



**CIVIL CONTRACTORS
FEDERATION
TASMANIA**

ANNUAL REPORT 2023



ccftas.com.au

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**Audited Financial Statements
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About CCF Tasmania

The Civil Contractors Federation Tasmania is the civil construction industry peak body and business association in Tasmania. CCFTas is the leading voice of the civil infrastructure design, construction and maintenance industry in our state.

We represent, promote, protect, connect and service the civil construction industry, locally and nationally, to ensure our members' views are expressed and heard.

Civil Construction is a critical industry to Tasmania's prosperity and productivity. CCFTas members are responsible for the construction and maintenance of infrastructure, including roads, bridges, pipelines, drainage, ports and utilities. We are critical to other industries including vertical construction, engineering, transport, agriculture and mining, and our members play a vital role providing earthmoving and land development services, including the provision of power, water, communications and gas to benefit all Tasmania.

As an industry, our members employ more than 2000 people across the state in 270 businesses.





Vision Statement

Supporting and enabling Tasmania's Civil Sector to successfully, safely and effectively deliver innovative infrastructure for our community.

Mission Statement

To be the trusted voice of the civil industry, creating member and stakeholder value.

Our Goal

Enabling the delivery of the civil infrastructure pipeline of works using highly skilled and professional resources and innovative solutions.



President's Report

It is my pleasure to present the Civil Contractors Federation Tasmania's 2023 Annual Report, demonstrating another productive, busy and successful year. It is clear that we have much to be proud of in the civil construction sector in Tasmania ... but just as importantly there is much we need to fight for.

Following the announcement by the Federal Infrastructure Minister, Catherine King, of the review of the Federal Government's \$120 billion infrastructure fund, we know it is highly important to remind our political and bureaucratic leaders of the need to ensure a clear pipeline of activity within our industry.

Without this pipeline and clear guidance of how it will look, it is impossible for any size business within the civil contracting sector to plan for the future and have the confidence to employ staff.

I am happy to report that your federation has made this point clear to leaders both in Hobart and in Canberra to ensure that we all can be confident of the future.

I also note that this is my final update for the annual report as I step down as President of the Civil Contractors Federation Tasmania. I have enjoyed my time at the helm of this organisation and it has been both an honour and privilege to serve in this role.

I thank Andrew Winch for his energy, commitment and contribution since taking up the role of CEO for the organisation in July last year. Andrew has brought his passion and professionalism to the role which has enabled us to grow and improve, extending the good work of his predecessor.

I would also like to thank the Board for their support and wisdom over the years as well as the efforts of our hardworking staff in the CCF Tasmania office.

The CCF is always looking for good people to help us and there are great opportunities to have a say and an impact in our various committees. I encourage you to join up and help shape the organisation and our industry.

Thank you all for your support. It has been a pleasure to serve as President and I offer my replacement all the support they will need going forward to make sure this organisation can thrive and grow as we face the challenges of the future.

A handwritten signature in black ink, appearing to read 'W. Abbott'.

William Abbott
President
CCF Tasmania





CEO's Report

It's hard to believe it's been a full year since I did my first report, having only recently stepped into the role of CEO for this impressive organisation. A lot has happened in the last 12 months: we have had our share of challenges but also recorded many achievements.

We have continued to provide members with professional services, specialist advice, support and representation. We promote and support our industries and the Tasmanian community's best interests through our advocacy to government. Our sector is one of the most important to the state's economy and when the civil sector is strong, Tasmania is strong.

CCF Tasmania has represented the interests of members, and the broader civil construction sector, on several key government and industry roundtables, forums and committees to ensure our industry has a voice. It is clear that our consistent and collective voice to all levels of government on the issues and challenges confronting the civil construction industry is being heard.

We have and will continue to call on both sides of government to:

- deliver on all the infrastructure-related expenditure committed in the state budget
- release a comprehensive infrastructure pipeline and provide regular updates
- commit to biannual infrastructure roundtables
- continue to support the High Vis Army and CCF Tasmania so that we can work with industry to identify skills and training gaps, and develop solutions.

