



CIVIL CONTRACTORS
FEDERATION

VICTORIA

CCF VICTORIA ANNUAL REPORT

2021-2022

Your Voice in the
Civil Construction
Industry



CONTENTS

OVERVIEW

Financial Year Performance & Snapshot	4
About CCF Victoria	6
Our Strategic Goals & Objectives	7
President's Report	8
Chief Executive Officer's Report	10
People & Culture	14

HIGHLIGHTS

Skills	16
Member Services	20
Advocacy	26
Representation	30
Technology	34

FINANCE & GOVERNANCE

Audited Financial Statements & Accounts	36
Corporate Directory	48
Our Business Partners	50

Front and Back Covers: Victoria's Big Build:
Mordialloc Freeway. Image credit: Brett Kinross.



ABOUT CCF VICTORIA

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

The CCF represents more than 2,000 contractor and associate members nationally, with approximately 500 contractor and associate members operating in Victoria. The organisation is a company limited by guarantee under the Australian Securities and 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 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, providing earthmoving and land development services, including the provision of power, water, communications and gas.

With over \$110 billion of public infrastructure spending in Victoria, either under construction or in the pipeline, our contractor members employ over 45,000 workers across the State and are responsible for \$22.5 billion of Victoria's civil construction annually. Our full range of benefits and services include:

- Specialised training for the civil industry
- Advocacy on key industry issues
- Contractor management systems
- Events and networking
- Civil career advice
- OH&S advice
- Industry publications and resources
- Providing the latest industry news and updates around regulations
- Environmental management advice
- Legal and industrial relations advice



OUR 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 three tiers of Government (Local, State and 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 the 2021-2022 Annual Report to CCF Victoria members and key stakeholders, we can look back on the last 12 months with significant pride.

Advocacy and Representation

Through our advocacy work over the last 12 months, CCF Victoria continued to act as the voice of our members, representing their interests to all levels of government.

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

CCF made submissions on subjects as diverse as the review of civil occupations in the ANZSCO, the Federal Government's 2022-2023 Budget, Vocational Education and Training (VET) Reforms, the Federal Parliamentary Infrastructure Procurement Inquiry, and Infrastructure Australia's Delivering Outcomes Report.

At a State level, CCF Victoria continued to play an important role on various representative and working groups, briefed several Federal Ministers, and lodged a submission on the Victorian Skills Plan, as well as helped shape the future plan for Civil Construction. We also continued the implementation of the *Positive Plans - Positive Futures* project, including hosting our

second Mental Health and Wellbeing Summit in May 2022. *Positive Plans - Positive Futures* is a prevention-focused mental health initiative supported by WorkSafe's WorkWell Mental Health Improvement Fund. The aim of the program is to use mental health action plans to reduce work-related stress and burnout, while improving mental health outcomes for young workers and senior professionals in the civil construction industry.

Awards and Recognition

For the first time ever, due to COVID-19 restrictions, CCF Victoria hosted its Earth and Training Awards as an online event on Friday 15 October 2021. These were then presented at a one-off President's Dinner in February 2022 when restrictions were relaxed.

The 2021 Earth Award Winners were:

Up To \$2 Million: Interflow & South East Water, Mountain Highway Ac Water Main Renewal
\$2 Million To \$5 Million: Fulton Hogan, Watergardens Accessibility Improvement Project
\$5 Million To \$10 Million: Quinn Civil & Greater Western Water, West Werribee Sewer Pump Station
\$10 Million To \$30 Million: Safety Focused Performance Joint Venture (Abergeldie, Downer & Stantec), Hawthorn Main Sewer Rehabilitation Project
\$30 Million To \$75 Million: Fulton Hogan, Streamlining Hoddle Street – Package B
Sustainability Project – Judges Award: Contek Constructions & Boroondara City Council, Gordon Barnard Reserve – Raingarden & Stormwater Implementation Works

National Earth Award Winners

In particular, I would like to congratulate the following

projects and their teams, who went on to win the National Earth Awards in Canberra: Interflow and South East Water for Mountain Highway Ac Water Main Renewal; Safety Focused Performance Joint Venture (Abergeldie, Downer and Stantec) for the Hawthorn Main Sewer Rehabilitation Project; and Fulton Hogan for Streamlining Hoddle Street – Package B.

The 2021 Training Award Winners were:

Geoff Brown Award: Isaiah Spencer, NL Drainage
Apprentice of the Year (Roads and Water): James Horvart, Newham Earthmoving
Best First Year Female Civil Engineering: Jacqueline Brotchie, University of Melbourne
Certificate IV in Civil Construction - Supervision and Operations: Nathan Megetto, Megetto Asphaltting and Civil Construction
Employer of the Year: Brad Wereszczuk, NL Drainage
Ian Jacka Award - Highest Scoring Civil Engineering Construction (Monash University): Thomas James McCarthy and Julian Andrew Lam

I'd like to acknowledge our CCF Victoria Heritage Members and thank them for their support over the past 25 plus years. This year's new Heritage Members include Auscivil, Bairnsdale Road Services, CR Kennedy & Co, F & K Reghenzani, Glenelg Shire Council, J & CA Wickham, Mitchell Shire Council, Platypus Civil, SprayLine Road Services, State Plant Hire, and Terick.

Thank You

I'd like to take this opportunity to thank all our members for their ongoing support.

I would like to thank the CCF Victoria Board for

volunteering their time and contributing valuable advice and expertise. In particular, I'd like to thank Steve Traicevski for his support in transiting the role of President, and for his dedication and relentless commitment to CCF Victoria throughout his tenure as President. I am pleased that Steve has remained on the Board, and continues to share his knowledge and experience with us.

Finally, I'd like to thank our CEO, Lisa Kinross, and her team for their hard work and dedication over the last 12 months. I'd also like to congratulate Lisa on her appointment to the role of CEO in February 2022—the first female CEO in CCF Victoria's proud 79-year history. Lisa is highly suited to take CCF Victoria forward in this challenging environment that requires agility, innovation and strategic thinking.

Antony Damiani President, CCF Victoria



Antony Damiani
President, CCF Victoria



Antony Damiani (President, CCF Victoria) speaking at the President's Dinner.

CHIEF EXECUTIVE OFFICER'S REPORT

OUR STRATEGIC GOALS & OBJECTIVES

Our work continues to focus on our five key drivers:

- 1 Skills
- 2 Member services
- 3 Advocacy
- 4 Representation
- 5 Technology

Skills

With over 380 courses conducted and over 2,225 participants completing practical training in the last 12 months, CCFVictoria has been instrumental in the upskilling and developing the civil workforce in Victoria.

In addition, we increased the number of apprentices and trainees in 2021-2022, across our Certificate III and IV in Civil Construction, Plant Operation and Supervision from 140 to 250 this year. The Certificate IV in Civil Construction Supervision went facilitator led, fully online in a new revamped model.

In conjunction with the Victorian Government Department of Education and Training's Skills For Economic Recovery, the Construction Industry Skills Sets (CISS) Initiative was extended to 30 June 2022. CCF secured another 920 places for fully funded short course training under the CISS program.

Member Services

We continued to provide members with professional services, specialist advice and support. Membership continues to be the lifeblood of our organisation with the following key performance results recorded: 362 Contractor Members, and 133 Associate Members.

In line with changes to the Quality and Environmental ISO Standards, a major upgrade of the CCF Code was implemented, creating version 10 of the Code. Over the last 12 months, CCFVictoria announced that all financial members now have access to version 10 of the Code and all Management System Reference Documents (MSRDs) as an added benefit of their annual subscription. CCFVictoria also continued to support members and civil contractors in transitioning to version 10 of the CCF Code.

With State Government restrictions to control the spread of COVID-19 easing, CCFVictoria was once again able to host a range of in-person events, including a series of regional chapter forums, our Rail and Road Sector Breakfasts, President's Dinner, and Heritage Lunch.

Advocacy

CCFVictoria's advocacy activities in 2021-2022 focused on demonstrating the capacity of the civil infrastructure sector to lead Australia's economic recovery, and to support thousands of new jobs in the current economic climate.

