



CIVIL CONTRACTORS
FEDERATION
VICTORIA

CCF VICTORIA ANNUAL REPORT

Connecting industry for 80 years



2022
—
2023



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FINANCIAL YEAR PERFORMANCE & SNAPSHOT



ABOUT CCF VICTORIA

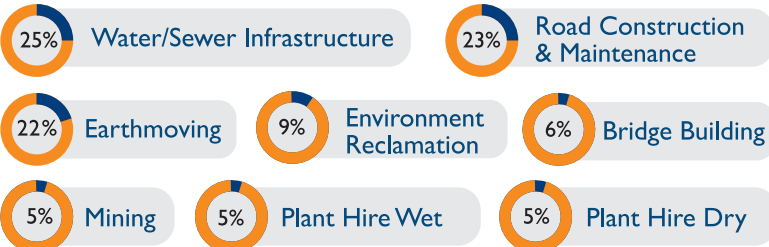
The Civil Contractors Federation (CCF) is the peak body representing Australia’s civil construction industry. The CCF represents more than 2,000 contractor and associate members nationally, with over 480 contractor and associate members operating in Victoria. The organisation is a company limited by 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 forward estimates, our industry employs 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

 **484** MEMBER TOTAL
AS OF 30 JUNE 2023



 **348** CIVIL CONTRACTORS  **136** ASSOCIATES

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, 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 2022-2023 Annual Report to CCFVictoria members and key stakeholders, the last 12 months has shown that the Federation continues to grow strong. This can be witnessed by solid attendance at our functions, breakfasts, and awards nights. It was also fantastic to finally return to the MCG for our Presidents Lunch, to celebrate the calendar year of 2022.

We are currently already in the second half of 2023, with work volumes still high, headwinds coming from the market and escalation in various forms still impacting our businesses. Yet we plough on, working through those issues and on face value, we continue to overcome adversity.

Our Industry and Federation is a proud one, where people have proven resilient and achieved great things in challenging times. It's important such achievements don't go unrewarded, as we provide the opportunity to recognise and celebrate these individuals and teams at our Awards events. This can also be seen through the advocacy undertaken by our CEO Lisa Kinross and her team, along with the members' commitment to supporting CCF; in particular, the level of training that we provide back to the industry and our members is only due to the members' support.

ADVOCACY AND REPRESENTATION

Nationally and at a state level, a packed policy agenda has seen the Federation continue to represent our members by engaging with all levels of government through various submissions and discussions, including the National Infrastructure Review, Multi-Employer Bargaining and workplace health and safety concerns such as silicosis.

Building on the previous year's CCF Market Capacity Survey results, which found the civil construction sector was not operating at capacity, the CCF provided input to Infrastructure Australia's 2023 Market Capacity Report, with analysis by BIS Oxford. This was additional to the review of Australia's \$120 billion Federal Government Infrastructure Investment Program announced by the Hon Catherine King, Minister for Infrastructure, Transport, Regional Development and Local Government.

Elsewhere, CCFVictoria contributed significantly to supporting efforts by Civil Contractors Federation National to ensure that civil construction got carved out from the application of the harmful multi-employer bargaining provisions. Through our advocacy work, we secured an 11th hour exemption for civil construction, after the original exemption from multi-employer bargaining applied only to building and construction. A significant win for our sector and our members.

We were also moved to act by the emerging threat of silicosis and supported the ban on the use of engineered stone and implementation of appropriate safety of other silicosis-causing materials such as concrete, brick, rocks, cement dust and other material containing silica. In March, we began working with WorkSafe on the development of new construction guidance material as part of measures to bolster education on the issue.

AWARDS AND RECOGNITION

After the challenges presented in previous years by COVID-19 restrictions, it was a thrill to return to face-to-face Awards events, noting the many successful winners and finalists in both our Earth and Training Awards events.

The 2022 Earth Award Winners were:

- > **Up To \$2 Million:** Ausdecom – Figuee Crane Dismantle & Redundant Hopper Demolition
- > **\$2 Million To \$5 Million:** Ace Contractors – Lilydale Station - LXR
- > **\$5 Million To \$10 Million:** Ausdecom – Demolition & Site Wide Remediation at Toyota Altona North Plant
- > **\$10 Million To \$30 Million:** Melbourne Water & John Holland – KBR Joint Venture – Shakespeare Grove Main Drain Outlet Renewal
- > **\$30 Million To \$75 Million:** Seymour Whyte Constructions Pty Ltd – Upper Yarra Dam Safety Upgrade
- > **\$75 Million To \$150 Million:** Metropolitan Roads Program Alliance Fulton Hogan, MTM and LXP – Project Cardinia Road Level Crossing Removal Project
- > **Greater than \$150 Million:** Major Road Projects Victoria and McConnell Dowell Decmil Joint Venture – Mordialloc Freeway

National Earth Award Winners

In particular, I would like to congratulate our members Major Road Projects Victoria, McConnell Dowell & DECMIL for their winning project - Mordialloc Freeway at the National Earth Awards in Canberra.



