

2020 ANNUAL REPORT



**CIVIL CONTRACTORS
FEDERATION**
VICTORIA



Your Voice in the Civil Construction Industry

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ABOUT THE CIVIL CONTRACTORS FEDERATION

The Civil Contractors Federation (CCF) is the peak industry body representing Australia's civil construction industry.

The CCF represents more than 2,000 contractor and associate members nationally with CCF with over 470 contractor and associate members operating in Victoria. The organisation is a company limited by a guarantee under the Australian Securities & Investments Commission (ASIC) and is governed by a National Board comprised of member-elected representatives from each state and territory in the Commonwealth.

CCF Members are responsible for the construction and maintenance of Australian'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.

With over \$110bn of public infrastructure spending in Victoria either under construction, or in the forward estimates, CCF contractor organisations annually build in excess of \$13bn of Victoria's civil construction and employ over 42,000 workers.

Our full range of benefits and services include:

- Specialised training for civil industry
- Advocacy on key industry issues
- Contractor Management Systems
- Events & Networking
- Civil Career Advice
- OH&S Advice
- Industry Publications and Resources
- Environmental Management Advice
- Legal and Industrial Relations Advice



2020 FINANCIAL YEAR & PERFORMANCE SNAPSHOT

364

Contractor Members

125

Associate Members

>\$13bn

of Public & Private Civil
Construction Delivered by
Contractor Members

\$804k

of Public Grant Funding Received for
the Positive Plans - Positive Futures
Project Developed by CCF Victoria
supported by **WorkSafe's WorkWell**
Mental Health Improvement Fund

136

Apprentices being
Serviced by Civil Train

61

3rd Year Civil Engineering
"Under-Graduates" Participated
in CCF's "Foresite" Program

195

Training Courses
Delivered

1,387

Participants Completed
Training

2020 FINANCIAL YEAR & PERFORMANCE SNAPSHOT (CONT'D)

31

Industry Events Hosted and
Conducted in Melbourne and
Regional Victoria

20

New Videos on CCF
YouTube Channel

>380

Facebook Followers

>1,600

LinkedIn Followers

>5,600

Inbound Calls Received Through
our 1800 DIAL CCF Member
Support Service

\$3,897,698

In Revenue Generated from
CCF Operations

\$1,205,270

In Cash Reserves
Under Management

\$1,595,291

In Members Funds

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

In presenting to CCF Members and key stakeholders our 2019/20 CCF Victoria Annual Report, we can look back on the last 12 months with significant pride in what we have achieved under extremely challenging and unprecedented times as a result of the global COVID-19 (C-19) Pandemic.

None of us could have foreseen the extent of these events and the actions undertaken by Government at the start of this year. What is clear, is that we are going to have to deal with the unexpected repercussions in the year ahead. I am sure, like me, your focus is on keeping those closest to you, be they family, friends, employees and colleagues; safe and well.

Our advocacy work over the last 12 months has never been more important and relevant at any time in the history of the Federation.

At both a National and State level, CCF made several industry submissions and discussions with Federal and State Governments to ensure the continued viability and sustainability of the civil construction industry.

We have encouraged Government to develop policies that bring forward major infrastructure spend, streamline procurement processes and ensure appropriate payment measures are introduced in these challenging times to support supplier cash flow, particularly down through the supply chain to sub-contractors and workers in the sector.

At a State level, CCF has played an important role on various representative and working groups, including the Building & Construction Industry Working Group. Our engagement with this group has been critical in ensuring that as a united group of employer associations and unions, we presented to the Victorian Government a clear commitment to the safety and wellbeing of our workers during this crisis.

We also put forward our strongly held belief that, as best as we could manage, our industry should continue to operate. In turn, the Government has put their faith in us, designated our sector as an essential service and enabled us to continue to operate.

Albeit under new rules in the COVID-19 environment. Our representation to Government has ensured that as an industry, we have remained "open for business."



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

NEW WORKPLACE MANSLAUGHTER LEGISLATION INTRODUCED

From 2020, businesses and officers in Victoria whose negligent conduct cause a workplace death, may be guilty of workplace manslaughter under sweeping new legislation introduced by the Andrews Labor Government.

CCF made a series of representations and engaged extensively with other membership bodies, the State Opposition and Crossbench members, seeking amendments to the proposed Bill in our push for a better, fairer and above all, safer industry in this State.

With the introduction of this offence, it is important that we "keep calm" and "carry on" with our business in accordance with our "duty of care" under the OHS Act, where workplace health and safety is the duty and responsibilities of all parties.

PLANNING PERMIT APPROVAL REVIEW

Up to \$600 million economic growth could be created across the Victorian economy each year through more efficient approvals in the State's planning and building systems.