In the lead up to the Federal and State Government elections in 2022, CCFVictoria's advocacy work focuses on five key policy priorities:

- 1 Maximising Infrastructure Investment
- 2 Delivering Efficient, Equitable and Competitive Procurement
- 3 Enhancing Skills Development and Training
- 4 Enhancing Industrial Relations
- 5 Building a Stronger, More Sustainable Industry

Representation

Throughout the year, CCFVictoria continued to actively represent the interests of members, and the broader civil construction industry, on several key Government and Regulatory Standing Committees, including:

- > Major Transport Infrastructure Authority (MTIA) COVID-19 Consultative Forum
- > Building & Construction Industry Working Group
- > EPA Strategic Advisory Board & Construction Industry Reference Groups
- > Victorian Civil Construction Industry Alliance
- > Victorian Electricity Supply Industry (VESI) Technical Harmonisation Committee
- > Local Government Infrastructure Design Association (LGIDA)
- > Victorian Planning Authority Engineering Design and Construction Manual (EDCM) Technical Committee
- > WorkSafe: Traffic Management, Noise and Confined Space, Prevention of Falls, and High-Risk Construction activities and SWMS Reference Committees
- > WorkSafe: Foundations for Safety Victoria (FSV) Committees developing Civil Construction Guidance documents
- > Water Industry Liaison Committee (WILC)
- > Energy Safe Victoria Work Force Engagement Committee (WECC) and VEDN Industry Representative Groups
- > Ausnet Developer Consultation Committee
- > Southern Region Councils Procurement Group



Lisa Kinross
CEO, CCFVictoria



CHIEF EXECUTIVE OFFICER'S REPORT

Technology

In the wake of the COVID-19 pandemic, CCF Victoria continued to accelerate its digitisation, introducing new online tools, platforms and campaigns. This facilitated increased digital communication and engagement, and streamlined operations, increasing efficiencies.

CCF Victoria continued to build on its online Learning Management System (LMS) to deliver key courses and assessments online. The online format makes training more accessible, and drives greater efficiencies in our internal reporting and compliance requirements.

We also undertook significant improvements to several of our internal systems in 2021-2022, including our Business Management System, Quality Management System, intranet, employee recruitment and onboarding software, and our internal policies and procedures.

Thank You

I'd like to take this opportunity to thank the CCF Victoria Board, particularly our President Tony Damiani and Secretary John Plumridge. Both Tony and John have been exceptionally supportive as I transitioned into the role of CEO. I also thank the Board for their courage and vision for the future. To be appointed as the first female CEO in the 79-year history of CCF Victoria is an amazing honor. With this honour comes an additional responsibility: to inspire women within our industry, as well as attract them.

My passion is for individuals, businesses, communities and industries to reach their full potential. CCF Victoria is looking at what is our role in building capability across our sector to ensure we are sustainable and can achieve our goals. Internally, I am proud we have succeeded in providing capability growth with over 15 staff engaged in traineeships across a number of programs. I am excited by what our young employees are achieving and the initiative they take in the way they solve problems is inspiring. Diversity across gender, generations and cultures really delivers better outcomes.

A special thanks to my Executive Team, and the whole CCF Victoria family. The team has coped well with the ongoing transformation and is making exciting changes that will enable CCF Victoria to deliver better outcomes for our members and clients, now and in the future.

THE YEAR AHEAD

With our new Executive Leadership Team now onboard, CCF Victoria has begun the exciting work of developing a new three-year Strategic Plan. The Board are looking forward to setting the new direction in collaboration with the Executive Team next February 2023. Our new strategic direction will position us to proudly deliver on the future supports and services required for our members and industry.

We have been advocating to reduce business pressures – supply and cost of materials, improving procurement rules, the need for fair and balanced commercial frameworks that apportion risk appropriately to achieve a fairer playing field, and labour shortages. An estimated 63,243 additional workers are required to meet projected demand over the next five years. The ability to deliver projects successfully depends upon the industry attracting new workers and holding onto them.

The challenges are significant given that the construction industry currently faces high rates of insolvencies in Australia, low productivity growth, low levels of female participants as well as a significant mental health problem. While there is much work yet to be done, there is also much to be positive about.

The boost in employment figures shows Victoria is well on the path to reach a target of creating 400,000 jobs by 2025, with half of these by 2022, as part of the Government's Jobs Plan announced in the 2020-2021 State Budget in November 2021.

With the new Victorian Skills Authority and Advisory Board established, we will continue to work collaboratively with both the Federal and State Governments, industry and TAFE to ensure that the civil construction industry has access to a pipeline of appropriately skilled and trained workers.

CCF Victoria welcomes the opportunity to work collaboratively with the new government to improve the sustainability of the civil construction industry. Through working collectively with all tiers of Government, we believe we can bring about real and positive change for the construction industry. The Federal Government's plans include major reforms to the current landscape with the removal of the Australian Building and Construction Commission, the removal of the Building Code 2016, a Procurement Code for Commonwealth funded works and the introduction of social outcomes for construction projects. I look forward to working with both the State and Federal Government to create a civil construction industry that works for all our members.

I commend this Annual Report to CCF members. It provides you with detailed insights into the valuable work we do, for and on behalf of the broader civil industry. Collectively, we are helping to lead Victoria's COVID-19 recovery through the delivery of major infrastructure projects that support the communities in which we all live and work.

Lisa Kinross
CEO, CCF Victoria



Lisa Kinross (CEO, CCF Victoria) speaking at the Positive Plans - Positive Futures Mental Health and Wellbeing Summit.

PEOPLE & CULTURE

As an equal opportunity employer, we continually strive to be an 'Employer of Choice' where CCFVictoria is recognised as a 'great place to work'. We continue to develop the skills and competencies of our people to deliver our strategic goals and objectives. At CCFVictoria, we know our people are our greatest asset. Their dedication and commitment to servicing CCF members and the broader civil construction industry embraces our premise that "we exist solely to support our members". In February 2022, the CCFVictoria team participated in a Values Workshop conducted on day 2 of the new CEO. The objective of the workshop was to ask the staff what values and behaviours are most important, and what type of culture does CCFVictoria want to build. We look forward to communicating our refreshed values in the year ahead. Our previous values remained in place for the 2021-2022 financial year.

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.



The CCFVictoria team at the Earth Awards.

OUR TEAM

Over the last 12 months, we welcomed the following new members to the CCF Victoria team.

- > Shiga Chakkiath - Client Services Officer – East
- > Saumya Dabarera - Membership and Events Coordinator
- > Sam Goodison - Project Coordinator
- > William Green - Compliance & Administration Manager
- > Nathan Lee - Marketing & Events Assistant
- > Renjith Matthew - RTO Administrator
- > Megan McFarland - Executive Assistant to CEO
- > Linda Murray - Quality and IMS Development Officer
- > Dipla Patel - Finance and RTO Administrator
- > Luke Pywell - Business and Accounts Officer
- > Sarani Ricks - Formerly RTO Administrator; Sarani returned to CCF as Quality, IT and Systems Coordinator
- > Nicole Walsh - Executive Manager Industry Capability and Engagement

CCF VICTORIA'S NEW EXECUTIVE TEAM

Lisa Kinross
Chief Executive Officer

Lisa is a highly qualified, values driven executive and transformational leader with 20 years' experience as an executive and leader in strategic and transformational change spanning across several industries. Recently Lisa has been a leader and advocate for innovation, driving future skills development across sectors including the Water Industry nationally and the Civil Industry within Victoria. She is a strategic advisor, invited to sit on a number of industry committees and is highly networked. Passionate about people, she creates opportunities for collaboration and sharing of ideas, knowledge, resources, and experience for the betterment of individuals, businesses and sectors. Lisa holds a Master of Organisational Leadership and Change and Master of Commerce, HRM (Receiving the Highest Achieving Graduate Award) and a Golden Key International invitation.



Nicole Walsh
Executive Manager – Industry Capability & Engagement

Nicole holds a Bachelor of Laws from Monash University and brings with her significant experience in a number of executive roles in Human Resources and Industrial Relations; helping build better people (employee and customer) experiences across a vast array of industries; more recently including Non-for-Profit, Local government, and the Water Industry. She has also held senior Industrial Relations consulting roles including at Australian Industry Group, which had a strong focus on business development, industry engagement, and enhancing the customer and membership experience.