Pictured: Antony Damiani - President, CCFVictoria at the 2022 Presidents Lunch



The 2023 People & Training Award Winners were:

- > **Apprentice of the Year (Geoff Brown Award):** Daniel Lendrec, Prendergast Earthmoving
- > **Business Innovation Excellence:** Todd Stemmer, BMD Constructions
- > **Circular Economy Excellence:** Alex Fraser
- > **Employer of the Year:** Aqua Metro
- > **Ian Jacka Award:** Anton Zangl, Monash University
- > **Engineering Excellence:** Lachlan McNab, BMD Constructions
- > **Leadership Excellence:** Carl Byrne, Mawson Constructions
- > **Safety of the Year Award:** Prendergast Earthmoving
- > **Supplier of the Year:** Cloudcon
- > **Training Employer of the Year:** Prendergast Earthmoving
- > **Trainee of the Year in Civil Construction:** Shane Carter, Mawson Constructions
- > **Trainee of the Year in Civil Construction:** Rylea De Merlo, Protech Group/Coleman Rail
- > **Women in Civil Excellence:** Sharon Hatton, Major Road Projects Victoria



CCF MEMBERSHIPS

CCF Memberships are the lifeblood of our organisation; enabling our work for and on behalf of our Members in industry. I take this opportunity to acknowledge and thank the following 2023 CCF Victoria Heritage Members for their unwavering support of the Federation over the last 25 years:

- > BJB Excavations Pty Ltd
- > Eastern Constructions Pty Ltd
- > Extons Pty Ltd
- > GP Smith Equipment (Vic) Pty Ltd
- > Hanson Construction Materials Pty Ltd
- > Tutt Bryan Equipment Pty Ltd

THANK YOU

I'd like to take this opportunity to thank all our members for their ongoing support. I would also like to thank the CCF Victoria Board for volunteering their time and contributing valuable advice and expertise. On behalf of my Board colleagues, I'd like to thank our CEO Lisa Kinross and her team for their hard work and dedication over the last 12 months. As seen in this Annual Report, the achievements and results - financial and otherwise - have been exemplary this year, a testament to the dedication of Lisa and her team with exciting prospects for the financial year ahead.

Antony Damiani
President, CCF Victoria



Antony Damiani
President, CCF Victoria

CEO REPORT

OUR STRATEGIC GOALS AND OBJECTIVES

Our work continues to focus on our five key drivers:

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

SKILLS

The Civil Contractors Federation has been instrumental in the upskilling and development of the civil workforce in Victoria, conducting over 210 accredited short courses to over 2,015 participants including completing practical training in the last 12 months at our new Clarinda practical training sandpit.

Along with our short courses, our Apprentice and Trainee enrolments remained steady in 2022-2023 across all Qualifications, including RII30920 Certificate III in Civil Construction, RII30820 Certificate III Civil Construction Plant Operation and RII40720 Certificate IV in Civil Construction (Supervision), with 227 active apprentices and trainees at the end of the financial year.

Support of the Federal Government's Boosting Apprentice Commencements (BAC) Scheme and Priority Occupation listing saw a surge in CCFVictoria's Certificate IV in Civil Construction Supervision as employers developed their workforce in preparation for the Victorian Government's Big Build projects pipeline. The Construction Industry Skills Sets (CISS) initiative was extended to the 2023 Skills First Program by the Department of Jobs, Skills, Industry and Regions (DJSIR). The CCF secured 904 places for fully-funded short course training and 200 places for fully-funded qualifications. In recent AQTF Quality Assurance assessment and reporting, CCFVictoria's RTO Civil Train achieved a spike in satisfaction rating of 14% from both students and employers.

Further, to help industry meet skills training, compliance or accreditation obligations, we also delivered refreshers and training for VEDN (Victorian Electrical Distribution Networks), MRWA (Melbourne Water Retailing Agencies) among other accreditations to over 688 participants.

MEMBER SERVICES

Our members are the reason we exist and remain the core focus of all our activities. Throughout this financial year, we maintained a strong focus on providing members with professional services, specialist advice and other support to help their business operations. After 80 years, membership remains the lifeblood of our organisation and we understand how hard our members work to be successful in this industry.

Because of them, we strive to ensure our services support members through knowledge and insights, professional development and expert advice.

CCF Victoria Code

The integrity and maintenance of the Code remains a key focus for us. This past year, financial members have had continued access to the current version (ver. 10) of the CCF Code plus all Management System Reference Documents (MSRDs) as an added benefit of their annual subscription.

ADVOCACY

Advocacy and representation go hand in hand when it comes to promoting the strategic interests of our members and the wider industry. Over the financial year, our advocacy activities were focused on both state and national issues, the latter delivered in tandem with the CCF National office.

Major topics that dominated headlines and required our attention and active input – directly and in conjunction with the CCF National team - included issues in workplace health and safety, industrial relations and broader sector capacity constraints.

The CCF continued to represent our members by engaging with all levels of government on a packed policy and advocacy agenda, at both a state and national level.

These included:

- > Contributing to Infrastructure Australia's 2023 Market Capacity Report, which found a quarter of respondents indicated their volume of work had increased more than 50% over the past 12 months, while an overwhelming majority advised that if additional projects were tendered, they would be able to meet this additional demand within six months;
- > We began developing an Industry Whitepaper looking at Capacity Constraints in our industry, amid concerns at a state level that the civil contracting, land development and infrastructure industries continued to face structural and market-based challenges.
- > And, we began collaborating with WorkSafe Victoria on the development of new construction guidance material as part of measures to bolster education on the emerging threat of silicosis.

REPRESENTATION

As well as Worksafe Victoria activities, we also engaged with other representative forums and consultative committees on behalf of members, convening with all groups on a range of health and safety, compliance, regulatory and other topics; groups that included:

- > The Water Industry Liaison Committee (WILC);
- > The Local Government Infrastructure Design Association (LGIDA);
- > Foundation for Safety Victoria (FFSV);
- > Victorian Electricity Supply Industry (VESI) and VEDN industry representative groups;
- > Various WorkSafe Reference Committees;
- > Energy Safe Victoria Work;
- > Ausnet Developer Consultation Committee.

TECHNOLOGY

As part of continuous improvement processes and an increasing shift to using digital technologies and applications across administration, operations, Civil Train RTO, our Contractor Management System (CMS) and Learning Management System (LMS) were pivotal pieces in our technology driver.