The High Vis Army program continues to build momentum with some fantastic results for our sector and the broader building and construction industry. Some High Vis Army project highlights from the past 12 months include:

- We have over 100 civil businesses participating in the High Vis Army Skills Audit program.
- Our Project Officers have had over 1600 conversations with industry.
- There have been 330 participants in our partnered pre-employment training programs with another 8 programs to be delivered by December.
- We have had over 2000 student conversations at school career days and college presentations.
- We have partnered in over 50 career awareness programs with employment service providers and supporting agencies.
- Over 15,000 patrons have been exposed to the career opportunities in civil construction at community trade shows, events and career expos.
- Our Civil Construction training commencements have grown by 65% in the last two years.



CEO's Report (Cont.)

The High Vis Army program also supports the **Your Speed is Our Safety** campaign and we continue to work with the State Government, the Road Safety Advisory Council and the Traffic Management Association of Tasmania to deliver the message to all road users. It is imperative that when our people go to work, they are safe, and they all come home.

While we have showcased our industry to thousands of people, there's still a very low understanding of the career opportunities available in the civil construction sector so this has been, and will continue to be, critical activity for us.

Congratulations to all our finalists and winners at the 2022 Tasmanian Earth Awards. All our State Earth Award winners went on to be finalists in the CCF National Earth Awards for 2022. A special mention goes to Treloar Civil & Quarries for taking out the National Award for a project under \$2 Million.

I'd like to take the opportunity to recognise and thank the hardworking, passionate and dedicated team at CCF Tasmania. We are a small team, but we have delivered amazing outcomes for our industry and will continue to do so.

I thank outgoing Chairman Bill Abbott for his commitment to the betterment of our industry and all the support he has provided to myself, the Board and members of CCF Tasmania. Thanks also to the whole CCF Tasmania Board for all their advice, guidance and backing over the past 12 months to ensure my team and I can be empowered to best serve the organisation and our members.

I'd also like to thank all our committee Chairs and committee members. We have 6 Advisory Committees that support the Board. CCF Tasmania couldn't function as well as it does without these committees and we appreciate their contribution to our success.

Finally, but most importantly, my personal thanks to all our CCF Tasmania members. Our members are the heart of everything we do at CCF Tasmania. We will continue to work for you through our commitment to supporting, representing and advocating for our industry in Tasmania and nationally. We are your voice, and we proudly represent the interests of our community of members in everything we do.



Andrew Winch
Chief Executive Officer
CCF Tasmania





CCF National Update

I am pleased to provide this report summarising the main activities and achievements of Civil Contractors Federation National over the past 12 months.

