne, VIC

Dated: 21/02/2019

FINANCIAL REPORT FOR PERIOD ENDED 31 DECEMBER 2018

EXPENDITURE REPORT FOR THE PERIOD ENDED 31 DECEMBER 2018

The National Board of CCF presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the period ended 31 December 2018.

	1 July 2018 - 31 December 2018 \$	1 July 2017 - 30 June 2018 \$
CATEGORIES OF EXPENDITURE		
Remuneration and other employment-related costs and expenses - employees	1,036,732	1,583,057
Advertising	12,655	13,143
Operating Costs	967,189	1,701,152
Donations to Political Parties	-	-
Legal Costs	-	-
Total	2,016,576	3,304,621

STATEMENT OF PROFIT OR LOSS FOR THE PERIOD ENDED 31 DECEMBER 2018

	Note	1 July 2018 - 31 December 2018 \$	1 July 2017 - 30 June 2018 \$
Revenue	3	1,953,868	3,219,377
Auditors remuneration	4b	(255)	(9,486)
Bad and doubtful debt expenses	4a	(131,465)	(71,177)
Depreciation expenses	4c	(58,627)	(96,058)
Employee benefits expenses	4e	(1,036,732)	(1,583,057)
National Branch Levy	4d	(59,297)	(88,000)
Other expenses	4f	(730,200)	(1,456,843)
Total expenses		(2,016,576)	(3,304,621)
(Loss) from ordinary activities		(62,708)	(83,244)
Significant Item of Expense		(1,700,841)	-
(Loss) from ordinary activities after Significant Item of Expense		(1,763,549)	(85,244)
Income tax expense		-	-
Net (loss) from ordinary activities after income tax expense attributable to the Federation		(1,763,549)	(85,244)

STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 31 DECEMBER 2018

	1 July 2018 - 31 December 2018 \$	1 July 2017 - 30 June 2018 \$
(Loss) for the period	(1,763,549)	(85,244)
Other Comprehensive Income for the period	-	-
Total Comprehensive Income for the period	(1,763,549)	(85,244)
Total Comprehensive Income attributable to members of the organisation	(1,763,549)	(85,244)

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2018

	Note	31 December 2018 \$	30 June 2018 \$
CURRENT ASSETS			
Cash and cash equivalents	5	-	2,804,559
Trade and other receivables	6	-	1,316,486
Inventories	7	-	32,645
Other current assets	8	-	65,493
TOTAL CURRENT ASSETS		-	4,219,183
NON-CURRENT ASSETS			
Property, plant and equipment	9	-	2,971,082
TOTAL NON-CURRENT ASSETS		-	2,971,082
TOTAL ASSETS		-	7,190,265

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2018 (CONT'D)

	Note	31 December 2018 \$	30 June 2018 \$
CURRENT LIABILITIES			
Trade and other payables	10	-	3,356,636
Borrowings	11	-	212,587
Provisions	12	-	171,110
TOTAL CURRENT LIABILITIES		-	3,740,333
NON-CURRENT LIABILITIES			
Trade and other payables	10	-	2,000
Borrowings	11	-	1,684,383
TOTAL NON-CURRENT LIABILITIES		-	1,686,383
TOTAL LIABILITIES			5,426,716
NET ASSETS		-	1,763,549
MEMBERS' FUNDS			
Reserves	14	-	2,000
Retained earnings	15	-	1,761,459
TOTAL MEMBERS' FUNDS		-	1,763,459

STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE PERIOD ENDED 31 DECEMBER 2018

	\$
Retained Earnings Balance as at 1 July 2017	1,846,793
(Loss) attributable to members	(85,244)
Balance at 30 June 2018	1,761,549
 Reserve balance at 30 June 2018	 2,000
Retained Earnings Balance as at 1 July 2018	1,761,549
Transfer from Reserves	2,000
(Loss) attributable to members	(1,763,549)
Balance at 31 December 2018	-
 Reserve balance at 30 June 2018	 2,000
Transfer to Retained Earnings	(2,000)
Balance at 31 December 2018	-