Our Cloud Assess LMS was used to deliver key courses and assessments with the online format making training much 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.



Pictured: CCF Victoria Trainees at the CCF Victoria Notting Hill Office

GROWTH OF CCF

I am pleased to see not only our financial position secured but also witness growth in each area of our business, which was a key target for the year. I am committed to setting our team members up for success and providing an engaging, rewarding career journey of personal and professional growth. This year, we had more than 50% of staff start traineeships including: civil supervision, WHS, Marketing, Finance, plus a special cohort focused on continuous improvement.

This was purpose-led, established to create a culture of excellence and to look at our practices for digitisation and improvement for customer experience. Congratulations to our first graduates - eight participants in a Competitive Systems and Practices course.

THANK YOU

I take this opportunity to thank the CCFVictoria Board, in particular our President Antony Damiani and Treasurer John Plumridge, who have been exceptionally supportive in my first full financial year as CEO. It has been a challenging but satisfying 12-month period, in which we have turned the finances around to set us up for success in the years ahead.

This year has seen a substantial number of new faces join our Executive, training operations and administration teams and my sincere and heartfelt thanks also goes to the entire office team which this year rose to meet many business and resourcing challenges.

I particularly would like to say a very special thank you to my staff who are such a dedicated and supportive team. We are a family that care for each other who work towards excellence in serving our members, government and our community.



*Pictured: Lisa Kinross - CEO, CCF Victoria
presenting at the 2023 People & Training Awards*

THE YEAR AHEAD

With a refreshed Executive Team, I am thrilled to have some exceptional talent now on board to help develop and implement a new Strategic Direction.

Envisioning the future and establishing firm, clear objectives as part of a strategic planning refresh is never an easy task in what remains a volatile market and economic environment; however, such a task is made that much easier when we maintain our clear purpose on the 'Why' in the 'What' we do and, importantly, for whom: our loyal member contractors and associate members plus our supportive business partners.

As well as finalising and implementing the new Strategic Direction, there are many urgent and emerging issues that will continue to challenge our sector into the next year; issues we boldly grab hold of and cement a strong advocacy and representation position on, to benefit the federation and our members.

I'm looking forward to the launch of our landmark White Paper, Examining the Capacity Constraints in the Civil, Land Development and Infrastructure Industries, and to continuing active engagement with the many forums and consultative committees we are involved with.

I commend this Annual Report to you, our valued CCF members and trust that it provides you with clarity and transparency on where we as an association stand today. I trust it also provides every reason for inspiration and hope for the future as we work relentlessly on cementing a sustainable civil construction industry that ultimately delivers for the communities in which we serve, live and work.

Lisa Kinross
CEO, CCF Victoria



**Lisa Kinross CEO,
CCF Victoria**

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". We look forward to communicating our refreshed values in the year ahead. Our values are:



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.

CCF VICTORIA'S 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, Lisa creates opportunities for collaboration and sharing of ideas, knowledge, resources, and experience for the betterment of individuals, businesses and sectors. She 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.



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.



ANNIE KESSELL

*Executive Manager
Industry Capability and Engagement (Acting)*

Annie Kessell has a proven track record of success in the construction industry. Joining the CCF team in May 2018, Annie brought with her over two decades of expertise in both the horizontal and vertical build sectors. Her strategic approach has seen her manage projects that are delivered on time and to budget.

Annie specialises in construction systems, strategy and relations. Knowledgeable and informed, Annie continues to strengthen the resilience of stakeholder relations and manages the team responsible for engagement, collaboration and business development in the delivery of Membership Services.



SIMON MOSSMAN

*Executive Manager
Policy and Public Relations (Acting)*

Simon joined the CCF team in mid 2023. He is an award-winning, growth-focused Advocacy, Corporate Affairs, Communications and Stakeholder Engagement professional, who brings extensive skills and experience in industry advocacy and creative, thought-provoking strategies and campaigns development to enhance stakeholder engagement and promote organisational brand and reputation.

Simon is also experienced in managing and mitigating potential and emerging issues across sectors including government, civil infrastructure, environment, vocational and tertiary education and training, health and financial services.



NICKY DI MARCO

Executive Assistant to CEO

Nicky Di Marco has robust background in Education and Immigration Law. She has worked with international students, non-for-profit organisations and in the Adult Education sector supporting migrants and refugees for more than 20 years. She has implemented & overseen Education Departmental Government contracts, executing & enforcing AMEP, SEE and Skills First funded contractual compliance and auditing, and has effectively operated as an Executive Administrator and Office Manager. She also has strong skills in supporting Executives, General Managers, and Directors in PA/EA roles.

Nicky holds a Graduate Certificate in Immigration Law and Practice, an Associate Diploma in Arts, and an Advanced Certificate in Business Management.



NEW STARTERS

Over the last 12 months, we welcomed the following new members to the CCFVictoria team:

- > **Nicky Di Marco** – Executive Assistant to CEO ("Welcomed back")
- > **Renjith Mathew** – RTO Compliance & Analytics Administrator
- > **Cicelia Pham** – RTO Administrator
- > **Simon Mossman** – Executive Manager, Policy and Public Relations (Acting)
- > **Susanna Rossetto** – Marketing & Comms Lead
- > **Charlie Richards** – Industry Trainer ("Welcomed back")
- > **John La Terra** – Industry Trainer
- > **Adam Carlyon** – Industry Trainer

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, CCFVictoria has continued not only delivering accredited training in civil construction for apprentices and cadets but also developed training courses and bespoke programs tailored to clients' needs. This included the graduation of the inaugural MRPV-CCF Civil Surveillance Cadets and expansion of our new Learning Management System (LMS) platform, Cloud Assess, enhancing practical products to cater directly for our Civil Industry.

