




2024 ANNUAL REPORT

The Civil Contractors Federation is the peak body representing Australia's civil construction industry, supporting members' businesses and providing a unified voice to all levels of government.



CCF is the nationally recognised peak body representing the industry nationally for civil construction which refers to the design, construction, and maintenance of the physical and naturally built environment, including public works such as roads, bridges, dams, airports, ports, drainage, energy, water, sewerage systems, pipelines, and railways which is truly National Community Enabling Infrastructure that builds Australia.

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Chairman's Report

It is my pleasure to present this year's President's Report, highlighting the achievements and significant progress Civil Contractors Federation National Office (CCF) which comprises Civil Contractors Federation National Registered Organisation and Civil Contractors Federation Australia Limited has made nationally on behalf of our industry in 2024.

After a short period of transition in late 2023, where I acted as the interim CEO, in January 2024 we welcomed a new CEO, Nicholas Proud, who has had an immediate positive impact. Nicholas has built and energized a small and effective National team who are delivering outstanding support and advocacy for our members. This refreshed leadership is strengthening our efforts, ensuring we remain proactive and effective in addressing the key issues facing civil construction in Australia.

CCF's national presence has been elevated over this period. We've become prevalent in the media, consistently increasing our visibility and influence across the country. This heightened profile and national engagement with political, departmental and regulatory decision makers is helping to drive awareness and support for our industry at all levels.

CCF has continued to advocate to the government for a sustained level of infrastructure investment over the next 10 years to ensure we can grow and develop our industry capacity. We reinforced that a strong and sustainable local industry is critical because it will be our industry and our members will deliver the infrastructure for the energy and fuel transition that the country requires.

The six pillars of the CCF National policy platform confirmed at our February 2024 Strategy Day and set out in our Business Plan are:

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

A key highlight this year has been CCF's appearance before Parliament to give evidence to the Parliamentary Inquiry into local government, where we advocated on behalf of our members for policies that promote sustainable and fair practices across the civil construction industry.

As the year developed, the importance of the CCF's role as the Registered Organisation for civil construction enabled the federation to have a significant say in the national debate and helped us establish a good working relationship with the Minister for Workplace Relations and Employment, Murray Watt MP, Shadow Minister Senator Michaelia Cash and former Minister Tony Burke MP.

Industrial relations issues and matters came more and more into focus. Industrial relations will be a major focus of CCF National over the next few years as we push to restore civility to civil worksites.

Another milestone this year has been CCF's appointment to both the Federal Government's National Construction Industry Forum, the Building Ministers' Industry Dialogue and the Fair Work Ombudsman's Building and Construction Reference Group. These appointments are pivotal in representing the voice of civil contractors at the highest levels of government, allowing us to influence decisions that will shape the future of our industry.

Additionally, CCF has taken a leading role in advising on the government's industrial relations framework, particularly following recent allegations involving CFMEU members. Our input has been essential in ensuring fair and sustainable practices within the construction sector.

We are also excited to announce the return of the National Summit, taking place in Canberra this November. Over 400 contractors and industry experts will come together for two days of insightful workshops and discussions, culminating in the highly anticipated National Earth Awards. This event not only celebrates excellence within our sector but also provides a platform for collaboration and forward-thinking strategies to drive our industry's future.

In the lead-up to the upcoming election, the CCF has met with Ministers, Shadow Ministers, and key crossbenchers to advocate for the continued growth and support of our industry. These meetings reinforce our commitment to championing policies that promote infrastructure investment, skills development, and a fair industrial landscape.

Looking ahead, I am confident that CCF's efforts, alongside our dedicated members, will continue to drive meaningful change and sustain the prosperity of our industry. I wish to acknowledge the eight CCFA Ltd Member States and Territories, including their dedicated Boards, staff, and CEOs for their tireless efforts across the year.

I would especially like to again acknowledge the support I received from the State and Territory CEO group as CCF navigated the recruitment of a new CEO in 2023. I would also like to thank my fellow Board members of both CCF Australia Limited (CCFA LTD) and CCF National Registered Organisation (CCFNRO). These efforts nationally seek to bolster CCF's State and Territory branches who are working tirelessly, strengthening our advocacy efforts and building a unified approach that delivers the greatest benefit to our members across Australia. I give thanks to the hardworking CEOs and Staff of the State and Territory Branches and their respective boards.

CCF National Office is working hard to improve the industry not only for our members but also for the benefit of the whole country.

That would not be possible without the collective efforts of my fellow CCF Board members, a dedicated and hardworking group, who tirelessly work on behalf of the organisation.

Finally, and most importantly, I wish to thank our members because your continued support of our industry association provides much more weight to our collective advocacy.



Mick Boyle
National President
Civil Contractors Federation

CEO's Report

It is a privilege to provide an update from my first year as CEO of the Civil Contractors Federation National Office (CCF) comprising Civil Contractors Federation National Registered Organisation and Civil Contractors Federation Australia Limited.