The paper released in December 2019, proposed improvements to council and referral authority processes through early engagement with applicants, removing duplicate requests for information and delivering better response times from the many decision-makers along the planning approvals pipeline.

CCF Victoria contributed to the Planning and Building Approvals Process Review through our series of contractor engagement workshops and commends the Victorian Government on the initiative, which is the first step in providing much needed certainty to the land development sector.

REPRESENTATIVE COMMITTEES AND WORKING GROUPS

CCF continued to be “your voice” at various representative committees and working groups to ensure regulations developed are indeed fair, reasonable and practical in their development, application and enforcement.

Our CEO and technical consultants engaged with regulators, such as WorkSafe and the EPA, as they worked through reference and guidance material for requirements and duties performed under the OHS Act (2004) and the EPA Amendment Bill (2018), which will now be introduced on 1 July 2021 following a 12 month deferral.

CCF made an important submission through the EPA’s Construction & Infrastructure Reference Group with critical omissions around civil contraction application and responsibilities in the reference guidelines identified including areas such as:

- **Waste** - contaminated soil, unwanted soil, sewage and sewer piping, wet and dry mud
- **Air contaminants** - land clearing and site civil works
- **Dust** -civil earth works (ie: site levelling, including cut and fill), contaminated soil disturbance
- **Unreasonable noise** - plant and machinery operation (ie: concrete truck, earthmoving machinery)
- **Site preparation works.**

I would like to acknowledge and thank Geoff Reynolds (GRM Consulting) for his tireless work in reviewing some 300 reference guides as we continue our work with the EPA, prior to introduction of the new legislation.

2019 KEN EDGLEY MEDAL WINNER - TOM COEN (COMDAIN)

With over 400 members and guests in attendance, it was with great pleasure that I had the opportunity to award the 2019 Ken Edgley Medal to longstanding CCF Member and supporter, Tom Coen from Comdain.

For over 35 years delivering civil works to the gas and water industries, Tom has been instrumental in the installation of a large proportion of Victoria’s growing gas and water networks and has been a member of the CCF since 1985. Congratulations Tom on your 2019 Ken Edgley Medal and “Thank You” for your invaluable contribution to the civil construction industry in this State.

#1CCF BUSINESS TRANSFORMATION PROJECT

From a business operations perspective, while 2020 has restored our cash reserves (\$1.207m) and delivered an operating profit of \$23k, this has been achieved on the back of Government financial support in terms of payroll tax deductions, Job Keeper Payments (JKP) and small business grants. This has enabled us to continue operations, albeit at reduced levels, and keep all staff employed on reduced work hours.

While this Government support is welcome, it is not sustainable and provides a false sense of security for the future. At its June 2020 Board meeting, the CCF Board determined that a formal review be undertaken of the CCF Victoria business model.

The #1CCF BTP project will take “well measured steps” to ensure that we come out of the COVID-19 Pandemic with a business model and CCF organisation that is “fit for purpose” and supports our short -medium term strategic aspirations. A CCF that is highly productive, efficient and valued in delivering “real benefits” to CCF Members, contractors, clients and stakeholders operating in the civil construction industry.

THANK YOU

I would like to acknowledge the important contribution fellow Board Members have provided during the course of the year. They have made available their valuable time, provided wise counsel and have done this freely because they are passionate about the civil construction industry and want to ensure its continued sustainability in years to come.

I would particularly like to thank Ben Virtue (Civilex) for his contribution to CCF following his resignation during the year, together with Cliff Smith (Lance Smith Excavations) who “stood down” as CCF Victoria Vice President but will stay on the Board as a valued member. I also congratulate Tony Damiani (BMD) on his appointment as CCF Victoria Vice President and I look forward to working closely and collaboratively with Tony and fellow Board Members in the year ahead.

LOOKING FORWARD

In tackling COVID-19, I want to challenge all of you to see this crisis as “an opportunity for change.”

It is now entirely appropriate to plan and develop strategies to return our industry to maximum production as soon as possible. We do not retreat for one moment from the primary responsibility during these challenging times to keep our people safe during the COVID-19 pandemic. We believe we can do both.

The road to economic recovery will be long. But we are already seeing positive signs in state-based stimulus programs, additional funding for civil infrastructure projects to maintain confidence, support investment and keep Victorians in their jobs. In addition, we are seeing the Disaggregation of large infrastructure projects, such as the \$2.7bn Build Works Package and \$2.2bn Suburban Roads initiative, that will encourage greater participation and support for small / mid-tier companies. All these initiatives are key parts of our CCF advocacy platform ... and “our voice” is being heard.

Our message to Government is loud and clear “The civil construction industry stands united, and ready to the help Victoria form the foundation of our state’s recovery.”