Lyndal Ellement
Executive Manager – Training, Service Delivery and Performance

Lyndal joined the CCFVictoria family in 2021 supporting the SVTS Audit, and Program Supervisor for Training and Quality. She brings a highly experienced skill set from her extensive multi-sector career. Introduced to Civil Construction by Lendlease Engineering in 2011, Lyndal collected a range internal, external, individual and team Awards in Excellence, Collaboration and Quality outcomes. From the Enterprise RTO in Quality, Compliance, Instruction Design and Delivery, her transformation of products produced significant operational efficiencies and safety culture outcomes. Lyndal leads a solutions driven team across Governance, Delivery Design, IT & Systems and Digital Media.



Megan McFarland
Executive Assistant – CEO Office

Megan brings over 13 years of experience in the business administration field, and 11 years as an Executive Assistant supporting various senior leaders in both global and local organisations. She has a multi-sector background with the last decade spent in the manufacturing industry. Over Megan's career she has been involved with, and led, many local and global projects around process improvement, developing and implementing systems policies and procedures, and been a facilitator for upskilling around multiple workforces. Megan works closely with the executive team and the CCF Board.





SKILLS

GOAL: Build capacity and capability in the civil construction sector to meet the critical infrastructure needs for Victoria through market leading training and apprenticeship programs.

Over the last 12 months, CCF Victoria has continued not only delivering accredited training in civil construction for apprentices and cadets, but developing training courses tailored to clients' needs. This included the expansion of our new Learning Management System (LMS) platform, Cloud Assess.

Civil Train Victoria (RTO 3704)

Civil Train Victoria is a Registered Training Organisation (RTO) and the training arm of CCF Victoria. Civil Train continued to offer quality training tailored to the needs of the civil construction industry. With over 380 courses conducted and 2,225 participants completing practical training over the last 12 months, Civil Train Victoria has been instrumental in the upskilling of Victoria's civil workforce.

In addition, we increased the number of apprentices and trainees in 2021-2022 across our Certificate III and IV in Civil Construction, Bituminous, Plant Operation and Supervision from 120 people to 145 people.

Learning Management System

CCF Victoria continued to build on its online Learning Management System (LMS) this year. The LMS is being used to deliver key courses and assessments online. With the LMS in place, new online courses were developed and delivered over the last 12 months. One of these courses was Civil Train's Trench Safety Awareness course, which was developed in conjunction with WorkSafe Victoria, and had over 132 enrolments this financial year.

In total, four online courses and refreshers were delivered to almost 300 participants ranging from Traffic through to VEDN Installation of underground electrical services safety.

The *Environment Protection Act 2017* took effect on 1 July 2021. This new environmental law focused on the prevention of harm to the environment and human health from pollution and waste. The Environmental Protection Agency (EPA) approved CCF Victoria as an industry partner for the provision of practical and online training around the new laws via a range of e-learning modules. Over 750 people enrolled in our free online course focused on the implications and actions required for civil businesses under the new regulations.

Collaboration with State Government Bodies

CCF Victoria collaborated on several skills projects with the two State Government bodies responsible for civil construction in Victoria: Major Road Projects Victoria (MRPV) and the Major Transport Infrastructure Authority (MTIA).

In collaboration with MRPV, CCF Victoria continued to deliver a targeted awareness program on 'Careers in Civil' for high school students in Years 7 to 9. This program has been delivered across 55 schools to over 500 students. We continued implementation of the first pilot Surveillance Cadetship program for MTIA, which entailed the design of a bespoke training program delivered over two years. We also co-designed a digital logbook to capture technical capability across Surveillance roles within MTIA.

Finally, we worked closely with both MRPV and MTIA to define Ecologiq's role under the *Recycled First* policy of Victoria's Big Build. Ecologiq is working with the Victorian Government and industry to address barriers and raise awareness and support for waste materials.





SKILLS

GOAL: Build capacity and capability in the civil construction sector to meet the critical infrastructure needs for Victoria through market leading training and apprenticeship programs.

Continual Professional Development Program

In partnership with the Institute of Civil Infrastructure (ICI), CCFVictoria continued the roll-out and implementation of the industry's own continual professional development program for civil managers. With more than 70 courses available online, the ICI learning framework spans three skillsets: technical management (site control, environmental and project management); people management (safety, leadership, performance management and diversity); and business operations (finances, risk management and contracts).

Quality and Compliance

As an RTO, we deliver first class training services in line with the requirements of governing body Australian Skills Quality Authority (ASQA). Our RTO license was extended by ASQA for a further five years, until 31 March 2026. We also successfully completed two audits by the Department of Education and Training under our Skills First Funding Agreement, including a Business Process Audit and a Transactional Compliance Audit.

Industry Skills Advisory Groups

CCFVictoria continued to represent the civil construction industry across several industry advisory groups focused on training and skills development.

These advisory groups included:

- > Victorian Skills Authority: Industry Advisory Group for Construction
- > Women in Apprenticeships Advisory Group
- > Employer Group and Unions: Industry Workforce Advisory Group (IWDG)
- > Civil Industry Technical Capability Advisory Committee
- > Water Industry Liaison Committee (WILC)
- > Holmesglen Institute: Victorian Tunnelling Centre Advisory Board

For further information on CCFVictoria's work in the area of Representation, see [page 30](#).

Investing in Our Own Team

As an equal opportunity employer, we continually strive to be an 'Employer of Choice' where CCF Victoria is recognised as a 'great place to work'. We continue to develop the skills and competencies of our people to deliver our strategic goals and objectives.

Over the course of the last 12 months, we recruited four new team members who are undertaking traineeships across the fields of business, civil and safety. We also extended our footprint throughout the Gippsland region, investing in two new trainers who are delivering safety short courses and apprenticeships.





MEMBER SERVICES

GOAL: Deliver benefits to members that are relevant to their industry needs and drive improved operational standards through innovation, professional advice and support.

Supporting our members is at the heart of all we do. We appreciate the hard work it takes to be successful in this industry and ensure our services connect members with the insights, professional development, expert advice and “know how” needed to be successful now, and into the future. Throughout 2021-2022, CCF Victoria continued to provide members with professional services, specialist advice and support to improve their business operations.

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

NEW MEMBERS	2021-2022
Contractor Members	26
Associates	12
RESIGNATIONS	2021-2022
Contractor Members	40
Associates	20
CURRENT MEMBERS	2021-2022
Contractor Members	362
Associates	133

CCF Code

In line with changes to the Quality and Environmental ISO Standards, and in response to the requirements of industry stakeholders, a major review and upgrade of the CCF Code was implemented. This resulted in the creation of version 10 of the Code.

Over the last 12 months, CCF Victoria announced that all financial members now have access to version 10 of the Code and all Management System Reference Documents (MSRDs) as an added benefit of their annual subscription. CCF Victoria also continued to support members and civil contractors in transitioning to version 10 of the CCF Code. As a result, all CCF code users are now certified to the new version.

The integrity and maintenance of the Code is a key focus for CCF Victoria. As such, we have secured the services of Geoff Reynolds (GRM Consulting) as our new HSEQ Advisor and Consultant. Members are now able to request the consulting services of GRM to document a Code compliant Management System.

New OH&S Service for Members

CCF Victoria entered into a servicing agreement with Greencap – a leading risk management, compliance and WH&S Consultancy. Greencap’s OH&S advice extends to occupational hygiene, health risk assessments, mould and indoor air quality and silica, as well as WH&S governance and management systems. CCF Victoria members can now access a free discussion or consultation per calendar quarter; a free toolbox talk on a specific safety or hygiene issue and other discounts.

CCF Civil Jobs Board

A new offering established for members, the CCF Civil Jobs Board gives civil contractors the opportunity to post any available roles they are seeking to fill on our website. It is a highly effective way to access the desired target audience. Advertisements also appear in our publications and newsletters for further reach, impact and visibility.

Member Communications

During the year, we continued to deliver regular, high-quality communications to members and the broader industry, with feature articles in both the Earthmoving Equipment and Infrastructure magazines. We also published three issues of our own CCF Victoria Bulletin magazine, 15 editions of the CCF Connect eNewsletter and continued with our series of CEO updates. Social media activity also continued to play an vital role in extending our reach, including:

- > LinkedIn: over 2,800 followers (a 40% increase)
- > Facebook: over 450 followers (a 12% increase)
- > Instagram: over 1,140 followers (a 14% increase)
- > Twitter: over 80 followers (a 6% increase)

Celebrating Women

CCF Victoria is passionate about empowering women to build bright futures in civil construction and bringing visibility to the endless career opportunities for women. Throughout the year, we hosted a range of member networking events and attended industry events such as the ‘Trades Fit’ Young Women’s Expo to attract women to civil.