Throughout 2024, we have intensified our advocacy efforts, engaging closely with Ministers and Shadow Ministers who are keen to understand the critical role civil contractors play in delivering essential housing and community-enabling infrastructure.

The past 12 months have been dedicated to underpinning a solid foundation for the CCF nationally and to support the State and Territory Branches, with a strong emphasis on reestablishing our presence in the national zeitgeist, and fostering strategic partnerships with industry and associate members. This groundwork has been instrumental in positioning the CCF as a leading voice and trusted partner in the civil construction landscape, strengthening our connections and amplifying our influence across Australia.

These efforts are culminating in the return of the annual summit—a pivotal gathering where industry leaders, policymakers, and stakeholders unite to address the most pressing challenges and opportunities for our sector. This renewed energy and collaboration reflect our commitment to a stronger, more resilient industry in the years to come.

The CCF was thrust into the national spotlight with the CFMEU allegations, but we demonstrated our strength and readiness to lead the national debate. From day one in Canberra, we ensured that government heard our industry's concerns, presenting balanced, practical solutions to the challenges we face. We have close proximity to the Fair Work Commission and the Fair Work Ombudsman's office with our views clearly heard. With a federal election on the horizon, the CCF is well-positioned to continue driving this crucial conversation.

Looking forward, we remain focused on maintaining strong membership levels and supporting our State and Territory branches in their efforts to grow by showcasing that, at every level, the CCF is a powerful voice for the industry. We are committed to providing valuable events, networking opportunities, and essential support in areas like industrial relations, human resources, and auditing. Our advocacy and industry representation will continue to be at the forefront of what we do, ensuring that civil contractors are heard in critical policy discussions and government decision-making.

The return of the CCF Australian Infrastructure Summit alongside the National Earth Awards has been a central focus for our new team, recognizing it as a vital opportunity to unite industry leaders and members to network, exchange ideas, and forge lasting friendships. This event marks an exciting week for the civil industry, offering a platform where diverse voices can come together to discuss our shared goals and challenges. We are thrilled to reintroduce this summit as a key part of the national calendar, and we anticipate it will continue to grow as a flagship event that fosters collaboration, innovation, and camaraderie across the sector for years to come.

I extend my sincere thanks to the Board led by the indefatigable Mick Boyle, for their support and wise counsel during my first year, and our industry is lucky to have such an impressive, united and capable leadership team.

Having the expertise of the CCF State and Territory CEO's to guide and support the policy settings and create a structure for the organisation to prosper is a strong advantage. It drives our industry's success at the branch level that is creating national synergies. It is with this collective capacity that CCF will see our industry consolidate its position as the national peak in the period ahead.

I am immensely grateful to the dedicated team at the CCF National Office who make our work possible and go above and beyond for our members.

This has been an exciting and pivotal year for the civil construction sector, and I look forward to building on this momentum for our members and the broader industry. Together, we are building a stronger, unified future for civil contractors across Australia.



Nicholas Proud
Chief Executive Officer
Civil Contractors Federation

Treasurer's Report

The Civil Contractors Federation National Registered Organisation (CCFNRO - ABN 41 639 349 350) generated a \$0 balanced profit/loss result for the year.

CCFNRO at balance day had a working capital, cash assets of a little over \$432,350 and can pay its debts when they fall due.

The membership of CCFNRO remained steady with 1,166 Contractor Members (and 643 Associate Members) at the end of the financial period.

Civil Contractors Federation Australia Limited (CCFA LTD - ABN 89 618 345 261) generated a minor loss of \$44,381, which was primarily attributed to the payment of superannuation liabilities and recruiting/employment costs as a result of the restaffing of the National Office. This investment into the organisation's advocacy capacity will pay dividends for the Federation in the future.

CCFA LTD has a working capital, cash surplus of a little over \$277,064 and can pay its debts when they fall due. CCFA LTD incurred a loss of \$44,381 which included superannuation back payment of \$28,483 in superannuation that was paid in this period for superannuation obligations going back some time.

CCFA LTD's eight State and Territory members financial contributions were invested principally in the following activities over the past 12 months:

- Advocacy at a Federal level.
- Connection with boards and members in their home branches.
- High level media engagement.
- Communication and information sharing with media, members, politician and bureaucrats and the community.
- Member service provision through the State and Territory Member industry associations.
- Support of CCFNRO industrial activities as defined by the Rules and the Fair Work Australia (Registered Organisations) Act.

It is timely to take the opportunity to thank my fellow Board Directors, the National Office, and most importantly each and every CCF member for their support as the National CCF Office continues to represent the Civil Industry and its members in the Federal arena.



Nick Zardo
CCF National Treasurer



Civil Matters in Australia



of Australia's GDP
is contributed by
civil construction.



businesses work across the
construction industry.



people work in
civil construction.



invested in civil construction
employs 7.2 workers.



in Housing and Community
Enabling Infrastructure work
commenced in 2023.