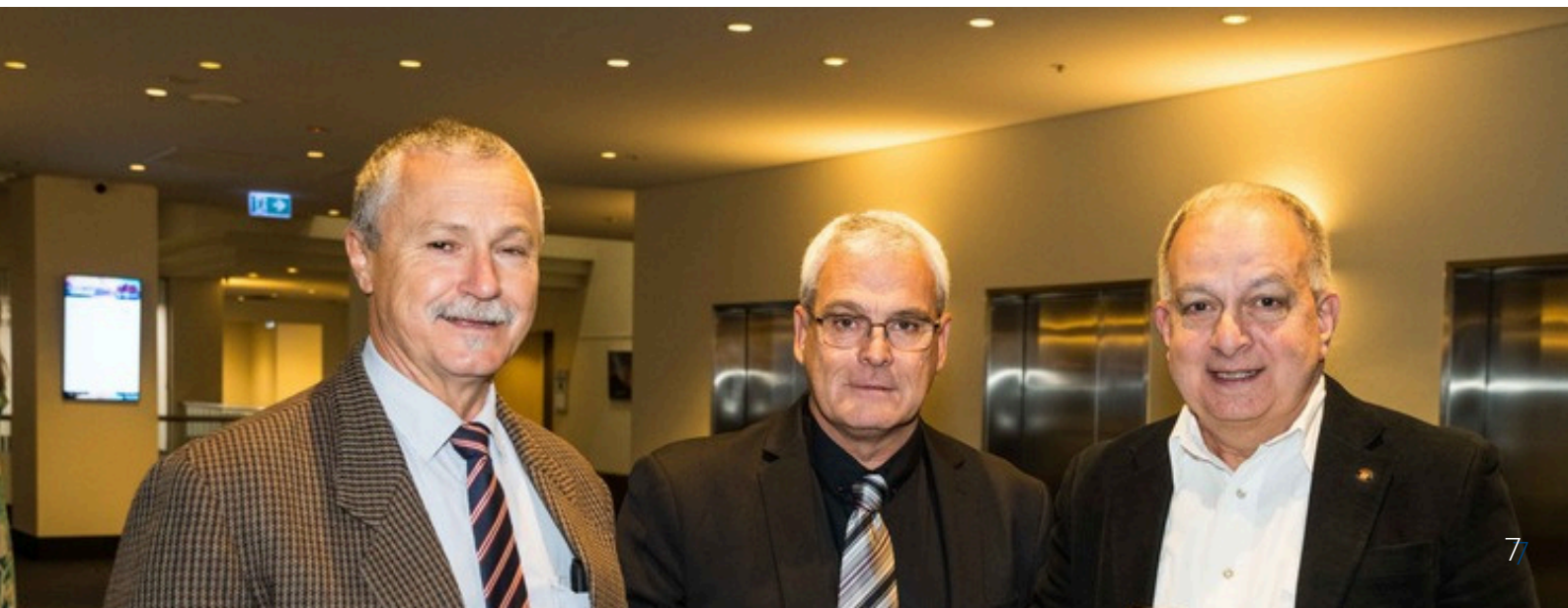
Thanks, at the outset, to Bill Abbott, Ashley Cooper and Andrew Winch for their contributions and ongoing support of CCF Tasmania members and the CCF National office by contributing to the many issues under consideration and attending the various meetings throughout the year.

Australia has continued to operate with a higher degree of normality over the past 12 months following a turbulent period brought about by the COVID pandemic and the civil construction industry is tackling the construction pipeline with strong commitment.

CCF National continued to advocate to government for a sustained level of infrastructure investment over the next 10–15 years to match industry capacity and thereby generate much needed economic and employment growth in the Australian economy. This includes a greater allocation of funding to mid-tier contractors by disaggregation of major projects to facilitate greater access.

To assist our advocacy efforts, your national body recently completed its Annual Infrastructure Market Capacity Survey that focused on obtaining data across three key areas with the results being submitted to the federal government via Infrastructure Australia. Specifically, the key findings include the following:

- A quarter of respondents indicated their volume of work has increased more than 50% over the past 12 months.
- A large proportion of mid-tier companies said they could take on additional work, with around a third saying they could take on between 10% and 25%.
- Companies confirmed they had additional capacity to take on this additional work in both metropolitan and rural/regional areas.
- Almost half the respondents advised their costs have increased by between 10% and 25%.



CCF National Update (Cont.)

Without doubt our biggest victory this year was successfully lobbying to remove the civil construction industry from the multi-employer bargaining provisions of the Federal Government's Fair Work Amendment (Secure Jobs, Better Pay) Bill 2022 which was passed by the Federal Parliament on 2 December 2022.

Our advocacy efforts also included the following including:

- Successfully obtaining a review into civil construction occupations with the Australian Bureau of Statistics (ABS). A comprehensive CCF submission is currently being assessed by ABS to upgrade and include several new civil occupations in the ANZSCO Coding list so apprentices, employers and training bodies can access various financial incentives on offer by the federal government.
- Providing a detailed submission into the Federal Governments 90-day review of its infrastructure funding pipeline – at the time of writing this report the government has not released its findings.
- Supporting the Federal Governments Buy Australian Plan that provides greater opportunities for mid- and small- tier Australian companies to participate in the infrastructure pipeline helping to build and strengthen our sovereign capability.
- The inclusion of cost escalation clauses in a number of state transport and infrastructure agencies to take into account the rising cost of materials.

