



MASTER BUILDERS
T A S M A N I A

2021

Annual Report

YEARS

130



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MASTER BUILDERS ASSOCIATION OF TASMANIA INC.
ABN 70 540 112 530

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Our Vision

Master Builders Tasmania is committed to best practice in all aspects of the built environment and the promotion of a safe and healthy, productive, ethical and innovative building and construction industry.



Our Mission

Master Builders' Association of Tasmania Inc. is an employer organisation representing builders, trade contractors, service providers and trade suppliers in the building and construction industry. The Association seeks to lead the development and professional standards of the industry, to further the interests of its members and the Tasmanian community.



Our Purpose

Leadership in the promotion of quality in building and professional standards.

Develop, educate and mentor all stakeholders to support long term sustainability in the building and construction industry.

To be a trusted business partner for our members and offer specialist products and services which improve business success.

Peak industry group for the building and construction industry actively involved with affiliated organisations, federal, state and local government authorities, architects and lending institutions for the purpose of advocacy and improving the regulatory, legislative and general business environment in the industry.

Overview

About Master Builders

Master Builders' Association of Tasmania Inc. (Master Builders – MBT) is the State's peak building and construction industry association. Over its 130 years, the movement has expanded to greater than 600 businesses and Master Builders' members represent all segments of the building and construction industry in Tasmania, including the largest commercial and civil construction firms, small and medium sized businesses, building industry service providers and regional and remote business operators. This gives us a unique reach in terms of our access to industry and ability to represent our members from an industry wide position.

MBT provides a wide range of services for members covering industrial relations, contractual, legal, legislative, educational and technical matters. We are the leading industry voice to government and the Tasmanian community, with Master Builders widely represented on many industry and government advisory bodies. Our members are the leaders of the building and construction industry in Tasmania.

MBT is part of a national network of Master Builders Associations with a membership of more than 33,000 businesses, and a national body representing our members interests to the Federal Government.

As part of our mission, MBT seeks to lead the development and professional standards of the industry to further the interests of its members and the Tasmanian community.

The building and construction industry is an extremely important part of, and contributor

to, the Tasmanian economy and community. We build the roads, schools and hospitals used by Tasmanian families, and the buildings and infrastructure for business to provide products and services, and jobs to the community. A strong and confident building and construction industry is essential for the ongoing prosperity of the Tasmanian community.

The industry contributed close to \$3 billion to the Tasmanian economy in 2020/21, including the construction of more than 3,200 new homes, \$900 million in commercial construction work and more than \$1.5 billion in engineering construction work.

Our industry has led the economic recovery and will continue to be Tasmania's economic accelerator over the next few years as infrastructure spending and stimulus through HomeBuilder underpin a heightened level of activity.

The building and construction industry:

- Consists of over 6,000 business entities, almost all of which (95%) employ fewer than 20 people and over half (55%) having no employees;
- Employs over 21,000 people, 80 per cent of which are full-time skilled workers;
- The value of work done represents approximately 8 per cent of Gross State Product; and
- Is the largest employer of trainees and apprentices in the economy.



Report

From the President

Master Builders Tasmania celebrates its 130th anniversary this year. We can only imagine the challenges members have faced over that time. One thing for certain is the will of MBT to have made an impact in the building and construction industry and to be there for its members no matter what. Our commitment to represent the best interest of our members has underwritten the survival of this great Association over those 130 years, and perhaps at no time has it been as important as the past 12 months.

2021 has brought its own challenges such as: learning to live with COVID-19, the effects of targeted stimulus becoming known, maintaining and/or growing your workforce, material supply shortages and unprecedented price rises across the board. Even though businesses have faced significant headwinds, MBT has been able to strengthen its position as the peak industry body for the building and construction industry in Tasmania.

We have welcomed over 40 new members over the course of the year, and I am pleased to report that MBT total membership now exceeds 600.



The opportunities that exist in our sector are unparalleled in recent times, capitalizing on those opportunities remains the current challenge that I trust is within our reach. I am thankful for the support that our valued members have given MBT during challenging times. In return, it is our aim to work with all our members to make the construction industry a better place to work and do business. This is the core tenant of our work with government and stakeholders.

Government is to be commended for its efforts to keep us safe through these challenging times. We have been fortunate with the advantage that our island state offers, emerging as a desirable lifestyle and career destination of choice. The Tasmanian economy is performing above expectations. The residential, commercial construction and civil sectors are all beneficiaries of long pipelines of work ahead of us. The total value of infrastructure projects to be built over the next decade is expected to exceed \$16 billion. Meanwhile, \$1.2 billion of civil and infrastructure projects were delivered over the course of last year.

Residential work at the end of March 2021 saw 2700 dwellings under construction and 565 dwellings approved ready to be started, compared to national figures of 193,500 dwellings under construction and 28,500 dwellings approved ready for commencement over the same period. Tasmanian building approvals are up 43.7% on the same period last year compared to a national rise in building approvals of 48.9%. Every jurisdiction across the country is experiencing large volumes of work either underway or on the horizon. This poses significant challenges to deliver this work on time and on budget.