Steve Traicevski
President – CCF Victoria



CEO'S REPORT

It is with great pleasure to provide CCF Members this report into our work and performance over the 2019/20 period.

During a professional career spanning over 40 years, I have never experienced a more challenging time. The global crisis caused by the COVID-19 pandemic is not only impacting on the way we live, but it is changing the way we work and will continue to work for years to come.

As reported by our CCF Victoria President, Steve Traicevski, in his report, our advocacy work has never been more important in the history of the CCF. Strong and visible leadership is critical, if we are to emerge from this COVID-19 pandemic with a sustainable industry ready to play a vital role in leading the state's social and economic recovery.

FINANCIAL PERFORMANCE

FINANCIALS	2020	2019
PROFIT	\$23,033	(\$128,583)
BUDGET	(\$127,033)	(\$18,099)
BALANCE SHEET	2020	2019
NET EQUITY	\$1,595,291	\$1,572,258
CASH HOLDING	\$1,205,270	\$1,418,795

While it is pleasing to report an improved financial position for the group, this is a direct result of the "self-help" measures taken in direct response to COVID-19, and the Government financial support in terms of payroll tax deductions, Job Keeper Payments (JKP) and small business grants.

All CCF staff entered into Temporary Employment Agreements in March 2020, representing a saving of up to 20% due to the financial risk and uncertainty forecasted. I am extremely grateful to the CCF team for the professional manner, in which they have approached the challenges presented.

These relief measures and Government support has returned the branch to profitability. Operational income increased with COVID-19 relief of \$259,000 delivering an operating profit for the 2019/20 financial year of \$117k excluding AASB 16 related provision.



John Kilgour
Chief Executive Officer
CCF Victoria

As noted in the President's Report, when the financial support is removed and COVID-19 restrictions are "wound back", this position is not sustainable moving forward. Therefore, we have taken "well managed" and prudent steps under our #1CCF Business Transformation Project.

Our work continues to be focused on our 5 key drivers ... **SKILLS – MEMBER SERVICES – ADVOCACY – REPRESENTATION – TECHNOLOGY (SMART).**

This framework has supported our CCF business well over the last 3 years by re-connecting and delivering a valued service proposition to our CCF membership and client base. Underpinning these drivers, has been our 3 stage Business Transformation process for organisational development and continuous improvement, ie: **stage 1 "Build the Base", stage 2 "Change the Game", and stage 3 "Keep the Pace".**

Our work over the last 12-month period has continued to be centred around this strategy.

SKILLS (Training) "Building capacity and capability in the civil construction sector to meet the critical infrastructure needs for Victoria through market leading training and apprenticeship programs and initiatives."

Our Training function has gone through significant change over the last 12month period and we are continuing on this transformation journey.

A new team, led by Lisa Kinross, who has extensive experience in the VET sector having joined us from Chisholm Institute's National Water Centre at Cranbourne, and Ross Kelly, who is well known to many in the civil construction industry having managed the William Adams Institute of Training, together with new specialist trainers recruited; will

lay a foundation for growth to meet the increased demand for skills-based training in the civil construction industry.

With over 195 courses conducted and 1,387 participants completing practical training over the last 12 months, CCF has been instrumental in the upskilling and developing the Civil workforce in this State with the following financial performance results recorded:

TRAINING

FINANCIALS	2019/2020	BUDGET
INCOME	\$1,024,968	\$1,530,370
OTHER INCOME-COVID GRANTS	\$119,354	Nil
EXPENDITURE	\$1,209,828	\$1,494,762
NET RESULT FOR YEAR	-\$65,606	\$35,608

In meeting our statutory obligations under the Australian Skills Quality Authority (ASQA), we delivered courses that assisted contractors to achieve accreditation with key organisations such as Department of Transport, Energy Safe Victoria (ESV), Worksafe and Melbourne Retail Water Agencies (MRWA). This included contractor qualifications in Confined Space, Workplace Spotting, Control Traffic, Manual Handling, Trenching & Shoring, and Environmental Management to support accreditation to local government authorities.

Our Civil Skills Cadetship (CSC) program was delivered to 54 participants out of a total of 120 targeted for delivery by 31 March 2021. This program is providing unique opportunities for participants to “create a career” in civil construction and encourage a mindset of lifelong learning, including maintaining capabilities and skills needed for their career.

Our Civil Construction “Taster” Programs and the Civil Engineering “Foresite” Graduate Programs provided 12-week job placements for up to 22 3rd year under-graduates. These were successfully conducted and highly valued by industry, educational partners and participants.