2021 KEN EDGLEY MEDAL

Steve Traicevski (Rokon)

A Chartered Professional Engineer with a Bachelor of Engineering (Civil) and a Fellow of the Institution of Engineers, Steve has worked in the Victorian Civil construction Industry since 1986. Today, Steve is the Executive Director - Commercial of Rokon, which specialises in the green field land development sector and peripheral works.

Steve was elected to the CCF Victoria Board in 2003 as member representative for the Winslow Group and was subsequently re-appointed to the Board in 2013. Steve assumed the role of CCF Victoria President in late 2018 and, as our National Delegate, held both these positions until September 2021. Since his retirement as President, Steve has remained on the CCF Victoria Board and Committee for Management as a Director. Steve’s tireless work, wise counsel and industry knowledge have been given generously and broadly to others, for the betterment of the entire industry.



MEMBER SERVICES

GOAL: Deliver benefits to members that are relevant to their industry needs and drive improved operational standards through innovation, professional advice and support.

Member Events

Each year, CCF Victoria runs upwards of 30 member-focused events to ensure that the civil construction industry remains strong, competitive and up-to-date with advancements in everything from workplace safety, through to Australian laws and regulations.

With State Government restrictions to control the spread of COVID-19 easing, CCF Victoria was able to host a range of in-person events, including a series of regional chapter forums in Warragul, Ballarat, Bairnsdale, Bendigo, Horsham, Mildura, and Shepparton. Our Rail Sector Breakfast and Road Sector Breakfasts also proved popular, as did our President's Dinner and Golf Day. The attendance at these face-to-face events was exceptionally strong, indicating the value of CCF's events for members and the broader civil construction industry.

Our series of 'CCF Online Masterclasses' was also delivered by subject matter experts, who covered:

- > An Update on EPA Regulations
- > Optimising Recycled Materials in Ancillary Infrastructure
- > Infrastructure Outlook Report and AGM
- > Managing Asbestos in Construction
- > MRVP Social Procurement

Membership Renewal Campaign 2022 – Your Membership Matters

CCF Victoria launched its 2022 membership renewal campaign. The campaign focused on why members should renew: to help us continue to address key issues to improve the operate environment for the entire industry and ensure a positive and sustainable future for civil construction.

Introduction of Industry Networks

We recognise that we can only truly thrive as an industry through the capability of our people. As such, we are building several Industry Networks that will develop capability across a number of areas.

Our first Network is the Victorian Civil Construction Safety Network. This professional network will bring a rich, collaborative space for industry and safety professionals to come together on key safety matters and to increase safety (physical and psychological) capability across our industry. This Network will enable CCF Victoria members to share ideas and strategies; hear from industry stakeholders; access best practice models safety compliance and regulatory information; and enable proactive planning in safety matters, in an industry that is often accused as being far too reactionary. Our founding member companies are BMD, Seymour Whyte and Fulton Hogan.

We look forward to establishing and launching further Networks, including Women in Civil and Leadership.

Thank you to all our members for their ongoing association with, and support for our organisation. We are proud to work on your behalf to ensure our actions are targeted at achieving better operating conditions and outcomes for you as a member.

2021 EARTH & TRAINING AWARDS

For the first time ever, due to COVID-19 restrictions, CCF Victoria hosted its Earth and Training Awards as an online event on Friday 15 October 2021.

The 2021 Earth Award Winners were:

Up To \$2 Million: Interflow & South East Water, Mountain Highway Ac Water Main Renewal*

\$2 Million To \$5 Million: Fulton Hogan, Watergardens Accessibility Improvement Project

\$5 Million To \$10 Million: Quinn Civil & Greater Western Water, West Werribee Sewer Pump Station

\$10 Million To \$30 Million: Safety Focused Performance Joint Venture (Abergeldie, Downer & Stantec), Hawthorn Main Sewer Rehabilitation Project*

\$30 Million To \$75 Million: Fulton Hogan, Streamlining Hoddle Street – Package B*

Sustainability Project – Judges Award: Kontek Constructions & Boroondara City Council, Gordon Barnard Reserve – Raingarden & Stormwater Implementation Works

*CCF Victoria would like to especially congratulate the winners of Project Value 1, 4 and 5 who went on to win the National Earth Awards in Canberra.

The 2021 Training Award Winners were:

Geoff Brown Award: Isaiah Spencer, NL Drainage

Apprentice of the Year (Roads and Water): James Horvart, Newham Earthmoving

Best First Year Female Civil Engineering: Jacqueline Brothie, University of Melbourne

Certificate IV in Civil Construction - Supervision and Operations: Nathan Megetto, Megetto Asphalt and Civil Construction

Employer of the Year: Brad Wereszczuk, NL Drainage

Ian Jacka Award - Highest Scoring Civil Engineering Construction (Monash University): Thomas James McCarthy and Julian Andrew Lam



MC Tony Leonard welcomes guests to the Heritage Lunch.



The Earth Award trophies.



MC Tony Leonard welcomes guests to the Heritage Lunch.

2021 HERITAGE LUNCH

On Friday 17 December, CCF Victoria celebrated its 2021 Heritage Lunch at the Brighton Beach Hotel. The event brought together over 100 civil construction industry professionals, and celebrated the industry's achievements over the year, as well as the rich history of CCF Victoria. Fresh from taking out their first AFL Premiership in over 55 years, the event featured a panel of former Melbourne Football Club greats including Guy Rigoni, Brad Green, Daniel Ward, Anthony Ingerson and David Schwarz. Melbourne Football Club President Kate Roffey also appeared as a special guest.

We would like to acknowledge this year's new CCF Victoria Heritage Members and thank them for their support over the past 25 years:

- | | |
|----------------------------|---------------------------|
| > Auscivil | > Mitchell Shire Council |
| > Bairnsdale Road Services | > Platypus Civil |
| > CR Kennedy & Co | > SprayLine Road Services |
| > F & K Reghenzani | > State Plant Hire |
| > Glenelg Shire Council | > Terick |
| > J & CA Wickham | |



POSITIVE PLANS - POSITIVE FUTURES

The Positive Plans - Positive Futures project is a Victorian-wide initiative led by CCFVictoria that aims to use Mental Health Action plans to reduce work-related stress and burnout and improve mental health outcomes for young workers and senior professionals in the civil construction industry.

The importance of creating and sustaining mentally healthy workplaces is an increasing point of focus for businesses in a multitude of sectors across Australia. The construction industry is one of those sectors where there is an opportunity and need for change in the way projects are procured, planned and delivered.

Occupational Health and Safety Laws requiring businesses to control risks that cause mental injury means that having a mental health prevention action plan in place will become even more important and urgent.

Recognising the importance of directly addressing these issues, CCFVictoria is taking proactive steps to design and introduce practical initiatives to assist and support construction businesses, their owners and managers to build mentally healthy workplaces.

CCFVictoria, and their project partners, are applying a strengths-based approach to develop a series of templates, tools, plans and capacity building interventions to positively influence the way business owners and workers think about workplace mental health. Proposed amendments to the

An education and development program for senior leaders and managers was also developed during the year, which will cover:

- > Leading a mental health initiative (leadership and culture change)
- > Assessing and managing work related stress factors (how to develop a prevention focused mental health strategy)
- > Case studies and examples from other business and industries that are creating and maintaining mentally healthy workplaces
- > Support that assists participants to develop and implement a Mental Health Action Plan in their business (frameworks, methods and approaches, ROI, evaluation)

Positive Plans – Positive Futures is a prevention focused mental health initiative supported by WorkSafe's WorkWell Mental Health Improvement Fund.

POSITIVE PLANS - POSITIVE FUTURES MENTAL HEALTH & WELLBEING SUMMIT

On Friday 6 May 2022, CCFVictoria hosted its second annual *Positive Plans - Positive Futures* Mental Health and Wellbeing Summit at Caulfield Racecourse. Over 120 business owners and safety professionals in civil construction attended the Summit, where they heard from a wide array of presenters showcasing world leading research, industry focused programs and innovative digital approaches to creating mentally healthy workplaces in construction.

CCFVictoria members, NVC and APS, gave powerful presentations describing their individual journeys as Founding Partners of *Positive Plans - Positive Futures*. CCF Victoria's Mental Health and Wellbeing Summit is part of *Positive Plans – Positive Futures*; a prevention focused mental health initiative supported by WorkSafe's WorkWell Mental Health Improvement Fund.