Farewell and thankyou!

In closing, the strength of the CCF is evidenced by its 80th anniversary this year and I have been privileged to be part of this journey by serving you as the Civil Contractors Federation National CEO for the past 7 years.

This will be my last report to CCFTas members as I have decided to stand down and pass the baton onto a successor.

I wish to thank every member of CCF Tasmania, the CCFTas Board and CCFTAS staff for their continued support during my tenure and I wish every one of you good health and prosperity for many years to come.

Christopher Melham

**Chief Executive Officer
Civil Contractors Federation National**



Strategic Pillars For Success

5 Pillars

1

Membership Value Proposition

Delivering tangible value to our members and associations enabling retention, membership upgrade and continuing growth through new membership.

2

Voice and Advocacy for the Industry

Being the voice for the industry influencing government policy, grant and funding allocation, and delivery of fair, sustainable and transparent procurement practices and models.

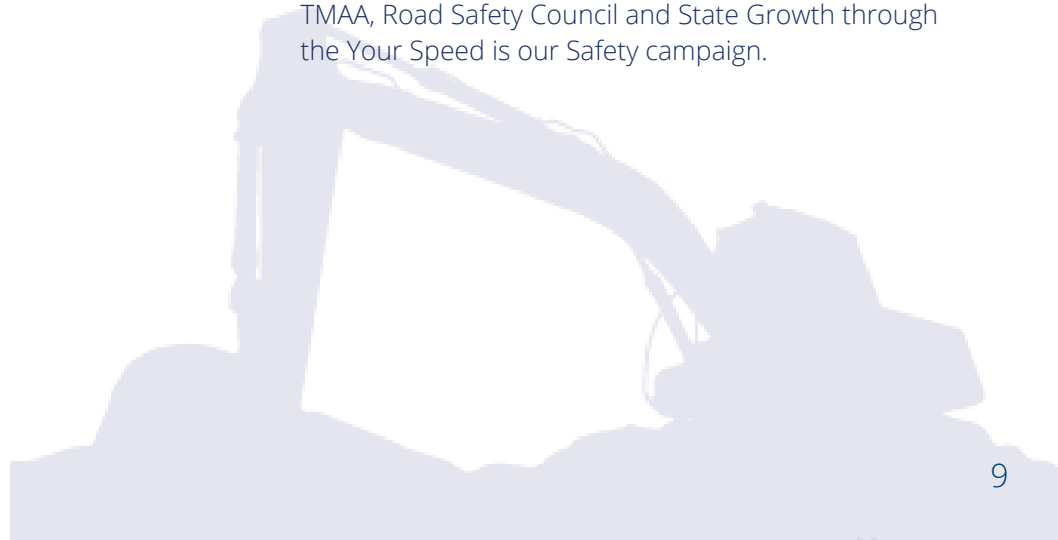
3

Innovation and Performance

Supporting and enabling the adoption of innovative practices and technology to improve industry performance in safety, productivity and value for money.

Our actions

- We continued to review, evolve and improve member benefits that are relevant to our membership.
- We allocated dedicated resources to developing and refining our member offering to ensure we have an attractive member scheme.
- We are directly communicating with 3 tiers of government (Local, State and Federal) on behalf of the industry.
- We have raised the awareness of our sector to the broader Tasmanian community giving us a louder voice when advocating for change.
- We engage with the Tasmanian Government via the Infrastructure Round Table, State Roads, Industry Consultative forum, Tasmanian Energy Workforce Action Committee and direct contact with relevant Ministers and their respective Departments.
- We are advocating and influencing at all levels for improved procurement processes and contract profiles across the industry.
- We continue to advocate for a clear pipeline of works to provide business owners the confidence they require in developing their teams and equipment to meet the needs of the market.
- We are 'Supporting Women to Succeed' in partnership with Communities Tasmania to grow participation of women in our industry.
- We've celebrated and recognised the amazing work and people in our industry with our annual Earth Awards and other industry events.
- We are promoting road safety in partnership with the TMAA, Road Safety Council and State Growth through the Your Speed is our Safety campaign.