Our Structure

The CCF National Office operates Australia's recognised peak body representing the industry for civil construction through both:

- Civil Contractors Federation National Registered Organisation (CCFNRO - ABN 41 639 349 350) is registered with the Fair Work Commission as the nationally registered organization for Civil Construction under the provisions of the Fair Work Act 2009 (Cth) with roughly 1200 registered contractor Members ranging from smaller businesses to tier 1 builders with over 1,000 employees each; and
- Civil Contractors Federation Australia (CCFA LTD - ABN 89 618 345 261) as per its objects was established for the charitable purposes of promoting, protecting and advancing the civil construction industry in Australia for the public benefit including by being the peak body representing the civil construction industry in Australia.

To achieve these object CCFA LTD may, without limitation:

- i. undertake facilitation and coordination functions in relation to the civil construction industry in Australia;
- ii. provide education and training;
- iii. lead discussion and implement policy for best practice and safety in the construction industry;
- iv. harness the resources of the community in support of the objects

Generally, CCFA LTD is responsible for coordination, policy, advocacy and administration of issues relevant to members of CCF and each State or Territory body is responsible for overseeing activities in that place.

As a public company limited by guarantee Civil Contractors Federation Australia Ltd was established to be a national entity to:

- i. manage activities for its eight State and Territory members nationally;
- ii. provide fora for facilitation, co-ordination, information sharing and networking between Member States for the advancement of the civil construction industry in Australia; and
- iii. regulate the relationship between the State and Territory bodies.

Civil Contractors Federation Australia Ltd (CCFA LTD - ABN 89 618 345 261) has an agreement with Civil Contractors Federation National Registered Organisation (CCFNRO - ABN 41 639 349 350) for CCFA LTD's provision of secretariat and advocacy services to CCFNRO.

The main scope of services is as follows:

- I. Support the Objects of the Federation which are to:

- a. Be the representative body under the Fair Work (Registered Organisations) Act 2009 of employers engaged in the Civil Construction Industry and promote, protect and advance the interests of Members engaged in the Civil Construction Industry.

2. Industrial Services

- a. Provide support services to CCFNRO Members such as webinars, information, briefing notes.
- b. Host periodic Roundtables, Communities of Practice, Working Group and the National Infrastructure Summit.
- c. Provide CCFNRO representation services to the Fair Work Commission and to Fair Work Ombudsman officials.

3. Provide Financial and Membership Reporting Services

- a. General bookkeeping requirements, payments, prepare/maintain operating budgets for members and board approval and provide financial and membership statements for Fair Work Commission reporting.

4. Provide Governance & Business Management Services

- a. Collecting and collating data and reports from CCFNRO Members.
- b. Prepare and provide state reports to the CCFA LTD and CCFNRO Boards.
- c. Prepare and disseminate CCFA LTD and CCFNRO Board meeting agendas, minutes, reports and actions.
- d. Schedule in CCFNRO National deliverables in the CCFA Ltd Annual Business Plan for Member and Board approval.
- e. Fair Work Commission reporting,

5. Human Resources

- a. CCFNRO will seek to delegate a full time Industrial advocate to support state and national industrial services. CCFA LTD provides the respective secretariat and IR support to action the services.

Whilst this Service Level Agreement is expected to be resourced by CCFA LTD, the cost per annum is set as a management fee by the CCFNRO and CCFA LTD National Boards for services as incurred and as determined. There was no service fee charged for the contracted services as detailed above in FY2024.

Our Mission for 2024-25

The strategy for achieving our goals is through four key performance areas which were developed at our February 2024 Strategy day bringing together CCF State/Territory CEOs and Boardmembers. These priorities have also been supported by several Committees formed across the year including the Industrial Relations and Employment Committee and Leadership Group (Chaired by CCF QLD CEO Damian Long) as well as the Skills, Training and Civil Workforce Working Group (Chaired by CCF SA CEO Rebecca Pickering).

Our Priorities



Increased Housing and Community Enabling Infrastructure Investment

Modern infrastructure is vital to support a sustainable, liveable, and productive Australia. Without investment in roads, utilities, and civil infrastructure, it will be impossible to meet our national and state housing targets. Currently, over 90% of Australian civil contractors have additional capacity, according to the CCF Civil Infrastructure Market Capacity Survey, showing that the industry can deliver more to unlock greenfield and brownfield developments. Sustained infrastructure investment over the long term is vital to meet Australia's housing, climate, and productivity targets.

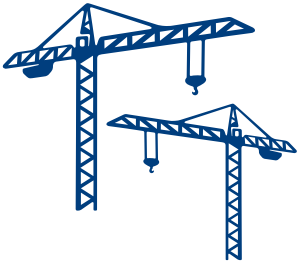
Solution: The Commonwealth can plan for a 20-year plan for sustained infrastructure investment with housing delivery and energy transition at its foundations.

Energy Transition: Transitioning to a Green Economy through Investment in Infrastructure



We know the destination by 2050 is net carbon zero for Victoria. We also know the road to this destination requires civil infrastructure to be the bedrock, and we can't reach this destination without a concrete roadmap. It has taken up to a decade to get approvals for a wind farm in regional NSW, yet less than a year to complete the civil works for 10-15 wind turbines powered into the grid. Times are improving and we look to the procurement and workforce to build the energy transition.