In the year ahead, we will continue to work with the Department of Education and the Office of the Victorian Skills Commission (VSC) on delivering accredited short courses creating pathways for new starters in civil construction. We are also working closely with the TAFE sector and we are excited to commence training delivery at the Holmesglen Institute’s Victorian Tunnelling Centre facility (Drummond Street Campus) under a new collaborative partnership arrangement.

MEMBER SERVICES (MEMBERSHIP)

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

Led by our Member Engagement Manager, Gav Berkowitz, our Business Service Centre and Member Services team continued to provide members with professional services, specialist advice and support within their business operations.

Membership continues to be the lifeblood of our organisation with the following key performance results recorded:

MEMBERSHIP

NEW MEMBERS	2020
CONTRACTOR MEMBERS	44
ASSOCIATES	21
RESIGNATIONS	2020
CONTRACTOR MEMBERS	44
ASSOCIATES	17
CURRENT MEMBERSHIP	2020
CONTRACTOR MEMBERS	364
ASSOCIATES	125

With over 5,600 calls received covering our range of activities including CCF events, Training / HSE / CCF Code CSC Program and Member enquiries, our Business Service Centre “BSC” (1300 DIAL CCF) continued to deliver first-class client support services, manage inbound calls and member enquiries, professionally and within a timely manner. The “BSC” team also actively engaged with CCF Members through targeted “outbound campaigns” covering major events and activities conducted by CCF.

EVENTS

As the peak industry body, CCF Victoria hosted over 26 informational, networking and recognition related events throughout the year. In addition to being informative, these events have facilitated effective networking opportunities for hundreds of CCF Members and associates.

Under COVID-19 restrictions, these events have now been replaced in the short term by our highly successful series of CCF Online Masterclass webinars, where subject matter experts provide important and relevant information and advice to members.

Working with our industry business partners (sponsors), we also conducted a series of highly successful events including the **2019 Earth & Training Awards** and **2019 President’s Lunch**. These events were supported by the highly successful sector breakfast forums covering Land Development (Water), Rail & Road sectors.

Our special appreciation goes to our keynote speakers for each of these key CCF events:

Land Development Sector Breakfast (September 2019)	Anna Cronin (Red Tape Commissioner) Brian Hauser (Executive Director - CCAA)
President’s Lunch (November 2019)	Brendan Gale (CEO Richmond Football Club)
Rail Sector Breakfast (March 2020)	Event to be conducted at the Holmesglen Institute Victorian Tunnelling Centre (Drummond Street Campus) was postponed due to the COVID-19 Pandemic and restrictions introduced by the Victorian Government.
Road Sector Breakfast (Webinar)	Allen Garner (CEO – Major Roads Projects Victoria) Paul Northey (COO – Regional Roads Victoria)

2019 CCF NATIONAL EARTH AWARDS

In congratulating all winners at our 2019 Training & Earth Awards, we congratulate and recognise the ‘North Yarra Deviation’ project - Melbourne Water, John Holland-KBR Joint Venture and Interflow team, winners of Project Value 4 (\$10m - \$30m) at the 2019 CCF National Awards conducted in Canberra.

A fantastic achievement where the project saw the rehabilitation of the brick arches and access shafts of a sewer carrying 20% of Melbourne’s sewage flow, which has now extended its life by at least 50 years.



John Holland’s Glenn Davis & Mark Gill celebrate their CCF National Earth Award with CCF Victoria CEO, John Kilgour in Canberra.

A video outlining the winning North Yarra Deviation project is available for viewing on YouTube via the CCF Victoria Channel: <https://www.youtube.com/watch?v=G8PuUyJQqvc>

ADVOCACY *“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.”*

Today, the importance of our advocacy work has never been more evident.

CCF actively engaged and put forward practical policy proposals to both Federal & State Governments to ensure a sustainable pipeline of works is maintained to maximise the productive capacity of the civil construction industry. This included formal submissions to the Deputy Prime Minister, Premier of Victoria and relevant Transport and Infrastructure Ministers.

In summary, these policy proposals included:

1. State-based stimulus programs for new home building to compliment the Federal Government’s HomeBuilder grants;
2. Additional funding to the civil infrastructure sector to maintain confidence, support investment and keep Victorians in their jobs;
3. Promote Government use of ‘debt-funding’ to take advantage of historically low interest rates to invest these funds in productive infrastructure projects;
4. Disaggregating large infrastructure projects to encourage greater participation and support for small / mid-tier companies;
5. Reforming the current procurement and contracting process with a view to achieving a more balanced approach to risk allocation through greater collaboration;
6. Creation of a specialised ‘Civil Construction Working Group’ comprising representatives from CCF and Government to discuss and develop a ‘Supplier Payment & Security Policy’ for all public bodies involved in state funded civil infrastructure projects.