CIVIL TRAIN VICTORIA (RTO 3704)

Civil Train Victoria is a Registered Training Organisation (RTO) and the training arm of CCFVictoria.

Amid the ongoing issues around labour and skills shortages that have challenged our members this year, Civil Train continued delivering a wide range of high quality training and skills development suited to the specific needs of the civil construction industry in Victoria.

Over the past 12 months, we delivered 198 Nationally Accredited short courses awarding 1,592 competencies, as well as 846 industry accreditation related completions – both in classroom and on-site at our new operations training facility at Clarinda. 2,015 apprentices and trainee competencies were delivered in this period, continuing our strong commitment to upskilling Victoria's versatile workforce.



PATHWAYS PROGRAM

Launched in June, the Pathways program is a new initiative by CCFVictoria to create apprenticeships and employment placements and is grant-funded by the Victorian State Government.

Pathways will be run by Civil Train and will aim to deliver 120 new 'Job Safe, Job Ready' women and First Nations participants into civil construction careers over the next two years.

Program delivery partners including RMIT, Protech, Country Elders and Ripple Effect were appointed, with the first cohort of participants scheduled to commence in Q1 of the 2024 financial year. The initiative is set to inject not only a new wave of talent into the workforce but commence the reshaping of the cultural journey of workplaces with its strong support programs for employers – a first of its kind.



CCF TRAINING TRAILER

Our continuing commitment to ensuring members are well-placed to provide physically and mentally safe workplaces was bolstered in March by the rollout of Civil Train's Mobile Safety Training Trailer.

While mental health remains a key priority in safety wellbeing and proven productivity in civil construction, our multi-functional portable unit is also equipped to respond to key identified safe operation risks – such as falling objects and falls from heights - as reported by WorkSafe Victoria.

Joining its popular Traffic Training Trailer sister unit in our growing fleet, the Mobile Safety Training Trailer delivered 8 sessions to 75 students across Victoria across Q3 and Q4. On average, more than 300 Civil Train apprentices annually will now receive safe and practical training simulation facilities at their workplace, ensuring all skills and knowledge can be delivered by expert industry trainers in controlled environments, without the need to travel.

NEW TRAINING SITE AND FACILITIES

To expand our training offerings, we proudly opened a new operational training site co-located with long-time member Alex Fraser at their site in Clarinda. Our new Excavator at the Clarinda site will specialise in training for MRWA (Melbourne Water Retailer Agencies), Trenching and Shoring, ESV Spotters, and Mobile Earthmoving Plant operations.

The Clarinda training site is a terrific example of a collaborative industry community coming together and we wish to acknowledge and thank John Plumridge, Jonathon Griffiths, Maw Civil Pty Ltd, Vertu Equipment, SANY Group and Alex Fraser for their very generous support to realise this initiative, which delivers greater value for members and trainees.



Pictured: CCFVictoria's new mobile safety training trailer

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.

Throughout the 2022-2023 financial year, CCFVictoria maintained a strong focus on providing members with professional services, specialist advice and other support to help their business operations. After 80 years, membership remains the lifeblood of our organisation and we understand how hard our members work to be successful in this industry.

Because of them, we strive to ensure our services support members through knowledge and insights, professional development and expert advice.

NEW MEMBERS	2022-2023
Contractor Members	26
Associates	13
RESIGNATIONS	2022-2023
Contractor Members	38
Associates	10
CURRENT MEMBERS	As at 30 Jun 2023
Contractor Members	348
Associates	136

MEMBER OFFERINGS

CCF Code

Over the last 12 months, CCFVictoria financial members have had continued access to the current version (ver. 10) of the CCF Code plus all Management System Reference Documents (MSRDs) as an added benefit of their annual subscription.

The integrity and maintenance of the Code remains a key focus for CCFVictoria. As such, we continue to retain the services of Geoff Reynolds (GRM Consulting) as our HSEQ Advisor and Consultant. Members can request consulting support from GRM Consulting to document a certifiable Code compliant Management System.

CCF Civil Jobs Board

CCFVictoria's Civil Jobs Board online gives our member contractors the opportunity to post available roles they need to fill. It remains an effective way to reach the target job market, with advertisements also appearing 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 through Social Media accounts, Marketing Emails, Bulletin, News articles and the broader industry, with feature articles in both the Earthmoving Equipment and Infrastructure magazines.

We also published two issues of our own CCF Victoria Bulletin magazine, 10 editions of the CCF Connect eNewsletter and continued with our series of CEO updates.



Pictured: Hon. Jacinta Allan, Deputy Premier of Victoria presenting at the 2023 Women in Civil Breakfast

Social media activity also continued to play a vital role in extending our reach, including:

- > **LinkedIn:** 3,768 followers (1,219 New followers +48% increase)
- > **Facebook:** 549 followers (+22% increase)
- > **Instagram:** 1,236 followers (+8% increase)

EMPOWERING WOMEN

Enabling more women to enter civil construction and undertake training and apprenticeship pathways is something that continues to motivate CCFVictoria and inform our activities in this arena.

In November 2022, we hosted our first ever Women in Civil event at the Park Hyatt, which was a great success. The event involved an engaging speakers' panel including student Heidi Smith, Fulton Hogan manager Joanne Jeffs and industry changemaker Laurice Temple sharing their stories and journeys in Civil Construction. The second Women in Civil event on International Women's Day in March 2023 included a keynote from Deputy Premier of Victoria the Hon. Jacinta Allan and motivational speaker Holly Ransom joining CEO Lisa Kinross in facilitating an inspiring event focused on driving greater equity and diversity.