COVID has shown us the need to work together for the benefit of others to achieve lasting results. Government has encouraged organizations to work collaboratively in key areas such as the Hi-Vis Army policy which will equip the building, construction & civil sectors with the confidence to grow the workforce to meet current and future demand. I am pleased

that Master Builders was able to lead the advocacy for this policy through the election. This funding will benefit the whole industry and ensure that the next generation of Tasmanian tradies are the best trained in the business.

With an estimated 6,500 additional workers required over the next 5 years this is a great opportunity for MBT, CCF, HIA and Keystone to work together under the MOU. The willingness between these organizations is pleasing and I have every confidence this will lead to lasting results for our industry.

Master Builders Tasmania has undertaken an extensive review of its constitution and the rules under which we operate. This process is now complete giving MBT a modernized structure that ensures wider engagement, and representation. The current Board is working on the transition and the incoming Board will be tasked with implementing these changes. The new Rules will ensure the Association is well placed to meet the needs of its members well into the future and this will only serve to strengthen the position of MBT for many years to come.

Our strong financial performance has presented new and exciting opportunities for investment. We took the first major step to support the Association's future this year by committing to the purchase of a large parcel of commercial land in Cambridge, Hobart. This land will support the construction of a purpose-built training facility. This facility will allow MBT to offer state-of-the-art training to all of industry. It will allow MT training to expand and offer a range of courses consistent with our interstate counterparts.

Currently in the early stages with preliminary designs expected to be commissioned soon, this project will assist MBT to meet future growth and cement our position as the largest private training provider in the construction industry in Tasmania. This visionary project has been made possible by prudent management of MBT's finances and investment portfolio over several years.

I would like to acknowledge the significant contribution of our CEO Matthew Pollock who has worked tirelessly over the last 12 months to give MBT the best chance for success, a healthy balance sheet, wide range of support and member services and a strengthened MBT brand reputation. I think you'll agree the results speak for themselves and backed by a hard-working team they too are part of this year's success.

Staff members Rachel Jenkins and Pyper Page have recently left MBT to pursue other opportunities. I wish them the very best and thank them for their service. New staff members Rebecca Panton and Holly Thompson are welcomed to the MBT Team and Victoria Jackson is also warmly welcomed back from maternity leave.

Current Board member Mr Wayne Licht was awarded life membership of the Association at the end of last year. Wayne has been a major contributor for more than 20 years across all levels of involvement with the Association and should be congratulated on this significant achievement with MBT.

Finally, it has been a privilege for me to serve as MBT President over the past 3 years and I would like to thank all Board members for their dedication and support over the course of my term.

It has been a pleasure to work with everyone involved and when we share a common passion for our industry the results have a positive impact. I can honestly say this has been the case. Lastly, I would like to make mention of the important work of the regional, sector committee and sub-committee Chairpersons. These committees are a vital part of our Association and have contributed strongly to our recent success.

Yours Faithfully,

David Gates
President

Report

From the CEO

It is with pleasure that I submit the 2021 Annual Report. This year again showcased our resilience as an Association against one of the most challenging operating environments in our 130-year history.

The past 12 months has again seen the Association strengthen with a growing membership, stronger financial position, and greater engagement - supported by investment in digital technology, an expanded training offering and larger GTO program - underpinning success and our value proposition to members.

The strong financial performance of the business was underpinned equally by efficiency improvements in our operations, cutting expenses, and growth in income.

This would not have been possible without the dedication and resilience of the MBT Team, strong leadership from the Master Builders Board, and above all the commitment by all MBT members.

We have welcomed several new members to the team.

Victoria Woodfall joined as a new Member Experience Officer, focusing on the delivery of major events and managing our social media / communications.

Holly Thompson has joined as a Trainee Administrator with the Training Team.

Rebecca Panton has joined as a contracted Administrator, helping to fill-in while Victoria Jackson was on extended maternity leave.

I am also very pleased to welcome Victoria Jackson back to the team after an extended break and can report that the NW members are particularly grateful to have her back in the Devonport office.

We've had two staff members leave the team, both in pursuit of exciting new opportunities. I'd like to thank Rachel Jenkins for her

contributions over the past 2 years, particularly helping members with their HR queries. And Pyper Page for servicing the North West members over the past 2 years and doing an outstanding job leading the office while Victoria Jackson was on leave.

Like all businesses, COVID has continued to present unexpected challenges. From the need to move to an online awards program, to staff shortages caused by quarantine, 2021 threw more than its fair share of curve balls. I am proud to say that the MBT Team was again able and willing to rise to these challenges, making 2021 one of the most successful years in the Associations' history.

This year has also been a hard year for our industry. We've had more than our fair share of challenges. COVID lockdowns have impacted supply chains. Materials shortages due to bushfires and a spike in global demand for building products have caused project delays and put upward pressure on prices. And border closures have put further pressure on the workforce that was already grappling with skills and trade shortages.



Despite these challenges, our industry was called upon to shoulder the responsibility of rebuilding our state out of COVID. On this score construction businesses have excelled.