STATEMENT OF CASH FLOW FOR THE PERIOD ENDED 31 DECEMBER 2018

	Note	31 December 2018 \$	30 June 2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts in the course of operations		2,494,983	3,090,512
Cash receipts from related parties - Branches	18f	9,992	24,713
Interest received		16,037	14,492
Cash payments to related parties - Branches	18f	(43,197)	(109,622)
Cash payments in the course of operations		(2,807,915)	(1,024,686)
Net cash provided by (used in) operating activities	19	(330,100)	(1,995,409)
 CASH FLOWS FROM INVESTING ACTIVITIES			
Payment for plant and equipment		(105,584)	(1,150,137)
Proceeds from disposal of plant and equipment		39,112	42,203
Net cash provided by (used in) investing activities		(66,572)	(1,107,934)

STATEMENT OF CASH FLOW FOR THE PERIOD ENDED 31 DECEMBER 2018 (CONT'D)

Note	31 December 2018 \$	30 June 2018 \$
CASH FLOWS FROM FINANCING ACTIVITIES		
Net proceeds / (repayments) of hire purchase liabilities	(32,142)	98,243
Borrowings - net	(624,337)	925,548
Net cash provided by (used in) financing activities	(656,479)	1,023,791
Net increase/ (decrease) in cash held	(1,053,151)	1,911,266
Cash at the beginning of the financial year	2,804,559	893,293
Transfer to cash to CCF on disbandment of Branch	(1,751,408)	-
CASH AT THE END OF THE FINANCIAL YEAR	5 -	2,804,559

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2018 (CONT'D)

	31 December 2018 \$	30 June 2018 \$
NOTE 3: REVENUE		
Operating activities:		
CMS SCIMS Income	62,839	199,541
Events/Functions	122,796	101,428
Sponsorship	146,827	165,040
Publications	24,134	53,279
Training Fees	774,910	1,132,369

NOTE 3: REVENUE

	31 December 2018 \$	30 June 2018 \$
Membership	395,180	847,183
Incolink Funding	-	344,100
Interest Received	16,037	14,492
Grants	391,608	289,947
Other Revenue	12,645	71,478
Profit on Sale of Non-Current Assets	6,892	520
Sundry Income	-	-
Profit on Disposal of Assets	-	-
Captain Fee	-	-
Affiliation Fees	-	-
Compulsory Levies	-	-
Donations >\$1,000	-	-
Donations <\$1,000	-	-
Grants >\$1,000	-	-
Grants <\$1,000	-	-
Financial Support - other Branches	-	-
Other Revenue Derived from Undertaking Recovery of Wager Activity	-	-
Total Revenue	1,953,868	3,219,377

NOTE 4: PROFIT/ (LOSS) FROM ORDINARY ACTIVITIES

The operating profit/ (loss) of the Branch before income tax expense has been determine after:

a) Bad and Doubtful Debts

Bad debts written off	-	-
Provision for doubtful debts	131,465	71,177
	131,465	71,177

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2018 (CONT'D)

	31 December 2018 \$	30 June 2018 \$
NOTE 4: PROFIT/ (LOSS) FROM ORDINARY ACTIVITIES		
b) Auditor's Remuneration		
Accounting fees - other accountants	-	-
Auditor's remuneration - Financial Statement Audit (other auditors services: \$nil (30 June 2018: \$nil))	255	9,486
c) Depreciation and Amortisation		
Plant and Equipment	11,685	39,419
Motor Vehicles	21,994	37,342
Building & Fittings	24,948	19,297
	58,627	96,058
d) Levy		
National office levy	59,297	88,000
The levy is imposed by the CCF National Office to assist in funding the National Office operations		
e) Employee related		
Salaries	916,693	1,322,356
Superannuation	68,104	107,584
Employee benefits	-	58,071
Payroll tax	39,717	60,978
Redundancy payments	-	-
Training and recruitment	12,218	34,068
Other Employee Expenses	-	-
	1,036,732	1,583,057