Our last key event for 2022 was the Trades Fit Young Women's Expo at the Melbourne Convention Centre, which allowed us to showcase the civil construction sector to scores of students and young women considering new career opportunities in traditionally male dominated industries.



2022 Ken Edgley Award Winner

CCFVictoria hosted its annual Presidents Lunch at the Iconic MCG on Friday November 18th 2022, with the prestigious 2022 Ken Edgley Award presented to industry veteran Clifford (Cliff) Smith in recognition of his exemplary service to the civil construction sector in Victoria.

Cliff, who is with Lance Smith Excavations Pty Ltd, has been a member of the CCF for 47 years and has previously served on the Board as Vice President.

Regional Chapter Forums

CCFVictoria hosts several regional meetings and events each year. Our popular regional get-togethers always deliver a line-up of great speakers and cover key topics relevant to our civil contractor businesses. Regional chapter forums are usually evening functions that provide an excellent opportunity for attendees and member businesses to promote their corporate branding and product range, network with local CCFVictoria members, contractors from other industry sectors and guests from local client groups. Always an action-packed informative event and an opportunity to connect in a more relaxed environment, our Regional Chapter Forums are not to be missed!

EVENT NAME	ATTENDEES	DATE
Regional Chapter Forum Port Fairy	19	14 Jul 22
Regional Chapter Forum Geelong	112	29 Jul 22
Regional Chapter Forum Bendigo	60	18 Aug 22
Regional Chapter Forum Shepparton	50	19 Aug 22
Regional Chapter Forum Mildura	21	7 Sep 22
Regional Chapter Forum Horsham	21	8 Sep 22
Regional Chapter Forum Ballarat	41	27 Apr 23
Regional Chapter Forum Bairnsdale	27	4 May 23
Regional Chapter Forum Bendigo	34	1 Jun 23
Regional Chapter Forum Shepparton	35	2 Jun 23

PPPF Close out in Geelong – Mental Health Forum

On Thursday September 15th, 2022 we held a mental health forum in Geelong to conclude our Positive Plans Positive Futures project; a prevention-focused mental health initiative supported by Work Safe’s WorkWell mental health improvement fund. Over the last two years, CCFVictoria has proudly delivered some great initiatives, including three health and wellbeing summits attended by 500 people in the civil construction industry. Thank you to our fantastic business partners Gallagher, Incolink and Meditac Australia for their continued support.

Along with information updates from WorkSafe Victoria on Psychological Health and Safety Regulations, panellists including Helen Christo from Rokon, Terence Breen from APS and Amanda Cole from NVC Precast plus Positive plans Positive Futures Project Leader Adrian Panozzo shared their different experiences about developing and implementing mental health action plans in their businesses.

We are proud of our project founding partner businesses and the work we have done with them, which has enabled us to refine a potential framework for the civil construction industry to adopt when developing their own mental health action plans.

Where to next?

Our industry has a significant mental health problem and we can’t afford to be reactive. It is clear we need improvement in how workplaces understand and address psychological health in civil construction. An important culture change is needed to empower our people to live and work well.

MEMBERSHIP RENEWAL CAMPAIGN

Throughout the month of June, we launched a campaign focused on 2023 Membership renewals to highlight the importance of the CCF membership and the valuable offerings it brings. The campaign also featured a limited time offer of discounted rates for the 2023/24 membership.

Some of the major membership benefits highlighted through the campaign include:

- > Discounted workplace training at your worksite with our mobile safety trailer.
- > Free member access to the CCF Code and Management System Reference Documents (MSRD).
- > Discounted rates to CCF events.
- > Advocacy for our members and our industry on key issues of concern or interest.

As the month unfolded, we received positive feedback from members which reinforced the value and impact of our member service offerings to the civil construction industry.



“ Being a member of CCFVictoria means embracing advocacy, honouring excellence through annual CCF awards, and supporting the construction industry.

~ Khaled Elagha, Fulton Hogan



Pictured: Clifford Smith, presented with the Ken Edgley Award at the 2022 CCF President’s Lunch

CIVILHQ

During the year, development work commenced on CivilHQ, a new online community platform exclusively for members, which officially launched in mid-2023.

CivilHQ is a purpose built, industry-centred professional space that provides our members with opportunities to network with peers and engage in discussion, get live news updates, events information and gain access to industry resources. Available on desktop and mobile app, CivilHQ is a safe, closed forum that will substantially strengthen CCF's member engagement work, as we are able to provide resources and knowledge more efficiently and effectively to our members.



REGISTER NOW



Within CivilHQ, development work also began on new Communities targeted to specific interests, including:

1. Open Forum

This is our main community where there will be open discussion on important topics with fellow members and industry experts.

2. Victorian Civil Construction Safety Network

Our inaugural Victorian Civil Construction Safety Network will provide 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.

3. Women in Civil

Our Women in Civil Community will be a rich and collaborative space to celebrate achievements and advance initiatives to improve the experiences of women in our sector. Coming soon, our Leadership, Circular Economy plus other industry specific communities will also be launched within CivilHQ.

The ultimate goal for CivilHQ is to see members leading the way in using and interacting on the platform, helping to build a sustainable dynamic civil construction industry.

Thank you to all our members past and present for your support throughout this financial year. We are proud and honoured to be your representative body, providing valuable service and support as well as advocating for members' interests.

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.

Advocacy and representation go hand in hand when it comes to promoting the strategic interests of our members and the wider industry. Throughout this past financial year, our advocacy activities were focused on both state and national issues, the latter delivered in tandem with the CCF National office.

Key topics that focused our attention as well as dominated headlines included issues in workplace health and safety, industrial relations and broader sector capacity constraints.

At a state and national level, the CCF continued to represent our members by engaging with all levels of government on a packed policy and advocacy agenda.