Strategic Pillars For Success (Cont.)

5 Pillars

4

Talent Acquisition and Retention

Attracting and retaining exceptional talent to the industry enabling current and future requirements for the growth of the industry.

5

Career, Skills and Training Enablement

Developing our workforce through value adding and relevant certifications, training and qualifications for the civil sector.

Our actions

- We are continuing to expand our workforce attraction programs, through schools and community groups, raising awareness of the career opportunities in civil.
- We have built a stronger organisation to support the future needs of our sector.

- We are working in partnership with TasTAFE and other RTOs, to advocate for change in training delivery and resources, to ensure the Industry training demands are met.
- We continue to promote the civil construction sector as an attractive career path for both school leavers and potential industry entrants of all ages and backgrounds.

We will continue our work to deliver to these strategic pillars in 2023/2024, with a strong focus on advocacy, membership growth and retention. Civil Contractors Federation Tasmania aims for all activities to be strategically led and guided by our encompassing pillars.







Advocacy and Representation

The Civil Contractors Federation has successfully built on the wins of previous years, to ensure our voice is heard at all levels of the community, both political and social.

In 2022/2023 we continued to keep members up-to-date through regular newsletters, breaking news alerts and social media posts, using multiple platforms and channels to communicate as part of our communication strategy.

We have regularly communicated with the community via the media on a range of topics, including roadworks, road safety, infrastructure investment, water and sewerage, workforce development as well as skills and training.

Our strong relationship with the Tasmanian Government continues as does our relationship with the Labor Opposition.

We continue to encourage the Tasmanian Government to invest more in infrastructure and will ensure there is an adequate pipeline of projects as well as skills, training and job site safety.

We have worked with Infrastructure Tasmania and continued our longstanding engagement with State Roads via the Industry Consultative Forum. This forum has been the catalyst to CCF Tasmania effecting change for the benefit of all members.

CCF Tasmania has collaborated with our High Vis Army partners and associated peak bodies on initiatives to successfully build awareness of careers opportunities in the Civil Construction sector.

In addition to our external activities, CCF Tasmania is increasing the effectiveness of our advocacy by working with our Women in Civil, Health and Safety, Skills and Training Technical and High Vis Army Advisory Committees. These groups have allowed members to share their expertise for the benefit of the broader industry and work to find solutions to real industry issues.

Our Commitment to Progress

We continue to make an annual budget submission to ensure the State Government clearly understands the priorities of our industry. This year, our submission included requests to:

- Improve safety for roadworkers.
- Release a comprehensive infrastructure pipeline and provide regular updates.
- Enhance recruitment and upskilling in the industry via the High Vis Army.
- Increase recurrent expenditure for road network maintenance.
- Continue to fund training and skills development.
- Invest in the circular economy associated with civil construction.
- Deliver on all the infrastructure-related expenditures committed in previous budgets.



High Vis Army Update

Skills audit program

CCF Tasmania launched its civil construction industry skills audit program, targeting both member and non-member organisations. The program will establish a skills matrix which informs future training and workforce development needs. The skills audit program is ongoing with currently over 100 industry businesses participating.

Your Speed is Our Safety media campaign

The Your Speed is Our Safety campaign is a partnership between the Tasmanian Government, CCF Tasmania and the Road Safety Advisory Council with the assistance of the Traffic Management Association of Tasmania (TMAA).

The campaign was launched by the Hon. Michael Ferguson MP on Friday 2 September 2022 in Launceston. This campaign is a critical community awareness program that impacts the daily safety outcomes of our road workforce with simple and clear messaging to slow down for roadworkers: your speed is our safety.

Civil sector career awareness

CCF Tasmania has been actively raising awareness of the sector as an attractive career opportunity at a range of career expos and events such as the Launceston Building Expo, Fearless Festival, Catholic Education Careers Expo and Agfest. This exposes the range of jobs and the opportunities on offer in civil construction; it has and will continue to significantly raise the profile of the sector and assist civil business to attract new entrants. A key learning from this activity has been the very low level of knowledge of the range of careers available in civil construction including that of school career advisors.