Formal submissions were also made by CCF into a number of formal reviews including the:

- (i) Federal Government’s Review of the National Skills Needs List;
- (ii) Productivity Commission interim report into the Skills and Workforce Development Agreement;
- (iii) Macklin Review – an independent review into Victoria’s post-secondary and education training (VET sector);
- (iv) Code for the Tendering and Performance of Building Work 2016 (Building Code 2016);
- (v) Australian Government Security of Payments Working Group ‘Reverse Factoring’ tabled by the ABCC;
- (vi) National Heavy Vehicle Regulator’s Industry Reference Forum;
- (vii) The Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019 (Education and Employment Legislation Committee);

POSITIVE PLANS – POSITIVE FUTURES (HEALTH & WELLBEING PROGRAM)

It was pleasing to advise all members during 2020, that CCF was successful in receiving funding for the next 2 years under the WorkSafe WorkWell Mental Health Improvement Fund for the introduction of our Positive Plans – Positive Futures Program.

The WorkWell Program aims to make mental health and wellbeing a priority in Victorian workplaces through access to resources, funding and knowledge sharing. The Positive Plans - Positive Futures Project developed by CCF Victoria will be a state-wide initiative that aims to use Mental Health Action Plans as a key driver to reduce work related stress, burn out and improve mental health outcomes for young workers and senior professionals in the civil construction industry.

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

CCF continued to actively represent the interest of members on a number of key Standing Committees with Government Departments, Agencies and Regulators.

MAJOR TRANSPORT INFRASTRUCTURE AUTHORITY (MTIA) COVID19 CONSULTATIVE FORUM

Chaired by the Minister for Transport Infrastructure, the Hon Jacinta Allan, and joined by the Office of the Director General MTIA, Corey Hannet, we actively worked with the MTIA in providing consultation and input into initiatives that address current workplace challenges under COVID-19.

BUILDING & CONSTRUCTION INDUSTRY WORKING GROUP

Facilitated by the Chair, Victorian Independent Disputes Panel (VIDP), a working party of unions and Industry Associations directly involved in the Building and Construction Industry, with the support of the Victorian State Government, was established in April 2020, for the purposes of preparing and maintaining a set of safety guidelines, and ongoing consultative advice during the COVID-19 Pandemic. New industry safety guidelines were developed and released in mitigating the risk of spreading the COVID-19 virus on construction sites and keeping workers safe.

VICTORIAN SKILLS COMMISSIONER – INDUSTRY ADVISORY GROUP (IAG)

CCF actively participated in the State Government forum that provides a structured way for industry, unions and employer group to inform and engage with the VET training system. Our engagement led to the development by the NOUS Group of key research into building the capacity and capability of the various building and construction sectors to meet and deliver the critical infrastructure needs in Victoria.

WORKSAFE – FOUNDATIONS FOR SAFETY VICTORIA (FSV) COMMITTEE

Facilitated by Worksafe, CCF participated in the FSV Committee aimed at reducing the construction industry's incidents of deaths, injuries, and diseases.

EPA STRATEGIC ADVISORY BOARD AND CONSTRUCTION INDUSTRY REFERENCE GROUPS

CCF participated in these respective forums in preparation for the introduction of the EPA Amendment Bill (2018) on 1 July 2021. These forums are designed to ensure member / contractor specific environmental queries are raised, discussed and actioned.

WATER INDUSTRY LIAISON COMMITTEE (WILC)

CCF is actively engaged in this representative forum to address water industry policy, process, design and construction issues.

ESV & VEDN INDUSTRY REPRESENTATIVE GROUPS

CCF is actively engaged with Powercor, VEDN & ESV Technical Reference Groups, providing advice to these authorities regarding the impact of decisions made during the concept, design and construction stages of projects.

EDCM & LGIDA TECHNICAL COMMITTEE (LOCAL GOVERNMENT)

CCF represented members' interests on the Local Government Infrastructure Design Association (LGIDA) and its accompanying EDCM Committee for emerging councils.

A new Engineering Design and Construction Manual (EDCM) outlining a series of shared engineering standards and specifications, was prepared and released by the MPA, the municipalities of Casey, Cardinia, Hume, Melton, Whittlesea and Wyndham and the Office of Local Government; following extensive consultation with key stakeholders, including CCF representatives.

I would like to take this opportunity to thank our Technical Working Group representatives in Gary Gardiner & Dom Modric (CivilworX), Steve Traicevski (Rokon) and Geoff Reynolds (representing CCF – GRM Consulting) on the EDCM and Geoff for his continued support on the LGIDA Technical Committee.

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

We have continued to support members and civil contractors in transitioning to the new version of the CCF Code (version 10 – released February 2019).