Solution: The CCF will work with Australian Governments to ensure procurement and workforce reforms will mobilise the workforce required to deliver energy transition. CCF will also drive a detailed long-term plan that aligns civil investment with sectoral transformation goals and provides clear guidelines and timelines for industry stakeholders.



Increased Housing and Community Enabling Infrastructure Investment

Infrastructure delivery can tend to focus on the largest tier 1 firms due to the nature of the pipeline and a risk mitigation mindset from procurers that fails to reach communities and accumulates larger multi-billion blow outs in the national infrastructure delivery pipeline. The promotion of smaller projects under \$500m does promote a 'Made in Australia' agenda and sees skills development and project delivery span to every community in Victoria. This ensures local content boosting local employment, in line with Victoria's Local Jobs First policy, appropriate risk allocation, upskilling of the local workforce and higher economic growth in local communities from all Commonwealth government contracts.

Solution: Major projects should be disaggregated where possible to encourage expressions of interest from tier 2 and tier 3 companies, and project allocation should be spread across all jurisdictions to ensure widespread community benefits while enabling the full civil workforce to deliver the infrastructure of the next generation.

Building the Civil Workforce

With the existing workforce at 177,000 employees, civil construction is a key driver of economic activity, particularly in regional Australia. Infrastructure Australia projects a shortage of 229,000 full-time infrastructure workers is predicted during the financial period, with shortages expected.



Shortage since 2021:

Bulldozer Operator, Excavator Operator, Road Roller, Linemarkers, Earthmoving Plant Operator

Shortage since 2022:

Civil Engineer, Quantity Surveyor, Civil Engineering Technician, Crane Operator, Mobile Plant Operator, Driller, Truck Driver, Construction Rigger, Crane Chaser

Each of the trades require prioritisation to ensure we have the skills on the ground to provide the Community Enabling Infrastructure and build the energy transition.

Solution: The inclusion of civil trades on the Australian Apprentice Priority List 2025 will allow the industry to compete with other options such as university. The Commonwealth Migration and Skills paths must depart from assessment via outdated and rigid ANZSCO classifications and support the skills and workforce the construction industry requires.

Major Submissions

| Submission | Detail | Sent To |
|---|--|---|
| 2024-25 Commonwealth Budget Submission | Advocated for retention of the \$120b infrastructure pipeline and investment into civil apprenticeships. | Commonwealth Treasury |
| 2024 Waste and Recycling Code of Practice for Load Management | Secured additional guidance material for Civil Contractors to understand their obligations under the Code of Practice. | National Heavy Vehicle Regulator |
| Strategic Review of the Australian Apprenticeships Incentive System | Advocated for the recognition of Civil apprentices under the AAIS. | Department of Employment and Workplace Relations |
| Electricity and Energy Net Zero Sector Plan | Highlighted the connection between civil construction and energy, and advocated for increased funding in renewable energy and renewable energy precincts. | Department of Climate Change, Energy, the Environment and Water |
| Draft Core Skills Occupations List | Emphasised the importance of civil trades to the Commonwealth government's infrastructure pipeline. | Department of Employment and Workplace Relations |
| Commonwealths EPBC Legislation Consultation | Proposed practical reforms to the EPBC legislation, emphasising the need for an appeals mechanism that provides contractors with a fair process for addressing environmental decisions. | Minister Plibersek, Minister for the Environment and Water |
| Parliamentary Inquiry into Local Government Sustainability | Advocated for increased funding to local councils to ensure they have sustainable resources for vital infrastructure projects. This support aims to empower councils to meet growing community needs while fostering long-term resilience and economic growth in local areas. | The House of Representatives Standing Committee on Regional Development, Infrastructure and Transport |
| TRA Constructions Occupations Priority Occupations List 2024 | Pushed for the inclusion of civil occupations on the national priority skills list, emphasizing the critical need to address workforce shortages in the civil construction sector. This initiative aims to support industry growth and ensure Australia's infrastructure demands are met efficiently. | Department of Home Affairs |
| Transport and Infrastructure Net Zero Sector Plan | Highlighted that Civil contractors will play a pivotal role in delivering Australia's new infrastructure, but government collaboration with the industry is essential to manage costs effectively and boost productivity. By working together, we can ensure these projects are completed sustainably and economically, benefiting communities across the country. | Department of Infrastructure, Transport, Regional Development, Communications and the Arts. |
| Productivity Commission Opportunities in the Circular Economy | Supported specifications enabling contractors to incorporate more recycled materials into projects when feasible. This approach promotes sustainable practices within the industry, aligning infrastructure development with environmental responsibility. | Productivity Commission |

Advocacy and Policy Engagement

Highlights

In the past year, the CCF intensified its efforts to advocate for substantial policy shifts, ensuring the civil construction industry's needs were well-represented to the federal Government. This included pivotal meetings with government officials and influential stakeholders to secure strategic regulatory frameworks and promote investment in essential infrastructure. The CCF's advocacy facilitated a strengthened commitment to industry-led solutions, showcasing the Federation's leadership in shaping legislative outcomes.