Simulation and training facilities

CCF Tasmania is preparing a business case to purchase simulators for the state and completing a needs analysis research project for a live training facility. The simulators' primary function, in the next two years, will be to help attract employees, promote careers and possibly become an element of a school immersion program. They will also be used as an ongoing training tool for the sector.

Appropriate and purpose-built training facilities for civil construction in the state is a priority for CCF Tasmania and this early research work will underpin our future business case.

Civil construction pre-employment program and Women in Civil

In 2023 CCF Tasmania, TasTAFE and other RTOs have run pre-employment training programs to upskill people to join the civil construction industry. The programs range from full time, over six weeks to short one week introduction to the industry programs. The full time program is made up of four weeks classroom based and practical training followed by a two week work placement with industry host employers.

CCF Life Member Update

Adrian Granger

Congratulations go to Adrian Granger who has been recognised as our most recent Civil Contractors Federation Life Member. This is a wonderful achievement and all at CCFTas extend their congratulations.

Adrian's CCF Life Membership was announced and presented at the 2022 National Earth Awards by CCF National President Mick Boyle and we're very pleased to welcome him into this prestigious group of national life members.

Despite having to manage the affairs of his own civil construction business, Kelly Civil Contracting, Adrian devoted more than 20 years of service as a Board Member of both Civil Contractors Federation National and Civil Contractors Federation Tasmania.

CCF National has been through a major organisational restructure in recent times, and Adrian was a key figure in ensuring it's success. He acted as a conduit between the CCF Board and the grassroots members in Tasmania by providing a two-way flow of information and it is wonderful that we are all now able to enjoy the benefits of this work.

In addition to ensuring CCF remained compliant with its Constitution and legislative obligations, Adrian was also a major contributor to the formulation of the current Civil Contractors Federation Strategic Plan which defines the core objectives and operation plan for both our advocacy, governance and public relations programs.





Our Events

CCF Tasmania hosts three main events every year: the annual President's Lunch, the Women in Infrastructure Gala Dinner and the Tasmanian Earth Awards. We also host a number of networking events throughout the year. Support and attendance at our events continues to grow and they provide a great opportunity to mix with CCF Tasmania members, product and service providers, key industry stakeholders, and all levels of government.

Tasmanian Earth Awards 2022

The 2022 Earth Awards was a great success with over 540 guests enjoying the industry night of nights. We had winners across 4 Earth Award Project Categories and 7 State Award Categories. Congratulations to all our finalists and winners for 2022.

National Earth Awards 2022

The winners of the 2022 Tasmanian Earth Awards – Batchelor Construction Group, GRADCO, Stabilised Pavements of Australia, Shaw Contracting and Treloar Civil & Quarries joint project with Kentish Council – went on to represent our state in the 2022 CCF National Earth Awards.

Our National Champion

Treloar Civil & Quarries and Kentish Council joint project was named the winner for the 2022 National Earth Awards – project up to \$2 Million, winning the top award for their Wilks Road Lorinna Extension and Upgrade.

Congratulations to the team at Treloar Civil & Quarries and the Kentish Council for this national industry recognition, proving again that Tasmania can deliver the best in the country.



Our Events (Cont.)

President's Lunch 2022

The President's Lunch was attended by 135 guests. CCF Tasmania's President, Mr Bill Abbott, reflected on the past 12 months in the civil sector.

This networking luncheon provided an opportunity for industry and government partners get together to share ideas. Our speakers were Tracey Groombridge from Lifeline, who provided informative content on Psychological Health and Safety at Work, and Lee Gabbett, General Manger of Institute of Civil Infrastructure who provided information on how the institute can assist with upskilling the current workforce.

Women in Infrastructure 2023

The 2023 Women in Infrastructure Gala Dinner was held at Wrest Point Casino with a Hollywood Glam theme. We asked our guests to bring out their 'Hollywood Glamour' to shine a light on the amazing women in our sector.