The 2020 calendar year was the strongest in more than a decade for new housing starts, exceeding 3,200 thanks to the enthusiasm of Tasmanians to build their new home with the support of HomeBuilder grants. The value of commercial construction work done bounced back strongly following a string of COVID related project delays the year before. The total value of construction work done exceeds \$3.2 billion, supporting a workforce of 21,000 and making the construction industry amongst the strongest contributors to economic growth over the 2021 Financial Year. This is an achievement we should all be proud of.

Master Builders Tasmania continues to embark on an ambitious agenda of continuous improvement led by the Board and through the 2020-2022 strategy.

Significant investments in new digital systems have improved productivity and allowed the Association to expand its service offerings to members in all regions and remote areas. The new website has supported a significant increase in engagement with members through the website. Over the year we received a total of 32,000 visits to the website, with 5,000 visits to our 'Find a Master Builder' page, over 2,500 visits to our special HomeBuilder information page, 2,350 visits to our training page, and 2,300 visits to eDocs.

More than 350 members now use Master Builders eDocs, an extraordinary uptake making MBT members amongst the most enthusiastic in the country to adopt this new technology. Over the year we have continued to invest in new online contracts and resources, with our four most popular contracts and supporting resources all now available to members through the eDocs portal.

Investment in expanding our social media presence has seen significant growth in our

reach. 724 posts over the year reached 123,795 people, and included information around major policy announcements, industry updates, and the promotion of the great work done by our members.

Networking meetings have been disrupted following a period where social distancing requirements have limited our capacity to hold meetings in-house. Opportunities to engage face-to-face on a regular basis and in all regions is a tradition that sets MBT apart.

With the expectation that these restrictions are now behind us, reinvigorating these meetings will be a priority for the year ahead.

For the first time, Master Builders training surpassed \$1 million in revenue in 2021, close to double the revenue generated through training only three years ago.

A new partnership with TasTAFE to deliver the Diploma of Building and Construction has seen an unprecedented number of members sign-up to this new qualification. Meanwhile, enrollments in our existing Certificate IV qualification have increased by 50 per cent in the past 12 months, and short course attendance surpassed 1,100 individual training places for the year. In total, Master Builders training supported 1,286 training places in the 2021 Financial Year.

I'd like to thank Vos Construction and Mead Con for joining Fairbrother as key delivery partners of Master Builders Pathways program. This program was delivered to 52 schools in 2021, reaching more than 2090 students. The program was expanded thanks to the support of our new delivery partners and additional funding from Keystone. Job Ready sessions were run with 18 schools and Master Builders Construction Safe training, run with 32 schools across the state, meant that more than 300 students now have their White Card and the proper safety training to work on site or participate in work placement programs.

Perhaps the most pleasing part of the past 12

Report

From the CEO

month was to see the increased interest from members to take on new apprentices. Thanks to government stimulus and a mini-HomeBuilder led housing boom, the number of apprentices employed through the MBT GTO has more than doubled, with 39 apprentices on the payroll as of 30 June 2021. Over the year 24 new apprentices were placed with member hosts and 6 completed their apprenticeships. Master Builders maintained an above 90% completion rate through our GTO for the 2021 Financial Year.

Master Builders advocacy was in overdrive for most of 2021. Having two State Budgets, a COVID Recovery Plan, and State election in one year provided ample opportunity to present our key policy priorities to government.

Following on from the success of Master Builders 'Rebuilding Tasmania' Report, which formed the basis of the government's HomeBuilder scheme, and the first round of the \$10 million Community Builder Support program, Master Builders put forward a detailed plan to both major parties leading into the 2021 State Election.

Out of this, Master Builders scored several wins. I had the pleasure of announcing an \$8 million funding package to help industry train a High Viz Army. \$4 million of this funding was committed directly to Master Builders Tasmania to ensure that the next generation of Tasmanian tradespeople are the best trained in the country.

In total and including previous stimulus funding won through the Federal and State government HomeBuilder grants, more than \$100 million in stimulus was won through Master Builder advocacy over the past 12 months, not including the additional funding to boost major infrastructure project spending.

I must give a special thanks to those members who, without hesitation, contributed to a fighting fund to assist in the development of an evidence-based policy platform, putting our industry ahead of others during the State Election campaign.

On behalf of the MBT membership I would like to extend a special thanks to:

- Streefland Homes
- Fairbrother
- Hutchinson Builders
- Mead Con
- Wilson Homes
- Stubbs Construction
- Cunic Homes, and
- Vos Construction and Joinery

Despite some strong advocacy wins, there are still sectors and business doing it tough.

More needs to be done to ensure we can sustain the construction industry over the long term.

We are committed to the promotion of a diverse workforce and as much as possible, that government stimulus supports Tasmanian businesses and Tasmanian jobs.

Lastly, I'd like to thank the previous Building and Construction Minister, the Hon. Elise Archer for her dedication to the portfolio as well as the new Building and Construction Minister Mr Michael Ferguson. Minister Ferguson was quick to engage with Master Builders following the election and has been a regular at MBT events.