The Positive Plans - Positive Futures Mental Health and Wellbeing Summit.





ADVOCACY

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

CCF Victoria’s advocacy activities in 2021-2022 focused on demonstrating the capacity of the civil infrastructure sector to lead Australia’s economic recovery, and to support thousands of new jobs in the current economic climate.

As so many of us grappled with the challenges of 2021, the CCF Victoria team continued to focus its advocacy activities on improving the operating environment for members. As always, we advocated for real solutions to improve the strength and sustainability of the civil construction industry

In the lead up to the Federal and State Government elections in 2022—CCF Victoria’s advocacy work focused on five key policy priorities:

- 1 Maximising Infrastructure Investment
- 2 Delivering Efficient, Equitable and Competitive Procurement
- 3 Enhancing Skills Development and Training
- 4 Enhancing Industrial Relations
- 5 Building a Stronger, More Sustainable Industry

Briefing of Federal Ministers

As a member of the National Board, CCF Victoria’s President met with several Federal Government Ministers, including the Hon Paul Fletcher MP (Federal Minister for Urban Infrastructure and Cities), the Hon Catherine King MP (Federal Shadow Minister for Infrastructure, Transport and Regional Development), and the Hon Senator Matt Canavan (Deputy Leader of the Nationals in the Senate). In all these meetings, CCF stressed the national economic benefits that can be achieved by enhancing the capacity in the civil infrastructure sector, particularly at the tier 2, tier 3 and below levels. Skills development was also high on the agenda, particularly the formal recognition of civil construction occupations on the National Skills Needs List as a matter of urgency.

Submission to the Victorian Skills Plan

CCF Victoria provided input into the Victorian Skills Plan, which was driven by the newly established Victorian Skills Authority. The draft Victorian Skills Plan Insights for Construction Report was circulated to industry for feedback to us. This report aimed to provide initial guidance for an appropriate education and training strategy to the address challenges facing the construction industry. The report identified three key priorities for the construction industry to improve how it attracts, develops and utilises talent:

- > Priority 1 - Building the pipeline of workers in key roles and retain them in industry
- > Priority 2 - Upskill Workers into Supervisory and Management roles and/or advanced technical practitioners
- > Priority 3 - Secure a highly capable workforce that keeps pace with new skills

Market Capacity Survey

CCF Victoria recently conducted an Infrastructure Market Capacity survey that focused on obtaining data across three key areas:

- > Market capacity of the civil construction industry
- > The civil construction industry’s ability to undertake additional projects now, and into the future
- > Resource constraints affecting civil construction companies

The survey results armed CCF Victoria with the data needed to engage with all levels of government and key industry stakeholders in tackling the issues faced by industry. The response to the survey was overwhelming, with key insights including:

- > There is a need for greater government focus on skills development and training
- > Smoothing infrastructure pipelines
- > De-bundling larger infrastructure projects to facilitate greater participation of tier two and three contractors
- > Procurement reform
- > Availability of local skilled tradespeople and professionals to undertake construction projects

CCF Victoria will progress the feedback from this survey and advocate for real solutions to improve the strength and sustainability of civil construction.

Support for the Building Equality Policy

The Victorian Government announced a new policy that will mandate increased representation for women in the building, infrastructure, and civil engineering sectors. An Australian-first, the Building Equality Policy (BEP) will drive greater gender diversity in these

male-dominated sectors by mandating proportional representation in projects from 1 January 2022. CCF Victoria welcomed the Victorian Government’s BEP as an important step toward securing the sovereign industrial capabilities required to deliver the state’s \$160 billion infrastructure pipeline.

Enhancing Industrial Relations

CCF Victoria is supportive of industry-specific regulation and oversight overseen by an independent body. This important principle has underpinned our ongoing support for the Australian Building Construction Commission (ABCC). We will monitor the anticipated abolishment of ABCC later this year, as per the Federal Government’s pre-election policy. Until legislation is passed to abolish the ABCC, it retains its powers to investigate and enforce breaches under the BCIIIP Act and the Fair Work Act. The role of the Fair Work Ombudsman is anticipated to be expanded in lieu of the ABCC. We will continue to work with government to ensure sufficient regulatory oversight of the sector.

CCF Victoria recognises that the civil construction industry is underpinned by its workforce. With critical labour shortages and unprecedented civil infrastructure investment, it is vital that workers and employers are supported by industrial relations frameworks that set a sustainable and respectful standard for working practices. It is critical that the industrial relations landscape promotes productivity, and that the pendulum is not swung too far towards an unregulated, unsupportive environment.





ADVOCACY

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

CCF National’s advocacy and activities in 2021-2022 focused on demonstrating the capacity of the civil infrastructure sector to lead Australia’s economic recovery and to support thousands of new jobs in the current economic climate

National Advocacy Workshop

At the beginning of the year, CCF’s National Board and State Chief Executives met in Canberra for a National Advocacy Workshop to identify the national policy priorities of CCF at a federal level. Victoria was represented at the meeting by then CCF Victoria Board President Steve Traicevski, Vice President Antony Damiani and CEO John Kilgour. The workshop confirmed the high-level policy pillars that formed the basis of CCF National’s advocacy in the lead up to the Federal Election. The pillars were:

- > Infrastructure Investment
- > Efficient, Equitable and Competitive Procurement
- > Enhancing Skills Development and Training
- > Enhancing Industrial Relations
- > Building a Stronger, More Sustainable Industry

Submission to ABS on the Review of Civil Occupations in the ANZSCO

In April 2022, CCF National [lodged a submission with the Australian Bureau of Statistics \(ABS\)](#) advocating for various civil construction occupations to be recognised within the National Training framework as a formal ‘trade’ distinguished with its own Australian and New Zealand Standard Classification of Occupations (ANZSCO) identified codes. This will ensure the industry is able to be appropriately reflected within the National Skills Needs list and gain the same level of benefits as other more widely recognised trades. The omission from relevant funding programs will further exacerbate the growing skills crisis facing the civil construction industry, and aims to stem the loss of civil construction apprentices who move to other trades to take advantage of Apprentice Training Support payments which are not available in the civil construction industry under the current arrangements.

Government Procurement: A Sovereign Security Imperative

In March 2022, the report [Government procurement: A sovereign security imperative](#) was tabled before parliament. The final report received more than 60 submissions, including from CCF National. CCF National lobbied hard for procurement reform, as in our 2021 report [Rebuilding Australia – A Plan for a Civil Infrastructure Led Recovery](#). CCF’s submission focused on measures to achieve a more balanced approach to project allocation to the respective tiers. This approach will result in benefits such as higher local employment opportunities, increased and upskilled local workforce, higher economic growth in the local community, and improvements to Australia’s sovereign capability. The

Committee’s recommendations directly address a number of issues raised by CCF National.

Federal Government 2022-2023 Pre-Budget Submission

In January 2022, CCF National lodged a [submission to the Federal Treasury in preparation for the 2022-2023 Budget](#). In this submission, CCF National focused on: sustained growth of Federal infrastructure investment; ensuring an equitable spread of this infrastructure investment; and allocating sufficient funding to advance procurement reform.

Submission on Vocational Education and Training (VET) Reforms

In December 2021, CCF National provided a [submission to the Department of Education, Skills and Employment](#) on the proposed Vocational Education and Training (VET) reform. CCF National advocated for the establishment of a stand-alone Civil Infrastructure Skills Cluster. With more than \$110 billion committed to infrastructure at the federal level over the next ten years, a Cluster specifically dedicated to Civil Infrastructure will help to ensure the vocational education and training needs of the sector are appropriately recognised and delivered in a way that maximises efficiency and productivity outcomes.

Provision of Evidence to the Federal Parliamentary Infrastructure Procurement Inquiry

CCF National provided evidence before the House of Representatives Standing Committee on Infrastructure, Transport and Cities into its Procurement of Federally Funded Infrastructure Inquiry in October 2021. CCF National CEO, Christopher Melham, highlighted the

need for greater collaboration between industry and government to achieve a more efficient, equitable, and competitive procurement framework and a more sustainable construction sector by providing greater opportunity for tier 2, 3 and 4 head contractors.