Building on the previous year's CCF Market Capacity Survey which found the civil construction sector was not operating at capacity, we contributed to Infrastructure Australia's 2023 Market Capacity Report, with analysis provided by leading economic research agency BIS Oxford.

Key insights from the 2023 survey included:

- > A quarter of respondents indicated their volume of work has increased more than 50% over the past 12 months;
- > An overwhelming majority advised that if additional projects were tendered, they would be able to meet this additional demand within six months;

- > Key challenges in the successful delivery of infrastructure projects are unfair allocation of risk in contracts, the need to include rise and fall clauses to make the contracts fairer, and the need to attract and train more skilled tradespeople to undertake construction projects;
- > Plant operators, tradespeople and construction workers are three of the most in demand occupations at the present time and this reinforces the need for civil occupations to be appropriately classified as trades in the ANZSCO Coding system.

Allied to this issue, we commenced development of an Industry Whitepaper, Examining Capacity Constraints in the Civil, Land Development and Infrastructure Industries (Urbis), amid concerns at a state level that the civil contracting, land development and infrastructure industries continued to face structural and market-based challenges.

Elsewhere, CCF Victoria contributed significantly to supporting efforts by National to ensure that civil construction was carved out from the application of the harmful multi-employer bargaining provisions. Through our collective advocacy work, we secured an 11th hour exemption for civil construction, after the original exemption from multi-employer bargaining applied only to building and construction. This amounted to a significant win for our members and the wider industry.



REPRESENTATION



GOAL: 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.

In March, we began collaborating with WorkSafe Victoria on the development of new construction guidance material as part of measures to bolster education on the emerging threat of silicosis.

Through this advocacy work, we supported the ban on the use of engineered stone and implementation of appropriate safety of other silicosis-causing materials such as concrete, brick, rocks, cement dust and other material containing silica.

REPRESENTATIVE FORUMS AND CONSULTATIVE COMMITTEES

As well as Worksafe Victoria activities, other representative forums we engaged with on behalf of members included the Water Industry Liaison Committee (WILC); the Local Government Infrastructure Design Association (LGIDA), and; Foundation for Safety Victoria (FFSV) - convening with all groups on a range of health and safety, compliance, regulatory and other topics involving or impacting our members and civil contractors.

TECHNOLOGY



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

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 by 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 provides a Management System Reference Document (MSRD) to help contractors 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.

Learning Management System

CCFVictoria using Cloud Assess Learning Management System (LMS) as their learning platform. 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 1,123 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 from marking for trainers. 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.
 - > The LMS delivered 2,778 unit completions, up 1,395 in the previous year saving 23.1 trees, or 1 ton of paper and \$25,000 amongst an array of other benefits as a result of the transition. Civil Train courseware is now 100% LMS digitised exceeding our 'Net 0' targets for this period.
 - > 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 95 participants.
 - > Migration of 99% of short courses to online assessment has generated more paper savings, accuracy, and time savings.

Training Tablets

CCFVictoria is proud to say we helped set dozens of students up for success through the provision of Certificate III tablets, as part of continuous improvement processes and an increasing shift to using digital technologies and applications across administration, operations and our RTO, Civil Train.

Fifty-six Certificate III students were each equipped with a Samsung Tab A7 Tablet, enabling them to complete their training in the Cert III in Civil Construction - General and Cert III in Civil Construction - Plant Operations courses.



AUDITED FINANCIAL STATEMENTS

DIRECTORS' REPORT FOR THE PERIOD ENDED 30 JUNE 2023

Your directors present this report on the entity for the financial year ended 30 June 2023.

Directors

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

Jason Miller, Steve Traicevski, Antony Caligiuri, John Plumridge, Brad Wereszczuk, Anthony Damiani, Mohamed Elagha and Domagoj Modric.

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 \$349,217 for the period ended 30 June 2023 (2022: surplus of \$229,770).

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 Independence Declaration

The lead auditor's independence declaration for the year 30 June 2023 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

President, CCF Victoria

Dated this 5th day of September 2023

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 2023 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: 7th September 2023

STATEMENT OF PROFIT OR LOSS FOR THE PERIOD ENDED 30 JUNE 2023

	Note	30 June 2023 \$	30 June 2022 \$
Revenues	2	4,650,638	4,178,812
Employee expenses		(2,049,735)	(2,031,048)
Depreciation and amortisation	3c	(165,523)	(105,031)
Bad debts	3a	(1,600)	1,230
National Levy	3d	(134,915)	(107,075)
Interest Expense - AASB 16		(44,070)	(45,192)
Amortisation - right of use asset		(47,461)	(47,460)
Functions, seminars and conference costs		(287,218)	(113,217)
Interest costs		(44,497)	(54,662)
Other expenses from ordinary activities		(1,526,402)	(1,446,587)
Profit from ordinary activities		349,217	229,770
Income tax expense		-	-
Net profit from ordinary activities after income tax expense attributable to the Company		349,217	229,770

STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2023

	30 June 2023 \$	30 June 2022 \$
Profit for the period	349,217	229,770
Other Comprehensive Income for the period	-	-
Total Comprehensive Income for the period	349,217	229,770
Total Comprehensive Income attributable to members of the organisation	349,217	229,770