f) Other expenses

	31 December 2018 \$	30 June 2018 \$
Publications	16,374	43,712
CMS Expenses	75,574	118,638
Events/Functions	211,086	247,898
Training Delivery Costs	66,061	110,229
Computer Expenses	8,398	27,341
Insurance Costs	1,399	15,458
Communication Expense	11,014	22,850
Motor Vehicle Expenses	47,646	52,877
Stationery, Printing and Postage	21,900	13,471
Rent	4,098	89,068
Legal Costs – Litigation	-	-
Legal Costs – Consultation (Other Matters)	-	7,269
Other Costs	215,091	503,536
Consultancy Fees	21,500	77,076
ATCP Expenses	-	102,379
Incolink – OH&S Consultant Expense	29,559	19,950
Loss on disposal of assets	-	-
Attendance Allowance / Fee – Meetings & Conferences	-	-
Donations < \$1,000	-	5,000
Donations > \$1,000	500	91
Grants < \$1,000	-	-
Grants > \$1,000	-	-
Other Compulsory Levies	-	-
Membership Subscriptions	-	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2018 (CONT'D)

	31 December 2018 \$	30 June 2018 \$
Sponsorship	-	-
Subscriptions – Political Parties etc.	-	-
Forgiveness of Loans	-	-
Consulting Fees	-	-
Payroll Deduction Costs	-	-
Capitation Fees	-	-
Levies – Other Parties	-	-
Consideration to employers for making payroll deductions of membership subscriptions	-	-
	730,200	1,456,843

A detailed set of audited accounts and notes covering the above financial period 1 July 2018 - 31 December 2018 (inclusive) period is available from CCF Victoria on request.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CIVIL CONTRACTORS FEDERATION VICTORIA LIMITED FOR THE PERIOD: 1st JANUARY - 30TH JUNE 2019

Opinion

We have audited the financial report of Civil Contractors Federation Victoria Limited (the entity), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

In our opinion, the accompanying financial report of the entity is in accordance with the Corporations Act 2001, including:

- giving a true and fair view of the entity's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with the Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of CCF (VIC) Ltd, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for other information. The other information comprises the information included in the entity's annual report for the year ended 30 June 2019, but does not include the financial report and our auditors' report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditors Responsibilities for the Audit or the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting material misstatement resulting from fraud is higher than the one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report, represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the entity audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Stannards Accountants & Advisors

Stannards Accountants and Advisors



Michael B Shulman
Partner

Melbourne, VIC
Dated: 29/08/2019

FINANCIAL REPORT FOR PERIOD ENDED 30 JUNE 2019

DIRECTORS' REPORT FOR THE PERIOD ENDED 30 JUNE 2019

Your directors present this report on the entity for the financial year ended 30 June 2019.

Directors

The names of each person who are directors all the date of this report are:

Anthony Damiani	Robert Beck	Khaled Elagha
Jason Miller	Clifford Smith	Steve Traicevski
John Plumridge	Ben Virtue (casual)	Anthony Caligiuri (casual)

Principal Activities

The principal activities of the Company during the financial period were as follows:

The Company operated predominantly in one business and geographical segment, being a representative body of civil construction and maintenance contractors in Victoria, providing support to Members and the general public throughout Victoria via professional services, information and advice in a wide range of business service areas.

These services included provision of civil related training courses, implementation of training programs in partnership with state authorities, industrial relations advice, employment advice, dispute resolution, changes to Acts and Regulation, changes to awards and work practices.

As the peak employer representative body for the industry in Victoria, the Company represented the industry at all levels of Government and advocated relating to civil construction and maintenance and business trade, from 1 January 2019 when it commenced actively trading.

Short-term and Long-term Objectives

The entity's short-term objective is:

- providing member services and advice within Victoria.