I'd also like to thank our Premier, the Hon. Peter Gutwein for the strong leadership he and his government has shown to our industry through very difficult times. Our economy and industry are the strongest in the country thanks largely to the prudent management of the virus by the Premier and his government.

Together our contribution to Tasmania has never been so important. We've made a difference at a time when it was most needed, and I speak on behalf of the Master Builders Team when I say it has been a privilege to represent Master Builders members over the past 12 months. Despite the challenges.

Matthew Pollock
CEO

Membership

Our Member Base

Our total membership is slightly down on that recorded last year. The latter is largely due to an internal audit of the membership database which uncovered several non-active or lapsed members within the database.

The total number of financially active members as recorded in June 2021 was 580.

A total of 41 new members joined the Association, with 30 resigned over the year.

Year 20/21	North	North West	South	Total (2021)
Affiliate	5	4	7	16
General Contractor	11	8	14	33
Honorary	3	8	6	17
Housing Contractor	150	82	119	351
Life Member	0	4	5	9
Service Provider	8	7	21	36
Trade Contractor	33	21	56	110
Trade Supplier	6	5	23	34
Totals	216	139	251	606



Strategic Plan

2020-2022

Master Builders Tasmania is in the final year of its 2020-2022 strategic plan, with several key strategic goals met over the course of the 2020/21 financial year.

Key highlights included significant improvements in productivity, in line with strategic objective to improve organisational performance, which have solidified the Association's financial position.

Investment in new technologies and digital systems has allowed resources to be reallocated towards frontline members services and this remains an ongoing strategic improvement goal. The development of online contracts through eDocs, online Learning Management Systems for training delivery and the implementation of Eventbrite are notable highlights.

The new constitution was approved by the Fair Work Commission during the year, marking a major milestone in the Strategic Plan. The new Rules will underpin the elections to be held in October 2021 and provide a new structure for the Board which encourages greater participation from the membership. The inclusion of sector-based Board positions ensures that the Association will always have General and Residential Contractors at the Board table.

A re-vamped approach to advocacy has paid dividends over the past 12 months with several major advocacy wins coming from a commitment to running well researched, high profile and evidence-based campaigns. Following from the MBT 'Rebuilding Tasmania' report, a detailed policy document was presented to government as part of our 2021 election campaign. This resulted in Master Builders, announcing alongside the Premier, a \$4 million grant to build a High Viz Army.

Delivering the High Viz Army Policy will be a primary strategic focus of the next 12 months, including the need to recruit additional staff to deliver the expanded work program. As was the case last year a key focus for the year ahead is to ensure we have the right people, with the right skills to support our members through the COVID recovery phase.

In total and including previous stimulus funding won through the Federal and State government HomeBuilder grants, more than \$100 million in stimulus was won through Master Builder advocacy over the past 12 months, not including the additional funding to boost major infrastructure project spending.

Objectives

1. Organisational Performance

Stable and sustainable business structure set up for long term success

Key goals:

Business excellence: Comprehensive organisational strategy, strategic use of capital and resources allocated to best serve member services.

Governance: Develop and implement structural changes to reflect the changing mix of membership over time.

2. Membership

We are a trusted partner and provide services that raise the standards and make our members the leaders in the Building and Construction Industry

Key goals:

Membership value: Further develop our service culture through investment in technology and the anticipation of changing needs.

Membership diversity: Recruit and retain the best. Attract a more diverse range of members across the industry and better reflect industry diversity in our Association.

3. Industry Advocate and Representation

Trusted to provide leadership and advocate on the behalf of the industry

Key goals:

Industry leadership: Sought by government and other stakeholders as experts in our industry.

Clear and consistent policy: Policies developed with members to advocate on the issues most important to the industry.

4. High Performing Team

Reliable industry experts highly regarded by members

Key goals:

'One MBT' culture: Promotion of a professional, skills based team set up to service the membership across the State.

Service focused organisational model: Anticipate the changing needs of the industry and develop practical and professional ways to support businesses and staff through these changes.

Reporting

The Board continues to monitor the Plan on an ongoing basis as the Association works tirelessly to achieve its objectives. Membership surveys have also been conducted in order to monitor the awareness of, and satisfaction with, our outcomes.

Events

The Excellence Awards

In 2020, due to COVID-19, we had to find a creative way to announce the award winners as the gala event could not go ahead. We created a live, online awards program similar to a TV show. There were stumbles and challenges along the way as well as some unexpected benefits. A YouTube livestream format was chosen and over 700 people viewed the show at gatherings and parties held by our members across the state. Since then views have swelled by a further 1036. 1000 gourmet Tasmanian snack packs were delivered to members watching the awards and this added to the collegiate atmosphere felt by viewers. Interestingly, this is more than four times the amount of people who usually attend the event.

Regional General Meetings

The formal Regional General Meetings were reduced to 4 in each region; however, it was acknowledged that a regular monthly catch up is important for members and informal meetings and events were scheduled in the off months. Several site tours, factory tours and presentations were offered to members including a presentation from Mitch McPherson from Speak Up Stay ChatTY in each region and the below offsite tours.