To date, out of the 194 certified management systems contractors, only 83 have currently taken up this version upgrade. With version 9 expiring in February 2021, an extensive effort will be made over the ensuing period to ensure Certified Contractors maintain their compliance to the relevant industry Standards and Regulations captured through the certification process. The CCF Code assists members to actively demonstrate to the regulators and clients how they are meeting their legislative obligations within operations.

In supporting the release and update of the CCF Code, we announced the appointment of Skytrust, as our initial preferred software provider to host the Code and provide members with an integrated Certified Contractor Management System (CCMS) solution. Skytrust is a global software house headquartered in Adelaide. It has been operating since 2005, with their platforms having over 100,000 users, with significant market share in Australasia and a growing market in the Middle East, Asia and Europe.

In 2020, CCF introduced a 'Webinars on Demand' channel, with access to our series of CCF Online Masterclasses being exclusive to CCF Members, via the CCF Member Portal. Webinars, electronic versions of CCF Connect eNewsletters (fortnightly), CCF Bulletins (quarterly) and an updated CCF Website are dedicated digital platforms to keep members informed and "up to date" on relevant industry matters.

"The year ahead"

I look forward to the year ahead with positivity and optimism for our industry.

There are positive signs that the Victorian Government's health-based strategies are yielding positive trends for reducing the spread of COVID-19 virus.

As business leaders we need to act but not overreact. It's natural for our people to feel fear in times of danger and uncertainty. It is important to remind ourselves that the best minds in the world – many of these are Australian – are guiding us through the COVID-19 crisis.

CCF Victoria is a large, diverse, collegiate group of good people. We have a proud history of working together and supporting each other in challenging times. We will continue to work tirelessly on behalf of our members in representing their interests to ensure the building, construction and development industry operates safely and productively to keep the State of Victoria's engine room strong.

Collectively, we "stand ready" to lead the social and economic recovery in Victoria through the delivery of major infrastructure projects that supports the communities in which we service, develop and live.

John Kilgour
Chief Executive Officer – CCF Victoria



VALE

It is with much sadness that we report the passing of a number of outstanding CCF stalwarts over the last 12 months.

Denis Houlihan (Tunney & Houlihan)

The Tunney & Houlihan business has been operating since 1968, and during this time Denis Houlihan has made an outstanding contribution to the civil construction industry. At 81, Dennis passed away peacefully in September 2019, and is survived by his wife, Josie.

Dennis Crane (Crane Asphalt & Bitumen Sealing)

In early December, we also learnt of the sudden passing of long time CCF member and supporter, Dennis Crane. Dennis, along with family members Pat and Michael Crane, have ran Cranes Asphalt & Bitumen Sealing for over 40 years in Bairnsdale.

Dennis has been a great supporter of CCF and our Civil Train RTO business. Winning the Ken Edgley Medal in 2009 and numerous Training & Earth Awards, Dennis was a great supporter of local contractors.

John McNaughton (McNaughton Excavations)

John passed away in December 2019, leaving a recognised legacy of contribution to CCF and the civil construction industry.

John and Catherine McNaughton started their business DJ & CL McNaughton back in 1980. John quickly made a name for himself in the Colac district and began a long association with Barwon Water, Vic Roads, Colac Shire and of course local private work around the district. The business continued to grow and in 2009 the family business changed its name to McNaughton Excavations Pty Ltd. John has left a huge legacy for his family who are very proud of his achievements and contribution to the Civil Contracting Industry.

Mick Crowley (Crowley Excavations)

The civil construction industry lost a gentleman and a great contractor in Mick Crowley, who passed away suddenly in December 2019. A valued member of CCF, for over 17 years Mick played a significant role in the growth and expansion of Crowley Excavation's in the servicing clients around the Kilmore and the Northern and Western Suburbs of Melbourne.

Denis, Dennis, John and Mick will be sadly missed by all of us at CCF and our sincerest condolences are extended to all family and friends in acknowledging their passing and the important contribution they made over the years to our industry.



PEOPLE & CULTURE

To be the “Employer of Choice” where CCF Victoria is recognised as a “great place to work” where we continue to develop the skills and competencies of our people to deliver our strategic goals and objectives.

At CCF Victoria, we know our people are our greatest asset. Their dedication and commitment to servicing CCF members and the broader civil industry embraces our premise that “we exist solely to support our members”.

As an equal opportunity employer, we continually strive to be the “employer of choice” and make CCF ... “a great place to work”.

OUR VALUES

RECOGNITION – showing appreciation and celebrating our individual and collective inputs and achievements.

INCLUSION – creating a supportive environment which encourages everyone to express their diverse views and opinions.

RESPECT – showing genuine interest courtesy and recognising that we all have significant ideas and skills to offer.

VISION – encouraging people to think about the future of the organisation and having the courage to make a difference.