Submission on the Proposed CICT Culture Standard for the Construction Industry

CCF supports the enhancement of civil infrastructure capacity and sustainability of the industry and improving the lives of those working in it. To demonstrate our commitment, CCF National’s submission on the proposed CICT Culture Standard for the Construction Industry outlined a number of tangible programs and initiatives showcasing CCFs strong track record in addressing, diversity, wellness and time for life. CCF opposes a set of standards being incorporated into the procurement process and does not support the recommendation by CICT and ACA to have the Standard mandated by federal and state procurement agencies under the National Infrastructure Partnership Agreement

Submission on Infrastructure Australia’s Delivering Outcomes Report

CCF National [lodged a submission](#) in response to the Infrastructure Australia’s [Delivering Outcomes Report](#). Once again, this submission highlighted the need for greater collaboration between industry and government to achieve a more efficient, equitable, and competitive procurement framework and a more sustainable construction sector by providing greater opportunity for tier 2, 3 and 4 head contractors.





REPRESENTATION

GOAL: 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.

Throughout the year, CCF Victoria continued to actively represent the interests of members, and the broader civil construction industry, on several key Government and Regulatory Standing Committees.

Major Transport Infrastructure Authority (MTIA) COVID-19 Consultative Forum

The MTIA COVID-19 Consultative Forum was chaired by the Minister for Transport Infrastructure, the Hon Jacinta Allan MP, who was joined by Corey Hannet from the Office of the Director General MTIA. CCF Victoria collaborated and consulted with the MTIA, providing input into initiatives to address workplace challenges in the wake of the COVID-19 pandemic.

Building & Construction Industry Working Group

The Building and Construction Industry Working Group was established in April 2020 to help manage the challenges presented by COVID-19. Supported by the Victorian State Government, the Working Group was facilitated by the Chair of the Victorian Independent Disputes Panel (VIDP), with members including representatives from unions and industry

associations directly involved in the building and construction industry. The remit of the Working Group extended to interactions with various Government departments and agencies, including the Rapid Industry Guidance Taskforce and WorkSafe's Foundations for Safety Victoria.

Alongside the other members of the Working Group, CCF Victoria helped prepare and maintain bespoke [Coronavirus \(COVID-19\) Guidelines for the Building and Construction Industry Victoria](#). CCF also assisted in the broad dissemination of COVIDSafe information to workers and families within the building, construction and development industry, and across the broader culturally diverse communities of Victoria.

Environmental Protection Agency (EPA) Strategic Advisory Board & Construction Industry Reference Groups

CCF Victoria participated in these forums in preparation for the introduction of the *EPA Amendment Bill (2018)* on 1 July 2021. Both forums were designed to ensure that contractor-specific environmental queries were raised, discussed and actioned. CCF Victoria worked closely with the EPA to ensure that the new regulations are fair and practicable for civil contractor businesses. CCF Victoria continued to work with the EPA following the 1 July implementation of the new laws, and through our partnership with the EPA delivered practical on-line training for our members via a range of e-learning modules.

Victorian Civil Construction Alliance

The Victorian Civil Construction Industry Alliance (VCCIA) is designed to drive innovation for the civil construction industry and work with all levels of government to deliver efficient civil infrastructure for the state. The Alliance is currently made up of over 20 industry groups who collectively employ tens of thousands of professional, skilled and unskilled workers and are responsible for delivering more than \$3 billion worth of civil infrastructure works for local government.

Positive Plans – Positive Futures Working Group

Under the WorkSafe WorkWell Mental Health Improvement Fund, the *Positive Plans – Positive Futures Program* aims to make mental health and wellbeing a priority in Victorian workplaces. It does this through access to resources, funding and knowledge sharing. This working group supports CCF Victoria's state-wide initiative that utilises Mental Health Action Plans as a key driver to reduce work related stress and burn out, and improve mental health outcomes for young workers and senior professionals in the civil construction industry.

Water Industry Liaison Committee (WILC)

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

NATIONAL REPRESENTATION

CCF National continued to represent the interests of members, and the broader civil construction industry, on several high-level Federal Government Advisory Committees throughout 2021-2022.

These national committees and forums included:

- > The Australian Government Security of Payments Working Group whose role is to oversee the functioning of the Australian Building and Construction Commission
- > The Australian Taxation Office Fuel Schemes Stakeholder Group to facilitate ongoing, two-way communication on fuel tax credits issues between the ATO and industry
- > The Civil Infrastructure Industry Reference Committee whose role it is to drive the process of training package development in the civil construction industry
- > The Australian Construction Industry Redundancy Trust, established in 1994 to create security of payment for redundancy entitlements for workers in the construction industry
- > The National Heavy Vehicle Regulator Industry Reference Forum that addresses the heavy vehicle regulatory framework
- > The Standards Australia Council responsible for overseeing the development of Australian, Australian/New Zealand and International Standards
- > The Office of Federal Safety Commissioner Australian Government Building and Construction WHS Accreditation Scheme





REPRESENTATION

GOAL: 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.

Victorian Electricity Supply Industry (VESI) Technical Harmonisation Committee

The VESI Technical Harmonisation Committee prepared the Urban Residential Development Guide and Construction Standard, which was launched in June 2021. The purpose of the Standard is to provide a common set of engineering design and construction principles, across all Victorian electricity supply industries, that meet the relevant legislative and Australian Standards requirements. CCFVictoria subsequently facilitated a Webinar Masterclass on the new design standards, delivered by Peter Gilham of Powercor.

CCFVictoria actively contributed to the VESI Committee, represented by Glenn Shallard (Winslow) and Geoff Reynolds (GRM Consulting). We would like to acknowledge both Glenn and Geoff for their important work.

Engineering Design & Construction Manual (EDCM) Technical Committee

CCF represented member's interest on the Victorian Planning Authority (VPA) facilitated Engineering Design and Construction Manual (EDCM) developed for the Growth Area Councils. The EDCM was established in conjunction with CCF to align the technical specifications amongst emerging councils. The EDCM provides the Growth Areas Authority and Councils with a set of consistent, standardised, best practice documents that outline approval and supporting processes for the planning, design and construction of subdivision infrastructure.

CCFVictoria has continued to work with the EDCM on issues such as practical design of road pavements, alignment and placing of services and concerns around the current shortage of construction materials.

Local Government Infrastructure Design Association (LGIDA)

The LGIDA was established to align the technical specifications for land development and council works for Regional Councils. CCFVictoria has represented Member's interests, in particular for issues arising from OH&S and EPA laws.

Civil Skills Cadetship (CSC) Working Group

Under the State Government's Workforce Training Innovative Fund (WTIF) Skills First initiative, this industry working group helped to guide the delivery of CCF Victoria's CSC program, which concluded in July 2021.

WorkSafe: Traffic Management, Noise & Confined Space, Prevention of Falls, High-Risk Construction Activities and SWMS Reference Committees

These WorkSafe committees are designed to provide industry representatives with the opportunity to influence the development of new OH&S regulations, and to guide modern work practices and compliance codes that reflect these regulations.

WorkSafe: Foundations for Safety Victoria (FSV) Committee

Facilitated by WorkSafe, the work of the FSV Committee is focused on reducing the construction industry's incidents of deaths, injuries, and diseases. CCFVictoria represented member interests on specific project reference groups facilitated by FSV, including Dogging and Riggering in Construction and Underground Services.

Energy Safe Victoria (ESV) & Victorian Electrical Distribution Networks (VEDN) Industry Representative Groups

CCFVictoria is actively engaged with the Powercor, VEDN and Energy Safe Victoria (ESV) Technical Reference Groups, providing advice to these authorities regarding the impact of decisions made during the concept, design and construction stages of projects.





TECHNOLOGY

GOAL: Use technology and innovation to drive improved business opportunities, efficiencies and revenue streams for all our members and the industry.

In the wake of the COVID-19 pandemic, CCFVictoria accelerated its digitisation, introducing new online tools, platforms and campaigns. This facilitated increased digital communication and engagement, and streamlined operations, increasing efficiencies.

CLIENT AND MEMBER SERVICES

Contractor Management System and Version 10 of the CCF Code

CCFVictoria continued to support members and civil contractors in transitioning to version 10 of the CCF Code. As a result, all CCF code users are now certified to the new version. Contractors achieve CCF Certified Contractor status by implementing management systems developed using the CCF Code, and undergoing an audit by a JAS-ANZ accredited, third party certification body. This audit is then repeated on an annual basis. To facilitate the certification process, CCF developed a Management System Reference Document (MSRD) that assists

contractors to achieve and maintain ongoing compliance with the CCF Code. Over the last year, CCFVictoria has updated these documents and now provides full and free access to members through the Members Portal. In addition, we partnered with Skytrust to help contractors manage their compliance to the CCF Code version 10. Skytrust is a cloud based integrated management system that provides a holistic approach to compliance and due diligence.