- Ecotruss
- Clennett's Design 10
- Devonport Floorworld
- Bathroom Envy
- Clark Windows
- Devonport Country Club
- Derwent Entertainment Centre
- North Esk River Bridge

Other Events

The national initiative, Women Building Australia, hosted a pavilion at AGFEST to promote the construction industry as a career pathway. MBT staff supported the national staff member to run the stall as well as Keystone staff and MBT Members Vonette Mead and Elsie Mead volunteering their time.

Regional Dinners were held for each region with each area trying something a bit different than previous years; the North West at Cradle Mountain, the South at Shambles Brewery and the North at Adams Distillery.

Informal end of year events were held in each region; the North West with a BBQ at the Tasmanian Arboretum, the South at Hanging Gardens and the North at Boags Brewery.

The Life and Honorary lunch was held at the Silos Hotel in Launceston and was well patronised by our VIP Members, the highlight was recognition of Wayne Licht's 30 years of dedicated service to MBT and he was awarded Life Membership.

An intimate VIP lunch event was tested in June with volume residential Members, the newly appointed Construction Minister, Michael Ferguson and sponsor, ADBRI in attendance. This 15 person, tailored event was extremely successful with emails of thanks from all in attendance following the lunch.





Products & Services

Training

Over the past twelve months we have facilitated the delivery of 119 courses with 1,146 participants attending.

Face to face training sessions remain the strongest and most popular form of training and courses assisting members to meet their legislative requirements are the best attended.

- Provide first aid – 31 events – 259 participants
- Waterproofing – 14 events – 143 participants
- Work safely at heights – 6 events – 52 participants

After introducing online learning last year because of COVID, the demand to provide this form of training has remained and we have hosted 18 online events this year providing training for 177 participants.

This year has also witnessed the increasing demand of “workplace training” enabling members to have their entire workforce trained at the same time, tailored to suit their immediate needs. 18 events were conducted for 140 participants.

We also held training sessions for our remote area members on both King and Flinders Islands.

Enrolments for Certificate IV in Building & Construction skyrocketed this year and we currently have 100 participants state-wide enrolled in this qualification, the largest number on record. Also peaking this year was Diploma of Building & Construction with currently 40 participants working through their qualification.

Master Builders Insurance Brokers

On the back of another successful 2020/2021 year, our insurance business has performed above expectation, with a growing number of MBT members choosing to use these services.

Undergoing a name change, Master Builder Insurance Brokers (MBIB) has undergone a major rebrand, better reflecting services it provides to members.

Masters Builders Tasmania service agreement has changed, moving to a commission-based arrangement consistent with other States and Territories. This change has proven to increase income received from MBT through MBIB and reduce expenses by moving resources out of MBT into the MBIB team.

This change also now means that MBT members can benefit from the administration support of MBIB staff, based interstate.

To support the strong growth in the business Karissa Aitken joined the MBIB as an Assistant Business Account Executive. Karissa is based permanently in Launceston.

Glen Johnson now reports directly to MBIB, reporting to MBIB Southern Regional Manager, Joe Keiper who is based in Melbourne. Glen is still committed to service the Tasmania members and assist where he can with all insurance needs and will still be based in the Launceston office with regular visits to all the Tasmanian offices.

Master Builders Insurance Brokers (MBIB) is a specialised ‘go to’ Construction Insurance Broker and is owned by seven of the Master Builder Associations around Australia, and unlike other Insurance Brokers, ALL profits are injected back into the Building & Construction Industry – your industry – ensuring a better future for all of us.

Products & Services

Group Training Organisation (GTO)

Master Builders Tasmania Group Training Organisation (GTO) continues to provide a tailored service to MBT members to support new entrants into our industry. We remain devoted to maintaining the highest standards for our GTO participants and strive for market leading results in apprentice completions through our program.

This year we have stood by these commitments with a better than 95% completion rate.

In September we undertook our GTO audit, this audit showed that we were compliant with the National Standards for Group Training Organisations, relevant parts of the Training and Workforce Development Act 2013 and TTAC Guidelines. Our next audit is due in 2025.

During this financial year we have 6 successful completions:

- Hayden di Coco Grant
- Julian Hudson
- Hayden Smith
- Tait Highett
- Will Vickery
- Michael Taylor

With 24 new apprentice commencements, including our first Cert III Civil apprentice:

- Abas Jafari
- Ben Millington
- Branden Fulham
- Calum Evans
- Chris McKay
- Daniel Burling
- George Shaw
- Healey Mather
- Jacob Banfield
- James Fidian
- Jarrod Fletcher
- Lachlan Cocker
- Blade Blackburn
- Brendan Giani
- John Humphris
- Jordy Flielding

- Logan Horton
- Daniel Richardson
- Dylan Butler
- George McShane
- Jamahl Veneable
- Mathew Allanby
- Steven Barrett
- Tom Steele

The total number of apprentices employed through the MBT GTO program as of the 30th June 2021 is 37, 18 in the North, 6 in the North West and 13 in the South.