Over the last 12-month period, we welcomed the following new members to the CCF Victoria team.

- | | |
|---|---|
| • Ross Kelly – Manager Civil Train / #1CCF Project Mgr | • Trevor Derham – HSEQ Officer |
| • Lisa Kinross – Project Manager, Business Continuity & Development | • Erangi Yahampath – RTO Senior Administrator |
| • Adrian Panozzo – Project Manager PP-PF | • Gary Black – Industry Trainer |
| • Swetha Naik – RTO Administrator | |

We also acknowledge the following staff members who left CCF Victoria during the year. We thank them for their valued contribution to CCF and wish them every success for the future.

- Rae Wilson – Manager Civil Train
- Chris Marriott – Member Services Manager



AUDITED FINANCIAL STATEMENTS & ACCOUNTS

Directors' Report for the Period Ended 30 June 2020

Your directors present this report on the entity for the financial year ended 30 June 2020.

Directors

The names of each person who has been a director during the year and to the date of this report are:

Jason Miller, Clifford Smith, Steve Traicevski, Anthony Damiani, Khaled Elagha, Anthony Caligiuri, Brad Wereszczuk and John Plumridge.

Directors have been in office since the start of the year 2020 to the date of this report unless otherwise stated.

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 & agencies, 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.

Short-terms and Long-terms 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.
- The entity works closely in conjunction with CCF National and state offices to foster partnerships and to address issues on a federal level.

Directors' Report for the Period Ended 30 June 2020

New accounting standards implemented

The entity has implemented AASB 16, which has come into effect and is included in the results in the current year – refer further below.

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 profit of \$23,033 for the period ended 30 June 2020 (2019: trading loss of \$128,583 which reflects 6 months of trading in that accounting period). Excluding interest and amortisation adjustments arising from adopting AASB 16. The current year trading profit would have been \$117,580

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.

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 2020 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 23rd day of September, 2020.

**AUDITOR'S INDEPENDENCE DECLARATION
TO THE BOARD OF CIVIL CONTRACTORS FEDERATION VICTORIA LTD**

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2020 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 & Advisors

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

Michael B Shulman

Michael B Shulman
Registered Company Auditor (163888)

Dated: 23rd September 2020

STATEMENT OF PROFIT OR LOSS FOR THE PERIOD ENDED 30 JUNE 2020

	Note	1 July 2019 - 30 June 2020 \$	1 July 2018 - 30 June 2019 \$
Revenues	2	3,897,698	1,753,432
Employee expenses		(1,910,472)	(1,021,662)
Depreciation and amortisation	3d	(100,033)	(53,671)
Bad debts	3a	-	-
National Levy	3e	(113,204)	(59,682)
Rental expenses	3c	(7,286)	(34,288)
Interest Expense - AASB 16		(47,086)	-
Amortisation - right of use asset		(47,461)	-
Functions, seminars and conference costs		(196,716)	(44,934)
Interest costs - property		(50,730)	(27,935)
Other expenses from ordinary activities		(1,401,677)	(639,843)
Profit / (Loss) from ordinary activities		23,033	(128,583)
Significant Item of Expense		-	1,700,841
Profit / (Loss) from ordinary activities after Significant Item of Expense		23,033	1,572,258
Income tax expense	1b		-
Net profit / (loss) from ordinary activities after income tax expense attributable to the Company		23,033	1,572,258

STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2020

	1 July 2019 - 30 June 2020 \$	1 July 2018 - 30 June 2019 \$
Profit/(Loss) for the period	23,033	1,572,258
Other Comprehensive Income for the period		-
Total Comprehensive Income for the period	23,033	1,572,258
Total Comprehensive Income attributable to members of the organisation	23,033	1,572,258

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	30 June 2020 \$	30 June 2019 \$
CURRENT ASSETS			
Cash and cash equivalents	4	1,205,270	1,418,795
Trade and other receivables	5	946,314	1,403,486
Other current assets	6	40,604	70,523
TOTAL CURRENT ASSETS		2,192,188	2,892,804
NON-CURRENT ASSETS			
Trade and other receivables	7	2,234,428	2,227,671
Plant and equipment	8	772,815	742,714
Intangibles - Right of Use Asset	15	901,760	-
TOTAL NON-CURRENT ASSETS		3,909,003	3,020,385
TOTAL ASSETS		6,101,191	5,913,189
CURRENT LIABILITIES			
Trade and other payables	9	2,058,600	2,809,753
Short term provisions	10	148,708	166,469
Borrowings	11	112,078	106,378
Right of Use Lease Liability	15	19,017	-
TOTAL CURRENT LIABILITIES		2,338,403	3,082,600
NON-CURRENT LIABILITIES			
Borrowings	11	1,254,139	1,258,331
Right of Use Lease Liability	15	913,358	-
TOTAL NON-CURRENT LIABILITIES		2,167,497	1,258,331
TOTAL LIABILITIES		4,505,900	4,340,931
NET ASSETS		1,595,291	1,572,258