The entity's long-term objective is:

- representing the industry as a peak employer body and growing membership.

Strategies

To achieve its stated objectives, the entity has adopted the following strategies:

- the entity strives to attract and retain quality staff who are committed to working with the Company. The directors consider that attracting and retaining quality staff are essential for the entity to continue providing the services that it does, and critical to it achieving all of its short-term and long-term objectives.
- the entity establishes and fosters working partnerships with a range of community, stakeholders and government.
- the entity is committed to maintaining existing programs and creating new programs that support all members of the industry.
- the entity sets its staff standards of best practice and provides clear expectations of their professional accountabilities and responsibilities to all stakeholders.

New Accounting Standards implemented

The entity has implemented AASB 9: Financial Instruments, which has come into effect and is included in the results.

Key Performance Measures

The entity measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the entity and whether the entity's short-term and long-term objectives are being achieved. Such measures are reviewed by the directors annually.

Results of Principal Activities

The Company's principal activities resulted in a trading loss of \$128,583 for the period ended 30 June 2019, before providing for a 'significant' item of income of \$1,700,841 (refer below) relating to the transfer of net assets from CCF on 1 January 2019.

Significant changes in nature of principal activities

There were no significant changes in the nature of the Company's principal activities during the financial period, except that on 31 December 2018, the former CCF Branch was disbanded and its net assets effectively transferred to the CCF and then on 1 January 2019 to the Company for no consideration, in accordance with the approval of members and the Fair Work Commission.

The entity is incorporated under the Corporations Act. 2001 and is a company limited by guarantee. If the entity is wound up, the constitution states that each Contractor member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity.

Auditor's Independent Declaration

The lead auditor's independence declaration for the year 30 June 2019 has been received and can be found on the following page of this financial report.

The directors' report is signed in accordance with a resolution of the Board of Directors.

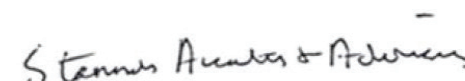
Director 

Dated this 27th day of August 2019.

AUDITOR'S INDEPENDENCE DECLARATION TO THE BOARD OF CCF (VIC) LTD

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2019 there have been: –

- i. no contraventions of the auditor independence requirements in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.


Stannards Accountants and Advisors
1/60 Toorak Road, South Yarra VIC 3141


MB Shulman
Registered Company Auditor (163888)

Dated: 29/08/2019

STATEMENT OF PROFIT OR LOSS FOR THE PERIOD ENDED 30 JUNE 2019

	Note	1 July 2018 - 30 June 2019 \$	16 June 2017 - 30 June 2018 \$
Revenues	2	1,753,432	-
Employee expenses		(1,021,662)	-
Depreciation and amortisation	3d	(53,671)	-
Bad debts	3a	-	-
National Levy	3e	(59,682)	-
Rental expenses	3c	(34,288)	-
Functions, seminars and conference costs		(44,934)	-
Interest costs		(27,935)	-
Other expenses from ordinary activities		(639,843)	-
Profit / (Loss) from ordinary activities		(128,583)	
Significant Item of Expense		1,700,841	-
Profit / (Loss) from ordinary activities after Significant Item of Expense		1,572,258	
Income tax expense	1b	-	-
Net profit / (loss) from ordinary activities after income tax expense attributable to the Federation		1,572,258	

The accompanying notes form part of the financial statements.

STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2019

	1 July 2018 - 30 June 2019 \$	16 June 2017 - 30 June 2018 \$
Profit / (Loss) for the period	1,572,258	-
Other Comprehensive Income for the period	-	-
Total Comprehensive Income for the period	1,572,258	-
Total Comprehensive Income attributable to members of the organisation	1,572,258	-

The accompanying notes form part of the financial statements.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019

	Note	30 June 2019 \$	30 June 2018 \$
CURRENT ASSETS			
Cash and cash equivalents	4	1,418,795	-
Trade and other receivables	5	1,403,486	-
Other current assets	6	70,523	-
TOTAL CURRENT ASSETS		2,892,804	-
NON-CURRENT ASSETS			
Trade and other receivables	7	2,277,671	-
Plant and equipment	8	742,714	-
TOTAL NON-CURRENT ASSETS		3,020,385	-
TOTAL ASSETS		5,913,189	-

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019 (CONT'D)

	Note	30 June 2019 \$	30 June 2018 \$
CURRENT LIABILITIES			
Trade and other payables	9	2,809,753	
Short term provisions	10	166,469	
Borrowings	12	106,378	
TOTAL CURRENT LIABILITIES		3,082,600	-
NON-CURRENT LIABILITIES			
Borrowings	12	1,258,331	-
TOTAL NON-CURRENT LIABILITIES		1,258,331	-
TOTAL LIABILITIES		4,340,931	-
NET ASSETS		1,572,258	-
MEMBERS' FUNDS			
Accumulated Surplus		1,572,258	-
TOTAL MEMBERS' FUNDS		1,572,258	

The accompanying notes form part of the financial statements.

STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE PERIOD ENDED 30 JUNE 2019

	30 June 2019 \$	30 June 2018 \$
Balance at beginning of period	-	-
Surplus / (Loss) attributable to members	1,572,258	-
Balance at end of period	1,572,258	-

STATEMENT OF CASH FLOW FOR THE PERIOD ENDED 30 JUNE 2019

	Note	30 June 2019 \$	30 June 2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		1,099,288	-
Interest received		8,555	-
Payments to suppliers and employees		(1,476,537)	-
Net cash provided by operating activities	14b	(368,694)	-
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of plant and equipment		(109,731)	-
Net cash (used in) investing activities		(109,731)	-
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayments - Civil Contractors Federation		21,594	-
Borrowings		124,218	-
Net cash (used in) financing activities		145,312	-
Net (decrease) / increase in cash held		(332,613)	-
Cash at the beginning of the period		-	-
Transfer of cash from CCF on 1 January 2019	14c	1,751,408	-
CASH AT THE END OF THE PERIOD	14a	1,418,795	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation of the Financial Statements

The Company applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001. The entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Disbandment of Branch

In accordance with a resolution made by the National Board of CCF on 16 November, 2018, with effect from 31 December, 2018, CCF adopted a new constitution and rules which were certified by the Fair Work Commission. It was also resolved that effective as at 31 December, 2018, all assets, liabilities and undertakings of the former CCF (VIC)

Branch be transferred for \$nil consideration to CCF at which point in time, the branch was disbanded. Subsequently, the assets, liabilities and undertakings were transferred by CCF to the Company for no consideration on 1 January 2019, as follows:

	\$000
Cash	1,751,408
Inventory	29,255
Plant & Equipment	686,654
Land & Buildings	2,299,265
Trade Receivables	749,342
Other Assets	90,212
Trade and Other Payables	(2,508,980)
Borrowings	(1,240,491)
Employee Entitlements	(155,824)
Net Assets	1,700,841

On the basis that \$nil consideration was paid for this transfer, an amount of \$1.701 million has been reported as a "Significant Item of Revenue" in the Statement of Profit/Loss and Other Comprehensive Income.

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019 (CONT'D)

	30 December 2019 \$	30 June 2018 \$
NOTE 2: REVENUE		
Operating activities:		
Membership Income (Subscriptions)	537,835	-
Sponsorship	30,545	-
Functions	12,682	-
Training	502,707	-
Grants	426,742	-
Interest Income	8,555	-
Other Income	234,366	-
Total Revenue	1,753,432	-
NOTE 3: PROFIT/ (LOSS) FROM ORDINARY ACTIVITIES		
The operating profit/ (loss) of the Branch before income tax expense has been determine after:		
a) Bad and Doubtful Debts		
Bad debts written off to expense	-	-
	-	-
b) Auditor's Remuneration		
Auditor's remuneration - Audit of Financial Statements	7,000	-
(other auditors services: \$nil (30 June 2018: \$nil)	-	-
c) Operating Leases		
Rent	34,288	-
	34,288	-
d) Depreciation and Amortisation		
Plant and equipment	33,730	-
Motor vehicles	19,941	-
	53,671	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019 (CONT'D)