Meeting with Minister for Employment and Workplace Relations Senator Murray Watt

Meetings Include

- Minister for Employment and Workplace Relations Senator Murray Watt
- Minister for Infrastructure Catherine King MP
- Minister for Skills and Training Andrew Giles MP
- Minister for Climate Change and Energy, Chris Bowen MP
- Minister for Industry Ed Husic MP
- Minister for Regional Development and Local Government Kristy McBain MP
- Shadow Skills Minister Sussan Ley MP
- Shadow Minister for Infrastructure Senator Bridget McKenzie
- Shadow Minister for Employment and Workplace Relations
- A number of key crossbenchers including Senators Pocock, Lambie and Tyrrell
- Numerous State Ministers

The Civil Contractors Federation (CCF) is proud to announce its appointment by the Commonwealth as a key member of the National Construction Industry Forum.

This significant recognition underscores the CCF's standing as the leading voice for the civil construction industry and affirms our ongoing commitment to influencing policy and fostering industry growth. The Forum will serve as a critical platform for addressing national construction challenges, developing robust solutions, and ensuring that the industry's needs and priorities are central to policy discussions.



Meeting with Minister for Infrastructure Catherine King MP



Meeting with Shadow Minister for Infrastructure Senator Bridget McKenzie

The Civil Contractors Federation played a pivotal role in the passage of the legislation placing the CFMEU under administration. Through targeted advocacy, strategic engagement with policymakers, and consistent representation of the interests of the civil construction industry, the CCF ensured that legislative efforts aligned with the principles of fair practice and sector stability. Our proactive involvement through briefing the Opposition and key crossbench members, ensured the timely passage of this legislation.

Key Representations in 2024

Civil Contractors Federation has re-established and been requested to take up new representations on the part of the National Office.

National Construction Industry Forum

The Civil Contractors Federation National Office (CCF) CEO Nicholas Proud was pleased to have been appointed by Federal Minister Watt to the National Construction Industry Forum to provide advice to the Government on a broad range of issues relating to work in the building and construction industry, including safety, workplace relations, skills and training, industry culture, diversity and gender equity, and productivity.

CCF members, who operate across every city, town, and community in Australia, play a critical role in delivering the nation's infrastructure. Our role in this tripartite forum is recognised as being central to addressing the issues the Forum was originally established to tackle.

The timing of the appointment gives the industry greater confidence that we can work through the challenges confronting the sector, with culture and wellbeing at the heart of the task ahead.

Bringing together all key construction stakeholders must be the starting point for the Government to advance the necessary reforms that are urgently needed. We believe that constructive participation in this Forum will contribute to a more positive and productive work environment across the industry.

Building Ministers Industry Dialogue

Civil Contractors Federation were invited to be part of the Building Minister's industry dialogue, a meeting that brings together federal, state and territory government ministers for building and construction. The group of ministers make up the Building Ministers Forum (BMF), which is responsible for policy and regulatory issues affecting Australia's building and construction industry.

The BMF meet to discuss harmonisation of building regulations and standards, collaboration on compliance and enforcement and other policy issues affecting the sector. Industry dialogue meetings allow bodies like Civil Contractors Federation to have direct access to BMF members to discuss issues.

Fair Work Ombudsman Building and Construction Reference Group

Civil Contractors have been invited as a founding organisation of the tri-partite Building and Construction Reference Group which is an industry/sector specific collaborative forum convened by the Fair Work Ombudsman (FWO).

The Reference Group's role is to:

- provide advice and information relevant to the FWO's work in the building and construction sector;
- allow ongoing dialogue with key stakeholders and an opportunity for them to provide advice and feedback to the FWO on workplace relations issues relevant to the sector;
- identify opportunities for input into, and potential co-design of, educative and other regulatory activities for the sector; and
- support the identification of strategic opportunities and initiatives that drive a culture of workplace compliance in Australia with a particular focus on the building and construction sector.

Australian Construction Industry Redundancy Trust

Civil Contractors Federation is a founding Board Member of thirty years of Australian Construction Industry Redundancy Trust. It was established in 1994 to create a safety net for workers redundancy entitlements in the construction industry (for workers who lose their jobs).

For every week of service employees earn an amount of redundancy money, employers are required to pay that money into an employee's ACIRT account at the end of each month as agreed under various industrial awards and enterprise agreements. Then if a member is made redundant, a member can make a claim from their ACIRT account. Members of the Trust receive a dividend each year which is a great benefit for each employee that chooses ACIRT.

Our role this year has been to support ACIRT to be the Trust of choice of employees in the industry and to preserve actual choice for those employees.

Key Representations in 2024

Standards Australia

Civil Contractors Federation has been a Member of Standards Australia Limited over a period but have recently re-established our representation.