Our keynote speaker for the evening was Rebecca Pickering, Chief Executive Officer of the Civil Contractors Federation SA and Director Civil Apprenticeships and Careers Ltd. With over 300 attendees, this was a night to be remembered. We thank our wonderful event partners for their support in making it possible and their ongoing support of Women in Infrastructure.

Networking Events Statewide

CCFTas has a robust annual schedule of regular networking events that we hold around the state. Our series includes our Speed Networking Events, which are a great opportunity to hear from Associate Members and what they do. We also held our regular industry breakfasts, which provided an opportunity for professionals to share insights with our members in related areas of business. Our regular evening drinks are ever popular with members as they provide an opportunity to chat and network with our staff and other members in a casual environment.





Thank you to our event partners



Committees and working Groups

Civil Contractors Federation Tasmanian Board Committees 2022/2023

The CCF Tasmania Board has 6 committees that support them and we would like to thank and acknowledge their contribution to our organisation.

Committee	Chair	Committee Members
Finance & Risk	Matt Grundy	Bill Abbott, Muhammed Khan, Andrew Winch
Health and Safety	Jim Irvine	Ashley Cooper, Stewart Cameron, Tony Butler, Andrew Winch, Damien Dawes
HVA	Bill Abbott	Matt Grundy, Joe Luttrell, Andrew Winch
Skills & Training	Neridene Bracken	Jason Reed, Andrew Winch, Sean Crane, Damien Dawes, Damien Pierce, Neil Armstrong, Bridget van de Kamp, Amber Forrest
Techinal	Joe Luttrell	Maurice Bradley, Stewart Geeves, Brenton Stead, Jesse Brunskill, Luke Calvert, Brendon Moore, Andrew Winch
Women in Civil	Johanna Gregg	Meg Lillico, Meaghan Volker, Ruth Dowty, Sharon O'Halloran, Madeline Bennett, Kirsty Lyons, Jodie Johnson, Amber Forrest, Andrew Winch

Civil Contractors Federation Tasmanian Working Groups 2022/2023

CCF Tasmania participates in a range of working and advisory group below are some of the key groups we are involved in.

Industry working groups	Representative/s
State Roads Industry Consultative Forum	CCF Tasmanian Board Members, CEO and key industry stakeholders
Building and Construction Roundtable	CCF Tasmania President and CEO
TEIWAC - Tasmanian Energy and Infrastructure Workforce Advisory Committee	CCF Tasmania Board Member and CEO
DECYP Building & Construction Industry Advisory Committee	CCF Tasmania CEO
Local Jobs Taskforce	CCF Tasmania CEO
Small Business Council	CCF Tasmania CEO
TMAA	CCF Tasmania CEO

Corporate Directory

Civil Contractors Federation Tasmanian Board

The Board met a total of six times during the year: in September, November and December 2022, and February, April and June 2023.

Board Member	Position	Member Organisation
William Abbott	President	Ian Harrington Group
Ashley Cooper	Vice President Board Member	Blackcap Group
Matthew Grundy	Treasurer Board Member	Fulton Hogan
Jesse Brunskill	Board Member	Hazell Bros
Neil Armstrong	Board Member	Gradco
Jack van Ek	Board Member	Bridgepro
Daniel Longey	Board Member	VEC Civil Engineering
Muhammed Khan	Board Member	DCS Civil
Joe Luttrell	Board Member	Shaw Contracting

Chief Executive Officer

Andrew Winch

Principal Office

Level 3, 116 Bathurst Street, Hobart Tasmania 7000

Bookkeeper

The Bookkeeping Society
Courtney Berechree

Accountant

Scanlan Richardson/Collins SBA

Auditor

Stannards Chartered Accountants

Banker

Commonwealth Bank Australia

CCF Tasmania Staff

CEO

Andrew Winch

Operations

Amber Forrest

Events and Membership

Kira Atkinson

High Vis Army

Bridget van de Kamp

High Vis Army – North/North West

Shane Cornelius

High Vis Army – South

John Eastwood



CCF Tasmania Audit Report

FY 2022-23



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