	30 December 2019 \$	30 June 2018 \$
e) Levy		
Nationalotor office levy	59,682	-
	59,682	-
The levy is imposed by the CCF to assist in funding the operations.		
NOTE 4: CASH AND CASH EQUIVALENTS		
Current		
Cash at bank	497,727	-
Short-term bank deposits	921,068	-
	1,418,795	-
NOTE 5: TRADE AND OTHER RECEIVABLES		
a) Current		
Trade debtors	1,357,948	-
Less: Provision for doubtful debts	(17,848)	-
	1,340,100	-
Sundry and other debtors	63,386	-
	1,403,486	-
b) Terms and Conditions		
Trade debtors relate to services provided, they are non-interest bearing and are unsecured. Trade debtors relating to training carry terms of up to 90 days. All other trade debtors carry settlement terms of 30 days.		
Sundry debtors are non-interest bearing and unsecured.		

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019 (CONT'D)

	30 December 2019 \$	30 June 2018 \$
NOTE 6: OTHER CURRENT ASSETS		
Current		
Prepayments and Security Deposits	36,830	-
Stock on Hand	33,693	-
	70,523	-
NOTE 7: TRADE AND OTHER RECEIVABLES		
a) Non-current		
Loan – Civil Contractors Federation (Unsecured and Interest-free)	2,277,671	-
	2,277,671	-
NOTE 8: PLANT AND EQUIPMENT		
Motor vehicles - at cost	318,263	-
Less: Accumulated depreciation	(107,517)	-
	210,746	-
Office furniture and equipment - at cost	696,289	-
Less: Accumulated depreciation	(164,321)	-
	531,968	-
Total plant and equipment – net book value	742,714	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019 (CONT'D)

	30 December 2019 \$	30 June 2018 \$
NOTE 8: PLANT AND EQUIPMENT		
Reconciliation of movements in plant and equipment		
Motor Vehicle - at cost	-	-
Carrying amount at beginning of the period	-	-
Additions	-	-
Transfer - CCF	230,687	-
Disposals	-	-
Depreciation expense	(19,941)	-
	531,968	-
Carrying amount at end of the period	531,968	-
Total carrying amount at end of the period	742,714	-
NOTE 9: TRADE AND OTHER PAYABLES		
a) Current	2,531,660	-
Deferred income	278,093	-
Creditors and accruals	2,809,753	-
b) Terms and Conditions		

Deferred income related to cash receipts for membership fees, training and advertising revenue received for the subsequent reporting period and project funding received for subsequent reporting period and beyond.

Creditors and accruals were settled within the terms of payments offered, which was usually within 30 days. These balances are unsecured and no interest is applicable on these accounts.

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019 (CONT'D)

NOTE 10:

a) Current

	30 June 2019 \$	30 June 2018 \$
Provisions	100,033	-
Provisions for long service leave	66,436	-

166,469 -

b) Aggregate employee entitlement liability

166,469

Provision for employee benefits represent amounts accrued for annual leave and long service leave.

The current portion for this provision included the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Company did not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts were classified as current liabilities since the Branch did not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision included amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

NOTE 11: KEY MANAGEMENT PERSONNEL COMPENSATION

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity, is considered key management personnel (KMP).

The totals of remuneration paid to KMP of the entity during the year are as follows:

	30 June 2019 \$	30 June 2018 \$
KMP compensation		
Short-term employee benefits	315,421	-
Post-employment benefits	29,965	-
Other long-term benefits	-	-
	345,386	-

Other Related Party Transactions

Other related parties include close family members of key management personnel and entities that are controlled or jointly controlled by those key management personnel individually or collectively with their close family members.