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	Note	30 June 2023 \$	30 June 2022 \$
CURRENT ASSETS			
Cash and cash equivalents	4	3,220,905	1,001,083
Trade and other receivables	5	995,627	1,566,795
Other current assets	6	95,463	27,117
TOTAL CURRENT ASSETS		4,311,995	2,594,995
NON-CURRENT ASSETS			
Trade and other receivables	7	2,014,283	2,077,583
Plant and equipment	8	678,445	634,058
Intangibles	14	759,379	806,840
TOTAL NON-CURRENT ASSETS		3,518,481	3,518,481
TOTAL ASSETS		6,113,476	6,113,476
CURRENT LIABILITIES			
Trade and other payables	9	3,393,011	1,858,125
Short term provisions	10	146,760	147,386
Borrowings	11	161,381	190,054
Lease Liability	14	55,170	56,855
TOTAL CURRENT LIABILITIES		3,756,322	2,252,420
NON-CURRENT LIABILITIES			
Borrowings	11	791,870	972,272
Lease Liabilities	14	813,088	835,179
TOTAL NON-CURRENT LIABILITIES		1,604,958	1,807,451
TOTAL LIABILITIES		5,361,280	4,059,871
NET ASSETS		2,402,822	2,053,605
MEMBERS' FUNDS			
Accumulated Surplus		2,402,822	2,053,605
TOTAL MEMBERS' FUNDS		2,402,822	2,053,605

STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE PERIOD ENDED 30 JUNE 2023

	30 June 2023 \$	30 June 2022 \$
Balance at beginning of period	2,053,605	1,823,835
Surplus attributable to members	349,217	229,770
Balance at end of period	2,402,822	2,053,605

STATEMENT OF CASH FLOW FOR THE PERIOD ENDED 30 JUNE 2023

	Note	30 June 2023 \$	30 June 2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		5,215,681	3,635,737
Interest received		4,526	43
Payments to suppliers and employees		(2,573,715)	(3,602,132)
Net cash provided by operating activities	13b	2,646,492	(33,648)
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of plant and equipment		(213,049)	-
Net cash (used in) investing activities		(213,049)	-
CASH FLOWS FROM FINANCING ACTIVITIES			
Civil Contractors Federation		63,300	93,545
Borrowings		(209,075)	(135,160)
Lease Payments		(67,846)	(66,516)
Net cash (used in) financing activities		(213,621)	(108,131)
Net (decrease)/increase in cash held		2,219,822	(74,483)
Cash at the beginning of the period		1,001,083	1,075,566
Cash at the end of the period	13a	3,220,905	1,001,083

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2023

	30 June 2023 \$	30 June 2022 \$
NOTE 2: REVENUE		
Operating activities:		
Membership Income (Subscriptions)	1,109,171	1,075,639
Sponsorship	311,139	209,994
Functions	184,722	38,526
Training	2,205,856	2,039,116
Grants	350,118	544,184
Interest Income	4,526	43
Other Income	485,106	271,310
Total Revenue	4,650,638	4,178,812
Revenue by Type of Customer / Funding Source		
Members	1,109,171	1,075,639
Government	350,118	544,184
Other Persons	3,191,349	2,558,989
Total Revenue	4,650,638	4,178,812

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 2023

	30 June 2023 \$	30 June 2022 \$
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	1,600	(1,230)
	1,600	(1,230)
b. Auditor's Remuneration		
Auditor's remuneration – Audit of Financial Statements	9,000	7,000
(other services - \$nil (30 June 2022: \$nil))	-	-
	9,000	7,000
c. Depreciation and Amortisation		
Plant and equipment	113,225	43,452
Motor vehicles	52,298	61,579
	165,523	105,031
d. Levy		
National office levy	134,915	107,075
	134,915	107,075
The levy is imposed by Civil Contractors Federation to assist in funding the operations.		
e. Other significant items of expenditure		
Movement in credit loss provision	92,348	-
Write-off of unrecoverable sundry debtors	55,304	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2023

	30 June 2023 \$	30 June 2022 \$
NOTE 4: CASH AND CASH EQUIVALENTS		
Current		
Cash at bank	3,220,905	1,001,083
	3,220,905	1,001,083
NOTE 5: TRADE AND OTHER RECEIVABLES		
a. Current		
Trade debtors	1,115,627	1,484,643
Less: Provision for doubtful debts	(120,000)	(27,652)
	995,627	1,456,991
Sundry and other debtors	-	109,804
	995,627	1,566,795
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	85,583	11,105
Stock on Hand	9,880	16,012
	95,463	27,117

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 JUNE 2023

	30 June 2023 \$	30 June 2022 \$
NOTE 7: TRADES AND OTHER RECEIVABLES		
a. Non-Current		
Loan – Civil Contractors Federation (Unsecured and Interest-free)	2,014,283	2,077,583
	<u>2,014,283</u>	<u>2,077,583</u>
NOTE 8: PLANT AND EQUIPMENT		
Motor vehicles – at cost	508,335	414,249
Less: Accumulated depreciation	(259,622)	(208,265)
	<u>248,713</u>	<u>205,984</u>
Plant, property and equipment – at cost	831,463	719,732
Less: Accumulated depreciation	(401,731)	(291,658)
	<u>429,732</u>	<u>428,074</u>
Total plant and equipment – net book value	<u>678,445</u>	<u>634,058</u>
Balance - start of year	634,058	758,739
Depreciation	(165,523)	(105,031)
Additions	213,049	-
Disposals	(3,139)	(19,650)
Balance - end of year	<u>678,445</u>	<u>634,058</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 JUNE 2023

	30 June 2023 \$	30 June 2022 \$
NOTE 9: TRADES AND OTHER PAYABLES		
a. Current		
Deferred income	3,063,759	1,296,227
Creditors and accruals	329,252	561,898
	<u>3,393,011</u>	<u>1,858,125</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	89,445	96,956
Provisions for long service leave	57,315	50,430
	<u>146,760</u>	<u>147,386</u>
b. Annual Leave		
Opening Balance	96,956	101,723
Additions	139,153	137,843
Utilised	(146,664)	(142,610)
Closing Balance	<u>89,445</u>	<u>96,956</u>
c. Long Service Leave		
Opening Balance	50,430	50,430
Additions	6,885	-
Utilised	-	-
Closing Balance	<u>57,315</u>	<u>50,430</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 2023