Learning Management System

CCFVictoria has launched a new online Learning Management System (LMS) this year. The LMS is being used to deliver key courses and assessments online. The new online format makes training more accessible, particularly for people in remote and regional areas, who are unable to attend face-to-face courses and exams. The LMS is also driving greater efficiencies in our internal reporting and compliance requirements, with digital storage of student records in VETTrak and the introduction of digitally signed Training Plans. Some of the achievements over the year included:

- > The new fully remote login model enabled 185 students to attain essential training using cutting edge traffic software, which was particularly important during COVID-19 lockdowns.
- > An estimated 14-18 hours saved per student.
- > Civil Train Victoria saved almost 1 tonne of paper and \$25,000 as a result of the transition.
- > Moving enrolments to VETEnrol mitigated risk and saved Civil Train Victoria hours of manual labour
- > Development of an online version of the Certificate IV made training accessible throughout the state with 128 participants

- > Migration of short courses to tablet assessment was commenced, generating more paper savings, accuracy and time savings.

Websites and the CCF Member Portal

Our two websites (ccfvic.com.au and careersincivil.com.au) and the [CCF Member Portal](#) were regularly updated throughout the year, to meet the growing needs and demands of the industry.

Virtual Events

Traditionally, CCFVictoria hosts up to 40 events per year, engaging with CCF members and stakeholders across all regions of Victoria. Due to continuing COVID-19 restrictions, a range of events were hosted online, including the 2021 Earth and Training Awards.

INTERNAL SYSTEMS

CCFVictoria undertook significant improvements to its internal systems in 2021-2022, including:

- > Overhaul of our Business Management System and development of a new fully automated Integrated Management System Framework that will enable collection of data for Quality Assurance Management. This is set to launch in late 2022.
- > Ongoing development of internal intranet, quick links, tutorials, business processes, policies and procedures enhancing employee wellbeing, accessibility and business improvement.
- > Transition to Employment HERO software that will automate recruitment and onboarding, as well as digitised asset management.



DIRECTORS' REPORT FOR THE PERIOD ENDED 30 JUNE 2022

Your directors present this report on the entity for the financial year ended 30 June 2022.

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 Caligiuri, John Plumridge, Brad Wereszczuk, Antony Damiani and Mohamed Elagha.

All other directors have been in office since the start of the year 2022 to the date of this report.

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.

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.

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 surplus of \$229,770 for the period ended 30 June 2022 (2021: surplus of \$228,544).

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 2022 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.



Antony Damiani
CCF Victoria President

Dated this 27th day of September 2022

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 2022 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
1/60 Toorak Road, South Yarra VIC 3141



MB Shulman
Registered Company Auditor (163888)

Dated 27 September 2022

STATEMENT OF PROFIT OR LOSS FOR THE PERIOD ENDED 30 JUNE 2022

	Note	30 June 2022 \$	30 June 2021 \$
Revenues	2	4,178,812	4,054,298
Employee expenses		(2,031,048)	(1,777,307)
Depreciation and amortisation	3d	(105,031)	(91,366)
Bad debts	3a	1,230	-
National Levy	3e	(107,075)	(122,560)
Rental expenses	3c	-	(13,591)
Interest Expense - AASB 16		(45,192)	(44,283)
Amortisation - right of use asset		(47,460)	(47,460)
Functions, seminars and conference costs		(113,217)	(36,493)
Interest costs		(54,662)	(42,223)
Other expenses from ordinary activities		(1,446,587)	(1,650,471)
Profit from ordinary activities		229,770	228,544
Income tax expense		-	-
Net profit from ordinary activities after income tax expense attributable to the Company		229,770	228,544

STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
Profit for the period	229,770	228,544
Other Comprehensive Income for the period	-	-
Total Comprehensive Income for the period	229,770	228,544
Total Comprehensive Income attributable to members of the organisation	229,770	228,544

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2022

	Note	30 June 2022 \$	30 June 2021 \$
CURRENT ASSETS			
Cash and cash equivalents	4	1,001,083	1,075,566
Trade and other receivables	5	1,566,795	1,023,807
Other current assets	6	27,117	69,766
TOTAL CURRENT ASSETS		2,594,995	2,169,139
NON-CURRENT ASSETS			
Trade and other receivables	7	2,077,583	2,171,128
Plant and equipment	8	634,058	758,739
Intangibles	14	806,840	854,300
TOTAL NON-CURRENT ASSETS		3,518,481	3,784,167
TOTAL ASSETS		6,113,476	5,953,306
CURRENT LIABILITIES			
Trade and other payables	9	1,858,125	1,766,474
Short term provisions	10	147,386	152,153
Borrowings	11	190,054	153,179
Lease Liability	14	67,846	21,324
TOTAL CURRENT LIABILITIES		2,263,411	2,093,130
NON-CURRENT LIABILITIES			
Borrowings	11	972,272	1,144,307
Lease Liabilities	14	824,188	892,034
TOTAL NON-CURRENT LIABILITIES		1,796,460	2,036,341
TOTAL LIABILITIES		4,059,871	4,129,471
NET ASSETS		2,053,605	1,823,835
MEMBERS' FUNDS			
Accumulated Surplus		2,053,605	1,823,835
TOTAL MEMBERS' FUNDS		2,053,605	1,823,835

STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
Balance at beginning of period	1,823,835	1,595,291
Surplus attributable to members	229,770	228,544
Balance at end of period	2,053,605	1,823,835

STATEMENT OF CASH FLOW FOR THE PERIOD ENDED 30 JUNE 2022

	Note	30 June 2022 \$	30 June 2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		3,635,737	3,975,606
Interest received		43	1,199
Payments to suppliers and employees		(3,602,132)	(3,960,488)
Net cash provided by operating activities	13b	(33,648)	16,317
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of plant and equipment		-	(77,290)
Net cash (used in) investing activities		-	(77,290)
CASH FLOWS FROM FINANCING ACTIVITIES			
Civil Contractors Federation		93,545	63,300
Borrowings		(135,160)	(68,731)
Lease Payments		(66,516)	(63,300)
Net cash (used in) financing activities		(108,131)	(68,731)
Net (decrease)/increase in cash held		(74,483)	(129,704)
Cash at the beginning of the period		1,075,566	1,205,270
Cash at the end of the period	13a	1,001,083	1,075,566

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 2: REVENUE		
Operating activities:		
Membership Income (Subscriptions)	1,075,639	1,031,757
Sponsorship	209,994	185,352
Functions	38,526	24,868
Training	2,039,116	1,027,980
Grants	544,184	1,084,874
JobKeeper and Cashboost	-	382,850
Interest Income	43	1,199
Other Income	271,310	315,418
Total Revenue	4,178,812	4,054,298
Revenue by Type of Customer / Funding Source		
Members	1,075,639	1,031,757
Government	544,184	1,467,724
Other Persons	2,558,989	1,554,817
Total Revenue	4,178,812	4,054,298

All revenue was sourced from within Australia and there were no unsatisfied performance obligations.

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 3: PROFIT/(LOSS) FROM ORDINARY ACTIVITIES		
The operating profit/(loss) of the Company before income tax expense has been determined after:		
a. Bad and Doubtful Debts		
Bad debts written off to expense	(1,230)	-
	(1,230)	-
b. Auditor's Remuneration		
Auditor's remuneration – Audit of Financial Statements	7,000	6,727
(other services - \$nil (30 June 2020: \$nil))	-	-
	7,000	6,727
c. Operating Leases		
Rent	-	13,591
	-	13,591
d. Depreciation and Amortisation		
Plant and equipment	43,452	44,202
Motor vehicles	61,579	47,164
	105,031	91,366
e. Levy		
National office levy	107,075	122,560
	107,075	122,560
The levy is imposed by Civil Contractors Federation to assist in funding the operations.		