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020 (CONT'D)

	Note	30 June 2020 \$	30 June 2019 \$
MEMBERS' FUNDS			
Accumulated Surplus		1,595,291	1,572,258
TOTAL MEMBERS' FUNDS		1,595,291	1,572,258

STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE PERIOD ENDED 30 JUNE 2020

	30 June 2020 \$	30 June 2019 \$
Balance at beginning of period	1,572,258	-
Surplus/(Loss) attributable to members	23,033	1,572,258
Balance at end of period	1,595,291	1,572,258

STATEMENT OF CASH FLOW FOR THE PERIOD ENDED 30 JUNE 2020

	Note	30 June 2020 \$	30 June 2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		4,354,870	1,099,288
Interest received		7,424	8,555
Payments to suppliers and employees		(4,426,503)	(1,476,537)
Net cash provided by operating activities	14b	(64,209)	(368,694)
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of plant and equipment		(130,133)	(109,231)
Net cash (used in) investing activities		(130,133)	(109,231)
CASH FLOWS FROM FINANCING ACTIVITIES			
Civil Contractors Federation		20,960	21,594
Borrowings		1,507	124,218
Net cash (used in) financing activities		(19,183)	145,312
Net (decrease)/increase in cash held		(213,525)	(332,613)
Cash at the beginning of the period		1,418,795	-
Transfer of cash from CCF on 1 January 2020		-	1,751,408
Cash at the end of the period	14a	1,205,270	1,418,795

DIRECTORS' DECLARATION

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

- The financial statements and notes, as set out on pages satisfy the requirements of the Corporations Act 2001 and;
 - comply with Australian Accounting Standards - Reduced Disclosure Requirements applicable to the entity; and
 - give a true and fair view of the financial position of the entity as at 30 June 2020 and of its performance for the year ended on that date.
- 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 23rd day of September 2020.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CIVIL CONTRACTORS FEDERATION VICTORIA LTD

Opinion

We have audited the financial report of Civil Contractors Federation Victoria Ltd (CCF VIC Ltd) (the entity), which comprises the statement of financial position as at 30 June 2020, 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:

- i. giving a true and fair view of the entity's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- ii. 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 2020, 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 of the Financial Report

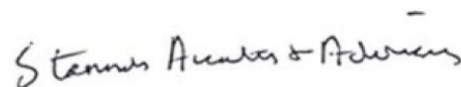
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of

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 and Advisors



Michael B Shulman
Partner

Melbourne, VIC

Dated: 23rd September 2020

OUR BUSINESS PARTNERS

We would like to acknowledge the following financial supporters and sponsors of CCF Victoria during the 2019/20 year.

PLATINUM PARTNERS



GOLD PARTNERS



SILVER PARTNERS



BRONZE PARTNERS



TELETRAC NAVMAN



CORPORATE DIRECTORY

CCF VICTORIA COMMITTEE OF MANAGEMENT

DIRECTORS

The following Directors held office as Members of the Committee/Board of Management of the Victorian Branch during the 2019/20 year:

BOARD MEMBER POSITION

Steve Traicevski	President, National Board Member & Board Member
Clifford Smith	Vice President
John Plumridge	Treasurer & Board Member
Antony Damiani	Board Member/National Board (alternate)
Anthony Caligiuri	Board Member
Brad Weresczuc	Board Member
Jay Miller	Board Member
Khaled Elagha	Board Member

BenVirtue* Board Member (resigned November 2019)

Board Meetings

The full Board met a total of 6 times during the year (July, September & November 2019 and February, April & June 2020), with the Board Executive meetings each other alternate month.

Board Resignations* & Appointments

The following Board resignations were received during the course of the 2019/20 year:

- Ben Virtue (wef November 2019)

CCF EXECUTIVE MANAGEMENT TEAM

Chief Executive Officer

John Kilgour

Commercial & Finance Manager

Anushan Jayaratne

Member Engagement Manager

Gavriel Berkowitz (since August 2019)

Manager Civil Train

Ross Kelly (seconded to #1CCF project)
Lisa Kinross

Principal Office

9 Business Park Drive, Notting Hill. Vic. 3168

Auditor

Stannards Chartered Accounts

Banker

Commonwealth Bank Australia

Solicitors

Doyles Construction Lawyers
Keypoint Law
Lander & Rogers
McKean Park Lawyers

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



CIVIL CONTRACTORS
FEDERATION

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