Pathways into the Building & Construction Industry

Master Builders Tasmania (MBT) has now completed its sixteenth (16) year of delivering our Pathways into the Building and Construction Industry program to secondary students state-wide.

This year we presented our face-to-face sessions to 52 schools and approximately 2,090 students. The method of presentation for 2021, as per previous years, was about introducing students to the diverse and rewarding careers in our industry.

In 2021 we increased our offerings to schools with the clear intention of showing students the pathway between classroom to apprenticeship and beyond. We listened and actioned the stakeholder feedback received over many years and have been humbled by the schools' response. Our principal aim this year was to work with students to give them the best possible chance at gaining employment.

"Job Ready" sessions were introduced educating participants in resume writing, employability skills and mock interviews, again empowering them to be better prepared. 18 schools attended these sessions and we worked with 98 students.

The jewel in our crown this year was the introduction of face-to-face white card training, our "construction safe" program providing a

training program that gives participants greater context and covering off on all important aspects of site safety. This year we have visited 20 schools that have taken part, with 239 students successfully achieving their white card.

Contracts

eDocs is now available to all members, putting Master Builders contract templates and all supporting materials online and into a management platform which allow members to manage their contracts more easily with clients.

These templates and supporting materials are industry leading and updated on a regular basis to comply with changes to Acts and legislation. Training sessions are also offered on the content and use of all MBT contract templates.

Industry Information

As the peak industry association for the building and construction industry, a key role for us is to ensure we inform our members and stakeholders of trends and developments in our industry. To do this, our social media channels are updated daily and the MBT Digital Newsletter is released monthly. We also produce bi-annual industry forecasts which provide an outlook for construction activity for the next five years. We pride ourselves on being leaders in the provision of information relevant to our member business and industry.

OH&S

Our industry experts offer specialist advice across a complete range of occupational health and safety obligations. We provide customised services and products including consultation sessions, inspections, SWMS training, templates and development of fully encompassed safety management plans/systems for businesses of all sizes.

Workplace Relations

Master Builders members are backed by a national network of some of the best industrial relations experts in the country. We can help with employee relations, industrial advocacy, policies and procedures, enterprise bargaining agreements, redundancy, award advice and provisions, and many other areas relating to the management of your businesses' human resources.

Technical

Our technical services draw on the experience of the MBT team, network of builders and national MBA network. This covers all aspects of housing and commercial construction, the Building Act and other relations codes and practices. We can offer guidance on building standards and codes, strategic planning and approval processes.

Partners

Sponsors, Supporters & Partnerships

Thank you. We couldn't do it without you.

Master Builders Tasmania creates value driven relationships with businesses from a variety of backgrounds, to provide benefits for our members, our sponsors and in turn, your organisation.

Cbus Super have been by our side for many years, recently named in the top ten performing funds in Australia. Cbus ensures we have important information about changes to superannuation so that our members are kept up to date, we are proud to be supported by Cbus.

Bank of Us is a fabulous Tasmanian organisation, more than a bank, they contribute to the financial health of individuals and businesses in our state. The Bank of Us team has successfully delivered financial literacy programs to MBT trainees to enable them to thrive as future businesspeople.

Master Builders Insurance Brokers are there for you when you need them most. Insurance for our industry is not a simple matter and Glen is truly an expert in his field, he is always happy to discuss the intricacies of contracts and coverage to keep your business safe.

Clennett's Mitre 10 and Becks Mitre 10 are the

trade supply leaders. From timber to tiles and everything in between, there are thousands of beautifully built projects in our state made from products supplied by these two Mighty Helpful legends.

Brickworks Building Products, the home of Austral Bricks, works hard to produce the world's only carbon neutral certified, clay bricks – right here in our state. Just ask the big bad wolf... Austral Bricks are a super strong cladding, will last the distance, look stylish and won't break the budget.

We love lifts and escalators from Access Solutions, all things glass from Clark Windows, driving Toyotas and advice from Simmons Wolfhagen.

It's great to see so many sponsors coming along to our regional general meetings, speaking to members about their area of expertise, hosting us at their showrooms or factories and generally being part of the Master Builders community.

Please check out the list of supporters on the opposite page and next time you're in the market for goods or services that they can supply – support them because they are already supporting us.



Thank You

To All of Our Sponsors, Supporters & Partners

Master Builders Tasmania would like to thank all of the organisations and individuals for their generosity and support over the past twelve months.



MBT Awards for Excellence

2020

Over \$644 million worth of commercial buildings and homes, built in Tasmania over the last 12 months by Master Builders Tasmania members, were presented for judging for the annual Master Builders Tasmania Awards for Excellence. The Awards this year attracted 107 entries in both Construction and Special categories.