Standards Australia is an independent, non-government, not for profit organisation. We are the nation's peak non-government standards development organisation. The work of Standards Australia and our contributors from industry, government and the consumer sector enhances the nation's economic efficiency, international competitiveness and contributes to a safe and sustainable environment for all Australians.

Standards Australia's Members are drawn from bodies and organisations involved in the development and use of standards; and have an interest in the outcomes of Standards Australia's activities generally.

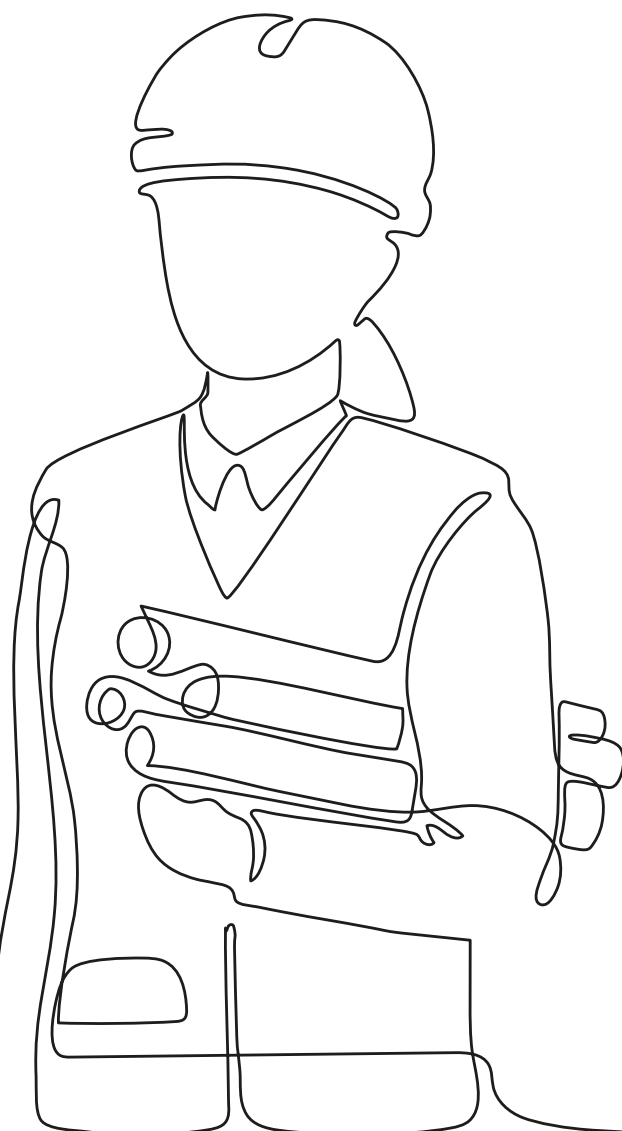
Fuel Tax Credit Alliance

The Fuel Tax Credit Alliance is a collection of industry groups and organisations such as Civil Contractors Federation that represent many of Australia's wealth-producing industries. The Alliance was established in 2015 in response to news that the then Coalition Government was considering scrapping this vitally important scheme.

The Alliance aims to educate the public about the importance of the scheme to the continued operation of thousands of businesses around Australia

The proposed removal of \$151 million allocated to heavy and civil engineering and \$187m to land development services would have significant repercussions for the civil construction and engineering sectors. While we remain very supportive of efforts to decarbonise the economy, rolling out policy without considering the broader impacts can have unintended consequences.

Our role in the Alliance to be practical about how we decarbonise the economy, which cannot come at the expense of regional infrastructure. Instead, we should be discussing how we can support the industry in its decarbonisation efforts rather than imposing policies that drive up costs for contractors.



Media

Over the past year, the Civil Contractors Federation has significantly ramped up its media presence to amplify its voice on key industry issues.

This strategic push has seen CCF featured on the front pages of major publications such as The Australian and the Financial Review, highlighting our role as a leading advocate for the civil construction industry.

We have maintained a consistent media engagement strategy, providing weekly lines to influential outlets and shaping public discourse, particularly regarding the CFMEU administration where we played a pivotal role in public commentary.

Additionally, the CCF has led the charge against the BPIC through a mix of print and broadcast media, ensuring that our position on regulatory matters and industry challenges is clearly communicated and widely recognised.

Visas for tradies, planning reforms key to lifting supply

Larry Schlesinger and Michael Bleby
Fast-tracking visas for migrant construction workers and greater investment in infrastructure delivery would boost the supply of new homes and address the deepening housing crisis, say leading developers and civil engineers.

Developers also called for an overhaul of state and territory planning systems to lift housing starts, after an Urban Development Institute of Australia report forecast housing completions to hit a decade low of just 70,000 dwellings by 2028.

Lendlease Australia chief executive Dale Connor backed the fast-tracking of visas for tradies.

"Market capacity and labour scarcity are major cost drivers impacting both the delivery of new housing and major infrastructure, so targeted skilled migration would help ease the labour pressures the industry is experiencing," he said.

But Mr Connor said the biggest handicaps on supply were state and territory planning systems.