	30 June 2023 \$	30 June 2022 \$
NOTE 11: BORROWINGS		
a. Current		
Hire Purchase Liability	42,017	73,219
Business Loan	119,364	116,835
	<u>161,381</u>	<u>190,054</u>
b. Non-Current		
Hire Purchase Liability	11,430	69,939
Business Loan	780,440	902,333
	<u>791,870</u>	<u>972,272</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 2023

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 2023 \$	30 June 2022 \$
KMP compensation		
Short-term employee benefits	442,367	510,521
Post-employment benefits	56,219	48,964
Other long-term benefits	-	-
	<u>498,586</u>	<u>559,484</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 2023

	30 June 2023 \$	30 June 2022 \$
NOTE 13: CASH FLOW INFORMATION		
a. Reconciliation of Cash		
Cash at bank	3,220,905	1,001,083
	<u>3,220,905</u>	<u>1,001,083</u>
b. Reconciliation of Cash Flow from Operations with Profit after Income Tax		
Operating profit / (loss) after income tax	349,217	229,770
Non-cash flows in profit/(loss) from ordinary activities		
- Net loss on disposal of assets	3,139	19,650
- Depreciation and amortisation	165,523	105,031
- Amortisation – AASB 16	47,461	47,460
- Interest-ROU liability	44,070	45,192
- Write-off of bad debts	1,600	-
Changes in operating assets and liabilities		
Decrease/(Increase) in receivables	569,568	(542,988)
Decrease/(Increase) in other assets	(68,346)	42,649
(Decrease)/Increase in trade and other payables	1,534,886	91,651
(Decrease)/Increase in provisions	(626)	(4,767)
Net cash provided by operating activities	<u>2,646,492</u>	<u>(33,648)</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2023

	30 June 2023 \$	30 June 2022 \$
NOTE 14: INTANGIBLES		
a. Leases - Right of Use Assets (ROU) and related Liability		
Right-of-use asset		
Opening carrying value	806,840	854,300
Right-of-use asset recognised	-	-
Additions to right-of-use assets	-	-
Amortisation Charge for right-of-use asset	(47,461)	(47,460)
Carrying amount of right -of-use assets	<u>759,379</u>	<u>806,840</u>
Lease liability		
Opening carrying value	892,034	913,358
Lease liability recognised	-	-
Add interest expense	44,070	45,192
Less lease payments	(67,846)	(66,516)
Carrying amount of lease liability	<u>868,258</u>	<u>892,034</u>
Maturity (undiscounted cash flows)		
Within 1 Year	55,170	56,855
More than 1 Year but less than 5 Years	252,264	259,971
More than 5 Years	560,824	575,208
	<u>868,258</u>	<u>892,034</u>

CCF's lease portfolio includes buildings. The lease term is 30 years and is accounted for in accordance with AASB16. 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 2023

NOTE 15: CAPITAL EXPENDITURE COMMITMENTS

At 30 June 2023, the entity has no capital expenditure commitments.

NOTE 16: EVENTS SUBSEQUENT TO BALANCE DATE

At 30 June 2023, there are no subsequent events to report.

NOTE 17: ECONOMIC DEPENDENCY

The Company was economically dependent on ongoing funding in the form of membership fees.

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 member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity.

DIRECTORS' DECLARATION

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

- 1 The financial statements and notes, as set out on pages satisfy the requirements of the *Corporations Act 2001* and;
 - a Comply with Australian Accounting Standards – Simplified Disclosure applicable to the entity; and
 - b Give a true and fair view of the financial position of the entity as at 30 June 2023 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

President, CCF Victoria

Dated this 5th day of September 2023

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 2023, the statement of profit or loss and 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 2023 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 2023, 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 or the Financial Report

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

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

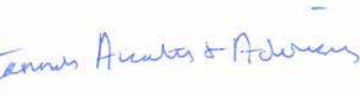
As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

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

conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- > Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report, represents the underlying transactions and events in a manner that achieves fair presentation.
- > Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the entity audit. We remain solely responsible for our audit opinion.

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



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



MB Shulman
Registered Company Auditor (163888)
Dated: 7th September 2023

CORPORATE DIRECTORY

The following Directors held office as members of the Committee / Board of Management of the Victorian Branch during the 2022-2023 financial year:

BOARD MEMBER	POSITION
Antony 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



ANTONY DAMIANI



ANTHONY CALIGIURI



STEVE TRAICEVSKI



JOHN PLUMRIDGE



KHALED ELAGHA



JAY MILLER



DOM MODRIC



BRAD WERESCZCUCUK

Board Meetings

The full Board met a total of five times during the financial year:

- > August 2022 saw seven board members in attendance including: Antony, Steve, John, Khaled, Jay, Dom and Brad
- > October 2022 saw all eight board members in attendance Including: Antony, Steve, John, Dom and Brad
- > February 2023 saw six board members in attendance including: Antony, Anthony, Steve, John, Jay and Brad
- > April 2023 saw six board members in attendance including: Antony, Steve, John, Khaled, Jay and Dom
- > June 2023 saw all eight board members in attendance including: Antony, Steve, John, Khaled, Jay, Dom and Brad

In addition the Board Executive team met every alternate month.

Board Resignations & Appointments

During the course of the 2022-2023 financial year, we had no resignations amongst the board, and we have been working together to drive the new CCFVictorian Strategy within the year to push us into the future.

BUSINESS PARTNERS

CCFVictoria would like to acknowledge its financial supporters and sponsors in 2022-2023.

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