Congratulations to each of our winners and also to the 13 State winners that went on to win at the National level:

State Apprentice of the Year

Melanie Ransley

Hands on Skills Apprentice of the Year

Cameron Stephens

Young Builder of the Year

Samuel Walters
Platinum Pro Construction

Residential Builder of the Year

Form Projects

Commercial Builder of the Year

Vos Construction & Joinery Pty Ltd

Unique Achievement in Construction 2020

Royal Hobart Hospital Redevelopment
John Holland Fairbrother Joint Venture

Women in Construction

Penelope Haley
Valley Workshop

Medium Density Construction 2-5 Dwellings

Form Projects
Birdhouse Apartments

Medium Density Construction Over 5 Dwellings

Vos Construction & Joinery Pty Ltd
Avila Stages 4 & 5

Renovation / Addition Under \$200,000

KAM
Utiekah Drive Project

Renovation / Addition \$200,000 - \$400,000

OCON Built
Summerleas Road

Renovation / Addition \$400,000 - \$650,000

DS Building
Lower Jordan Hill Road Project

Renovation / Addition Over \$650,000

JPO Building Contractors Pty Ltd
Hawley Residence

Dwelling Construction Under \$200,000

Platinum Pro Construction Pty Ltd
Gerrand Street Home

Dwelling Construction \$200,000 - \$350,000

Strong Constructions
Off-grid Timber Escape

Dwelling Construction \$350,000 - \$500,000

Davies Construction (Tas) Pty Ltd
Geminus One

Dwelling Construction \$500,000 - \$750,000

Form Projects
Gorge House

Dwelling Construction \$750,000 - \$1 Million

Streefland Homes & Developments
Glover House

Dwelling Construction \$1 Million - \$2 Million

Davies Construction (Tas) Pty Ltd
Hawley House

Dwelling Construction Over \$2 Million

Fairbrother Pty Ltd
House 2, Sandy Bay Road

Energy Efficiency – Residential

Streefland Homes & Developments
Glover House

Best Use of Australian Made Products – Residential

Fairbrother Pty Ltd
House 2, Sandy Bay Road

Work Health & Safety Residential

SFAW
COVID 19 Prep Pack for Builders

Soil & Water Management

Hutchinson Builders
UTAS Melville Street

Work Health & Safety

Vos Construction & Joinery Pty Ltd
Launceston General Hospital Carpark

Best Use of Australian Made Products – Commercial

Fairbrother Pty Ltd
Cradle Mountain Gateway

Lifestyle for Seniors

Vos Construction & Joinery Pty Ltd
Uniting Agewell Strathdevon

Heritage Listed or Period Home Restoration / Renovation – Open Value

Vos Construction & Joinery Pty Ltd
Moss Hotel

Health Facility

John Holland Fairbrother Joint Venture
Royal Hobart Hospital Redevelopment

Entertainment & Recreation Facility

Fairbrother Pty Ltd
Mona Siloam

Education Facility

Haven Built
Hobart College Theatre Upgrade

Renovation / Fitout Under \$1 Million

Davies Construction (Tas) Pty Ltd
Davies HQ

Renovation / Fitout \$1 Million- \$5 Million

Haven Built
Hobart College Theatre Upgrade

Renovation / Fitout Over \$5 Million

Cygnnet Brand Construction
Port Cygnnet Cannery

New Construction Under \$1 Million

Vos Construction & Joinery Pty Ltd
Warrabee Amenities Block

New Construction \$1 Million - \$2 Million

AJR Construct Pty Ltd
Mersey Community Hospital Helipad

New Construction \$2 Million - \$5 Million

Vos Construction & Joinery
Macquarie House Redevelopment

New Construction \$5 Million - \$10 Million

Vos Construction & Joinery Pty Ltd
Devonport Country Club

New Construction \$10 Million- \$20 Million

Fairbrother Pty Ltd
Cradle Mountain Gateway

New Construction \$20 Million- \$50 Million

Fairbrother Pty Ltd
Mona Siloam

New Construction Over \$50 Million

John Holland Fairbrother Joint Venture
Royal Hobart Hospital Redevelopment

Civil Construction

Vos Construction & Joinery Pty Ltd
Civic Square Launceston



2020 National Award Winners

We congratulate the following 2020 state winners, who went on to win their category at national level.



National Apprentice of the Year

Melanie Ransley

Melanie has completed a Certificate IV in Building and Construction as well as a Certificate IV in Applied Learning, part of her Bachelor of Education with UTAS.

Melanie has been promoted by Fairbrother to sub-foreman and is the safety coordinator for her jobs, as well as chief fire warden. Her drive and passion impressed the judges.

Melanie turned her unexpected arrival in our industry into an inspirational journey from apprentice to builder to also being a visionary educator and trainer of apprentices.

Busy being the best she can be at work, and outside of work with an amazing list of projects and interests, Melanie is an asset to the industry.

We are proud of her and grateful she is dedicated to the betterment of Master Builders Tasmania and the building industry.

Congratulations Melanie!