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 4: CASH AND CASH EQUIVALENTS		
Current		
Cash at bank	1,001,083	1,075,566
	1,001,083	1,075,566
NOTE 5: TRADE AND OTHER RECEIVABLES		
a. Current		
Trade debtors	1,484,643	974,806
Less: Provision for doubtful debts	(27,652)	-
	1,456,991	974,806
Sundry and other debtors	109,804	49,001
	1,566,795	1,023,807
b. Terms and Conditions		
Trade debtors relate to services provided, they are non-interest bearing and are unsecured.		
All trade debtors carry settlement terms of 30 days.		
Sundry debtors are non-interest bearing and unsecured.		
NOTE 6: OTHER CURRENT ASSETS		
Current		
Prepayments and Other Assets	11,106	56,388
Stock on Hand	16,012	13,378
	27,117	69,766

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 7: TRADES AND OTHER RECEIVABLES		
a. Non-Current		
Loan – Civil Contractors Federation (Unsecured and Interest-free)	2,077,583	2,171,128
	<u>2,077,583</u>	<u>2,171,128</u>
NOTE 8: PLANT AND EQUIPMENT		
Motor vehicles – at cost	414,249	407,413
Less: Accumulated depreciation	(208,265)	(146,686)
	<u>205,984</u>	<u>260,727</u>
Plant, property and equipment – at cost	719,732	746,218
Less: Accumulated depreciation	(291,658)	(248,206)
	<u>428,074</u>	<u>498,012</u>
Total plant and equipment – net book value	<u>634,058</u>	<u>758,739</u>
Balance - start of year	758,739	772,815
Depreciation	(105,031)	(91,366)
Additions	-	77,290
Disposals	(19,650)	-
Balance - end of year	<u>634,058</u>	<u>758,739</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 9: TRADES AND OTHER PAYABLES		
a. Current		
Deferred income	1,296,227	1,346,929
Creditors and accruals	561,898	419,545
	<u>1,858,125</u>	<u>1,766,474</u>
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.		
NOTE 10: PROVISIONS		
a. Current		
Provisions for annual leave	96,956	101,723
Provisions for long service leave	50,430	50,430
	<u>147,386</u>	<u>152,153</u>
b. Annual Leave		
Opening Balance	101,723	102,288
Additions	19,900	18,905
Utilised	(24,667)	(19,470)
Closing Balance	<u>96,956</u>	<u>101,723</u>
c. Long Service Leave		
Opening Balance	50,430	46,420
Additions	-	4,010
Utilised	-	-
Closing Balance	<u>50,430</u>	<u>5,430</u>

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 11: BORROWINGS		
a. Current		
Hire Purchase Liability	73,219	63,900
Business Loan	116,835	89,279
	<u>190,054</u>	<u>153,179</u>
b. Non-Current		
Hire Purchase Liability	69,939	125,511
Business Loan	902,333	1,016,796
Debentures	-	2,000
	<u>972,272</u>	<u>1,144,307</u>
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 2022

NOTE 12: 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 2022 \$	30 June 2021 \$
KMP compensation		
Short-term employee benefits	510,521	612,995
Post-employment benefits	48,964	57,704
Other long-term benefits	-	-
	<u>559,484</u>	<u>670,699</u>

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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 13: CASH FLOW INFORMATION		
a. Reconciliation of Cash		
Cash at bank	1,001,083	1,075,566
	1,001,083	1,075,566
b. Reconciliation of Cash Flow from Operations with Profit after Income Tax		
Operating profit / (loss) after income tax	229,770	228,544
Non-cash flows in profit/(loss) from ordinary activities		
- Net loss on disposal of assets	19,650	-
- Depreciation and amortisation	105,031	91,366
- Amortisation – AASB 16	47,460	47,460
- Interest-ROU liability	45,192	44,283
Changes in operating assets and liabilities		
Decrease/(Increase) in receivables	(542,988)	(77,493)
Decrease/(Increase) in other assets	42,649	(29,162)
Decrease/(Increase) in trade and other payables	91,651	(292,126)
Decrease/(Increase) in provisions	(4,767)	3,445
Net cash provided by operating activities	(33,648)	16,317

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

	30 June 2022 \$	30 June 2021 \$
NOTE 14: INTANGIBLES		
a. Leases - Right of Use Assets (ROU) and related Liability		
Right-of-use asset		
Opening carrying value	854,300	901,760
Right-of-use asset recognised	-	-
Additions to right-of-use assets	-	-
Amortisation Charge for right-of-use asset	(47,460)	(47,460)
Carrying amount of right -of-use assets	806,840	854,300
Lease liability		
Opening carrying value	913,358	932,375
Lease liability recognised	-	-
Add interest expense	45,192	44,283
Less lease payments	(66,516)	(63,300)
Carrying amount of lease liability	892,034	913,358
Maturity		
Within 1 Year	67,846	21,324
More than 1 Year but less than 5 Years	279,635	146,582
More than 5 Years	544,553	745,452
	892,034	913,358

CCF's lease portfolio includes buildings. The lease term is 30 years and is accounted for in accordance with AASB 16. Options to extend or terminate. The option to extend or terminate is contained in the property lease. These clauses provide CCF opportunities to manage leases in order to align with its strategies. All of the extension or termination options are only exercisable by CCF. The extension options or termination options which were probable to be exercised have been included in the calculation of the Right of Use asset. The right-of-use asset and related liability refers to the lease of 9 Business Park Drive, Notting Hill VIC, which is the current office premises, along with vehicle leases in excess of one year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2022

NOTE 15: CAPITAL EXPENDITURE COMMITMENTS

At 30 June 2022, the entity has no capital expenditure commitments.

NOTE 16: EVENTS SUBSEQUENT TO BALANCE DATE

At 30 June 2022, there are no subsequent events to report.

NOTE 17: ECONOMIC DEPENDENCY

The Company was economically dependent on ongoing funding in the form of a loan from its parent company.

NOTE 18: COMPANY DETAILS

The principal place of business of the Company is:
9 Business Park Drive
Notting Hill Victoria

NOTE 19: 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 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 2022 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.



Antony Damiani
CCF Victoria President

Dated this 27th day of September 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CCF (VIC) LIMITED

We have audited the financial report of CCF (VIC) Ltd (the entity), which comprises the statement of financial position as at 30 June 2022, 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 2022 and of its financial performance for the year then ended; and
- (ii) Complying with Australian Accounting Standards – AASBI 60: General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities 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 2022, 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 AASBI 60: General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities 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 & Advisors



Michael B Shulman
Partner
Melbourne, VIC
Dated: 27 September 2022

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 2021-2022 financial year:

BOARD MEMBER	POSITION
Tony Damiani	President, National Board Member & Board Member
Anthony Caligiuri	Vice President, National Board Member (alternate) & Board Member
Steve Traicevski	Immediate Past President & Board Member
John Plumridge	Treasurer & Board Member
Khaled Elagha	Board Member
Jay Miller	Board Member
Dom Modric	Board Member
Brad Weresczucuk	Board Member

Board Meetings
The full Board met a total of six times during the year (July, September and November 2021, and February, April and June 2022), with the Board Executive meeting each alternate month.

Board Resignations & Appointments
During the course of the 2021-2022 financial year, Steve Traicevski resigned from the role of CCF Victoria President, but remained on as a Board Member.

Tony Damiani was appointed as the new CCF Victoria President, and Anthony Caligiuri was appointed as the Vice President. Dom Modric joined as a Board Member.

CCF VICTORIA EXECUTIVE MANAGEMENT TEAM

Chief Executive Officer
Lisa Kinross

Chief Financial Officer
Anushan Jayaratne (July 2021 to January 2022)

Executive Manager – Training, Service, Delivery and Performance
Lyndal Ellement

Executive Manager – Industry Capability and Engagement
Nicole Walsh

Principal Office
9 Business Park Drive, Notting Hill, VIC 3168

Accountant (Financial Advisor)
Matthews Steer

Auditor
Stannards Chartered Accountants

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



OUR BUSINESS PARTNERS

CCF Victoria would like to acknowledge its financial supporters and sponsors in 2021-2022.

PLATINUM



GOLD



SILVER



BRONZE



Lisa Kinross (CEO, CCF Victoria) speaking at the Positive Plans - Positive Futures Mental Health and Wellbeing Summit.



**CIVIL CONTRACTORS
FEDERATION**

VICTORIA



S Skills



M Member Services



A Advocacy



R Representation



T Technology

CCFVICTORIA
9 Business Park Drive
Notting Hill, VIC 3168
(03) 9588 7600
www.ccfvic.com.au