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

	30 June 2019 \$	30 June 2018 \$
NOTE 12: BORROWINGS		
a) Current		
Hire Purchase Liability	43,343	-
Business Loan	63,035	-
	106,378	-
b) Non-Current		
Hire Purchase Liability	91,130	-
Business Loan	1,165,201	-
Debentures	2,000	-
	1,258,331	-

c) Terms and Conditions

Hire Purchase facilities are secured by the assets they are financing. The business loan is secured by a \$1.4 million limited guarantee provided by Civil Contractors Federation and a mortgage over 9 Business Park Drive, Notting Hill, Victoria.

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019 (CONT'D)

NOTE 13: FINANCIAL RISK MANAGEMENT

Financial Risk Management Policies

The Company's financial instruments consisted mainly of deposits with banks, short term investments, accounts receivable and payable, and investments in an unlisted company.

The company did not have any derivative instruments at 30 June 2019.

i. Terms, Conditions and Accounting Policies

The Company's accounting policies are included in Note 1, while the terms and conditions, including the effective weighted average interest rate of each class of financial asset and financial liability both recognised and unrecognised at the balance date are included under the appropriate note for that instrument.

ii. Treasury Risk Management

The board members met on a regular basis to analyse financial risk exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

iii. Financial Risk Exposures and Management

The main risks the Company is exposed to through its financial instruments are interest rate risk, liquidity and credit risk.

Liquidity risk

The Company managed this risk by monitoring its credit terms on trade debtors.

Interest rate risk

The Company has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current period results and equity which could result from a change in this risk.

As at 30 June 2019, the effect on profit and equity as a result of the changes in interest rate, with all other variables remaining constant would be as follows:

	30 June 2019 \$	30 June 2018 \$
Change in profits/ (loss)		
Increase in interest rate by 1%	14,187	-
Decrease in interest rate by 1%	(14,187)	-
Change in equity		
Increase in interest rate by 1%	14,187	-
Decrease in interest rate by 1%	(14,187)	-

This sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

No sensitivity analysis has been performed on foreign currency risk as the Company is not materially exposed to foreign currency fluctuations.

Credit Risk Exposure

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the Statement of Financial Position and notes to the financial report.

The Company is not materially exposed to any individual credit risk.

Interest Rate Risk

The Company's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on classes of financial assets and financial liabilities, is as follows: -

Fixed Interests rates maturities

	Weighted Average Effective Interest Rate %	Floating Interest Rate \$	1 year or less \$	1 to 5 years \$	Over 5 years \$	Not Interest Bearing \$	Total \$
30 June 2018							
Assets:							
Cash	NA	-	-	-	-	-	-
Trade and Sundry Debtors		-	-	-	-	-	-
		-	-	-	-	-	-
Liabilities:		-	-	-	-	-	-
Sundry Creditors & Other Liabilities		-	-	-	-	-	-
Borrowings	NA	-	-	-	-	-	-
		-	-	-	-	-	-
Net Financial Assets		-	-	-	-	-	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2019 (CONT'D)

	30 June 2019 \$	30 June 2018 \$
NOTE 14: CASH FLOW INFORMATION		
a) Reconciliation of Cash		
Cash bank	497,727	-
Call deposit	921,068	-
	1,418,795	-
b) Reconciliation of Cash Flow from Operations with Profit after Income Tax		
Operating profit/(loss) after income tax	1,572,258	-
Non-cash flows in profit/(loss) from ordinary activities		
Depreciation and amortisation	53,671	-
Gain on transfer of Net Assets from CCF	(1,700,841)	-
Changes in operating assets and liabilities		
Decrease/(increase) in receivables	(654,144)	-
Decrease/(increase) in other assets	46,944	-
Decrease/(increase) in trade and other payables	300,773	-
Decrease/(increase) in provisions	12,645	-
Net cash provided by operating activities	(368,694)	-

c) Cash Transfer

Cash of \$1,751,408 was transferred to the Company as part of the net asset transfer from CCF (refer also Note 1).