"Unblocking planning, releasing large government-owned and controlled sites, and having the courage to face simplification will help to accelerate the delivery of housing – and we need density and diversity of housing, close to jobs and transport," he said.

Former Young Rich Lister Luke Hartman, who leads millistate developer Metro Property, said he was 100 per cent behind the idea of fast-tracking visas for skilled construction workers.

"There is a huge requirement to bring in the necessary labour to facilitate the building of homes to meet the demand for new housing," he said. "It's a major constraint at the moment and crucial if we are going to deliver this huge pipeline."

He said the most severe shortages were in the finishing trades such as tilers, painters and carpenters.

"We also need to look at how we can fast-track planning, approvals, and provide more land [for housing]," Mr Hartman said.

Despite big infrastructure projects drawing huge pools of construction labour away from the housing market, the federal government excluded foreign tradies from a fast-track visa system as part of a December 2023 migration strategy.

This decision was queried by economists and housing experts interviewed for an Australian Financial Review property survey in January, in the context of achieving a goal of building 12 million homes by mid-2028.

Yesterday, the Reserve Bank warned of ongoing cost pressures in the labour market as it left the cash rate unchanged.

RBA governor Michele Bullock said governments could deal with supply and demand in the housing market through "development policies, that deliver well-located land, land by providing infrastructure to ensure that [this] land has got good facilities around it".

A spokeswoman for the country's biggest residential developer, Stockland, said there were a mix of factors restricting land supply in both urban and greenfield areas.

"But it is very clear that the most significant are planning approvals and unnecessary complexity in the planning process," she said.

"Housing approvals are at decade lows across the country. Reforming some of these regulatory hurdles could contribute to smoothing supply through market cycles and deliver a



Lendlease Australia CEO Dale Connor has called for targeted skilled labour migration and government planning improvements. PHOTO: DOMINIC LORSMER



Michele Bullock listed ways of boosting the housing market. PHOTO: BLOOMBERG

Nicholas Proud, Civil Contractors Federation CEO. PHOTO: MICHAEL QUELCH

Key stories have included:

- Welcoming the passage of the CFMEU Administration legislation on ABC, Win, SBS and national broadsheets.
- Feature story on ABC Radion national with Wellness in infrastructure to discuss the impact that bullying and intimidation is having on Australian worksites.
- Page 2 in the Australian calling for a common sense approach to environmental regulation regarding the Commonwealth's EPA proposal.
- Several page 1 articles in the Australian Financial Review and The Australian in relation to Industrial Relations matters.
- Article in the AFR calling for the prioritisation of civil skills through the migration system.
- Migration feature story in the Australian Financial Review
- Fuel Tax Credits
- Nature Positive (EPBC)

PM's flagship 'to worsen housing crisis'

EXCLUSIVE

JESS MALCOLM
MACKENZIE SCOTT

Australia's residential building sector and civil contractors are warning Anthony Albanese's flagship Made in Australia agenda will exacerbate the housing shortages and hamper the nation's ability to meet its pledge to build 12 million homes.

The Housing Industry Association and the Civil Contractors Federation, Australia's peak voice for the civil construction industry,

say there is broad concern that workforce shortages in the sector would be exacerbated by the government's pledge to bolster the domestic manufacturing industry through billions of dollars in subsidies and underwritten loans.

The warnings come as new research found building costs rose 6.2 per cent in the first quarter of the year as skilled trades remain in short supply, with bricklayers, ceramic tilers, plasterers, carpenters and roofers the hardest tradespeople to find.

Jack Williams of Brisbane's Wilco Homes said people had been pulling back on spending

since interest rates began to rise, but demand remained strong.

"We've had some massive interest rate hikes, but in terms of workload there's still so much demand out there," he said.

With escalating demand for tradespeople outside residential home building, HIA chief executive Jocelyn Martin told The Australian the government's Made in Australia policy may detract apprentices seeking to enter residential construction.

Ms Martin warned Labor's manufacturing agenda – expected to be a centrepiece of the government's May 14 budget – lacked

substance and urged Mr Albanese to "genuinely" support manufacturing industries amid concern existing subsidies were already creating perverse outcomes for businesses in NSW.

"We are already competing with large infrastructure projects anyway so there are already shortages brought about with large infrastructure projects, so, yes, there is a concern that the policy will detract from apprentices wanting to enter residential construction," Ms Martin said.

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Media

CCF National Registered Organisation outreach



The Civil Contractors Federation (CCF) is committed to keeping our members informed and empowered through comprehensive and timely engagement. This year, we have hosted informative webinars featuring expert insights from CCF National RO and NSW Director Workplace Relations Liz Rooke, ensuring that our members stay abreast of vital regulatory and workplace updates.

Additionally, our monthly newsletter has become an essential resource, providing advocacy updates, factsheets, event information, Fair Work and Registered Organisation insights, as well as articles contributed by members and contractors that enrich industry knowledge.

Essentially the campaign to call out CFMEU bullying and intimidation and direct link for Members has seen the industry take a lead hand to address this behaviour.

Newsletter and Communications



FROM THE DESK

CIVIL CONTRACTOR'S FEDERATION AUSTRALIA CEO



State and National Civil Contractors Federation CEO and Board strategy day - Canberra

It has been a very busy start to the year since taking on the role as National CEO of the Civil Contractors Federation National Office in Canberra in January.

Following my appointment in November, we held a very constructive National CEO and Board Strategy Forum in Canberra to prioritise our nationally advocacy, influence and best practice exchange to boost and support the strong work underway by CCF Branches for the civil industry at the state/territory level.

The Civil Contractors Federation National Newsletter is a vital resource for the civil construction sector, providing a comprehensive roundup of industry news, updates on regulatory changes, and insights into best practices. Regular features include detailed analyses of profiles of leading figures in the industry, member engagements and opportunities to shape public policy.

The newsletter also serves as a platform for members to share their experiences and challenges, fostering a sense of community and collaboration among peers.

CCF represents the interests of Members and partners through many different channels to a wide range of stakeholders and decision makers, both domestically and internationally. CCF National Partners are positioned as a key element of our strategies in publicity, communications, and advocacy— both for the prominence that we can offer, and for the demonstration of the breadth of industry support for our mutual objectives.

Budget night, we offered an in-depth breakdown of the Commonwealth Budget, equipping our members with an immediate and clear understanding of its implications for the sector.

Events

CCF National Earth Awards

The CCF National Earth Awards are the most prestigious awards in civil infrastructure with the specific aim of recognising excellence in civil construction. The awards showcase a range of projects across various disciplines including roads, bridges, drainage, rail and utilities. Winners of the State and Territory CCF Earth Awards progress to the CCF National Earth Awards, so the National Earth Awards are effectively recognising the ‘best of the best’ civil construction projects around the country.

2023 National Earth Award Winners

| Category | Winner |
|--|---|
| PROJECT VALUE UP TO \$2M | BridgePro/ Latrobe Council Warrawee Suspension Bridge Tasmania |
| PROJECT VALUE BETWEEN \$2M AND \$5M | Civilcraft E.S. Marks Athletics Field Safety Upgrade New South Wales |
| PROJECT VALUE BETWEEN \$5M AND \$10M | Ertech Onslow Boating Precinct Stage 1A Western Australia |
| PROJECT VALUE BETWEEN \$10M AND \$30M | Melbourne Water, John Holland-KBR Joint Venture, Interflow and Welltech Total Water Management Epsom Main Sewer Rehabilitation Victoria |
| PROJECT VALUE BETWEEN \$30M AND \$75M | BMD Constructions Mt Crosby East Bank Water Treatment Plant Upgrade Queensland |
| PROJECT VALUE BETWEEN \$75M AND \$150M | Seymour Whyte Constructions Pty Ltd Pacific Motorway Upgrade Varsity Lakes to Burleigh (VL2B) Queensland |
| PROJECT VALUE GREATER THAN \$150m | Fulton Hogan Construction Pty Ltd Princes Highway Upgrade Albion Park Rail Bypass New South Wales |

Ahead of the Federal Election our industry has the ear of Government and as such, Civil Contractors Federation Australia in conjunction with our State CCF Branches is pleased to announce the return of the CCF Australian Infrastructure Summit scheduled with the National Earth Awards in Canberra, Australia from 21-22 November 2024.

Coming together ahead of the Federal election our Summit brings our industry to the national capital for our CCF Contractor and Association Members to engage with government, stakeholders and decision makers to reprioritise and focus the country on the role of civil infrastructure as the missing link. Its also time to celebrate and be proud of what we are as an industry in sharing our best practice in our day conference and to come together for the 2024 National Earth Awards.

National Partners

With a focus on the 2024 Australian Infrastructure Summit, CCF provides national level of structured partnerships with CCF National Office reinforcing over and above support of the needs of the Australian civil industry through National Partnerships.

With strong commitment of over 600 Associate Partners across the country supporting CCF across State and Territories, these following businesses support at the national level over and above as an 'umbrella partnership' to further grow the influence and support of the civil industry.

Principal Partner



Major National Partners



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REDUNDANCY
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National Partners



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THE CIVIC PARTNERSHIP



Our People

CCF Australia and CCF National Registered Organisation Board

- CCFVIC – Antony Damiani, Vice President
- CCFACT - Nick Zardo, Treasurer
- CCFSA – Charles Hatcher
- CCFNSW – Gladys Woods
- CCFNT – Sam Sage
- CCFQLD – David Moody
- CCFTAS - Bill Abbott
- CCFWA – Michael Unger

National Staff – CCF National Office

- Nicholas Proud - CEO
- Chelsea Hofstee – National Office Manager
- Rowan Carter – Director of Policy and Advocacy
- Ashton Proud – Administration Officer

National Staff – CCF National Registered Organisation

- Liz Rooke - Director Workplace Relations, Civil Contractors Federation NSW/National

National Support – CCF National Office

- Jemma Hazzard – Bookkeeper
 - James Austin - National Accountant
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