NOTE 15: CAPITAL EXPENDITURE COMMITMENTS

At 30 June 2019, the entity has no capital expenditure commitments.

NOTE 16: EVENTS SUBSEQUENT TO BALANCE DATE

At 30 June 2019, there are no subsequent events to report.

NOTE 17: FAIR VALUE MEASUREMENT

The Company measures and recognises the following assets and liabilities at fair value on a recurring basis after initial recognition:

- financial assets at fair value through profit or loss;
- available-for-sale financial assets; and
- freehold land and buildings.

The Company does not subsequently measure any liabilities at fair value on a recurring basis, or any assets or liabilities at fair value on a non-recurring basis.


NOTE 18: MEMBERS' GUARANTEE

The entity is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the entity is wound up, the constitution states that each Contractor member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity.

DIRECTORS' DECLARATION

In accordance with a resolution of the directors of CCF (VIC) Limited, the directors of the entity declare that:

1. The financial statements and notes, as set out on pages satisfy the requirements of the *Corporations Act 2001* and;
 - a. comply with Australian Accounting Standards – Reduced Disclosure Requirements applicable to the entity; and
 - b. give a true and fair view of the financial position of the entity as at 30 June 2019 and of its performance for the year ended on that date
2. In the directors' opinion there are reasonable grounds to believe that the entity will be able to pay its debts and when they become due and payable.



 Director
 Dated this 31st day of August 2019.

CORPORATE DIRECTORY

DIRECTORS

The following Directors held office as Members of the Committee/Board of Management of the Victorian Branch during the 2018/19 year:

BOARD MEMBER POSITION

Andrew Mahar	President, National Board Member & Board Member (resigned December 2018)
Steve Traicevski	President (wef December 2018), Board Member / National Board (alternate)
Clifford Smith	Vice President
John Plumridge	Treasurer & Board Member
Jay Miller	Board Member
Bob Beck	Board Member
Khaled Elagha	Board Member
Robert Trebilco	Board Member (resigned December 2018)
Antony Damiani	* Casual Board Member (wef February 2019)
Ben Virtue	* Casual Board Member (wef February 2019)
Anthony Caliguiri	* Casual Board Member (wef February 2019)

Board Meetings

The full Board met a total of 6 times during the year (July, September & November 2018 and February, April & June 2019), with the Board Executive meetings each other alternate month.

Board Resignations & Appointments

The following Board resignations were received during the course of the 2018/19 year:

- Andrew Mahar (wef December 2018)
- Robert Trebilco (wef December 2018)

New Board members appointed on a "casual vacancy" position during the 2018/19 year:

- Antony Damiani (wef February 2019)
- Ben Virtue (wef February 2019)
- Anthony Caliguiri (wef February 2019)

CCF Management Team

Chief Executive Officer, John Kilgour
 Commercial & Finance Manager, Anushan Jayaratne
 Member Services Manager, Chris Marriott
 Sales & Marketing Manager, Gavriel Berkowitz
 Civil Train Manager, Rob Garrard (resigned December 2018) & Rae Wilson (wef March 2019)
 Civil Skills Workforce Development Manager, Sonya Casey

CORPORATE DIRECTORY

Principal Office 9 Business Park Drive, Notting Hill. Vic. 3168
 External Auditor Stannards Chartered Accounts
 Internal Auditor BTS Global
 Banker Commonwealth Bank Australia
 Solicitors Doyles Construction Lawyers, Lander & Rogers, McKean Park Lawyers & Keypoint Law
 Insurance Broker Gallaghers
 Insurance underwriter QBE Insurance (Australia) Limited
 Technology Service Provider IT Connexions



S

Skills



M

Member Services



A

Advocacy



R

Representation



T

Technology



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