MULTI-AWARD WINNER

Commercial / Industrial Construction

\$10 - \$20 Million

Best Use Of Australian Made Products

Commercial

Designed by: Cumulus Studio

Fairbrother Pty Ltd – Cradle Mountain Gateway

Designed by: Cumulus Studio

Fairbrother worked closely with local manufacturers and suppliers to clad these buildings exceptionally well. Internally, this work is expressed through the more than 300 faceted Tasmanian oak veneer plywood panels making up the ceiling in the main building's foyer. Externally, the expression is through a perforated skin of aluminium panels and channels. Innovative approaches to construction challenges, and successful management of disparate supply lines have culminated in a great showcase of construction skill.



Alterations / Additions

\$400,000 - \$650,000

DS Building
Lower Jordan Hill Road

Designed by: Taylor + Hinds

DS Building overcame a range of access and construction challenges to insert a finely detailed extension to the rear of an existing Federation home. Although quite different in style from the original, the new work is carefully integrated, providing the house with an attractive new dimension of liveability.

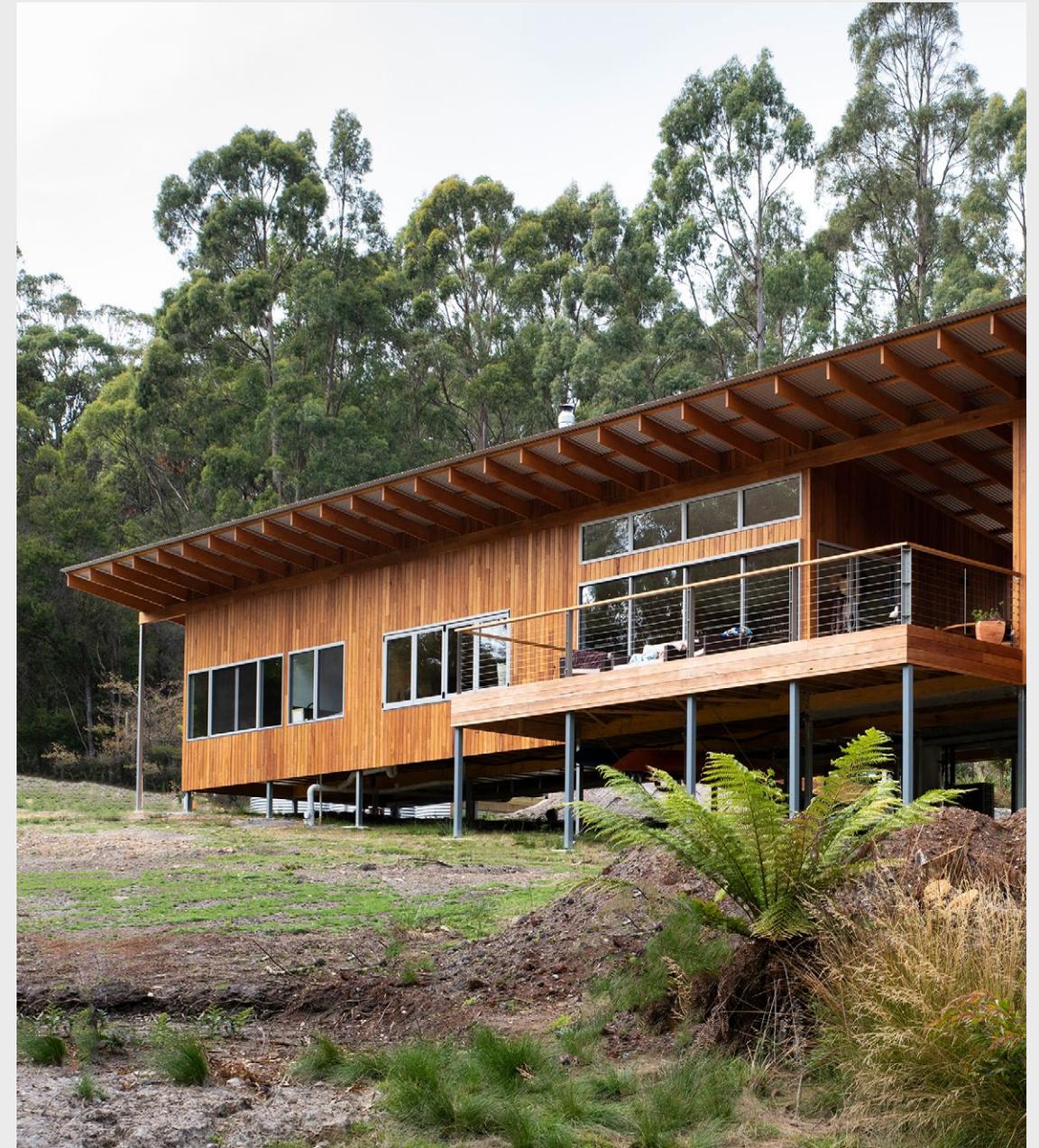
Contract Home

Under \$350,000

Strong Constructions
Off-Grid Timber Escape

Designed by: MJ Architecture

The overall design concept here required the precise repetition of detail, and Strong Constructions delivered with aplomb. At the same time, the integration of a range of sustainability measures and a low-environmental-impact aesthetic has been skilfully navigated. Successfully drawing these threads together in a high-quality construction with a limited budget has delivered a commendable outcome.

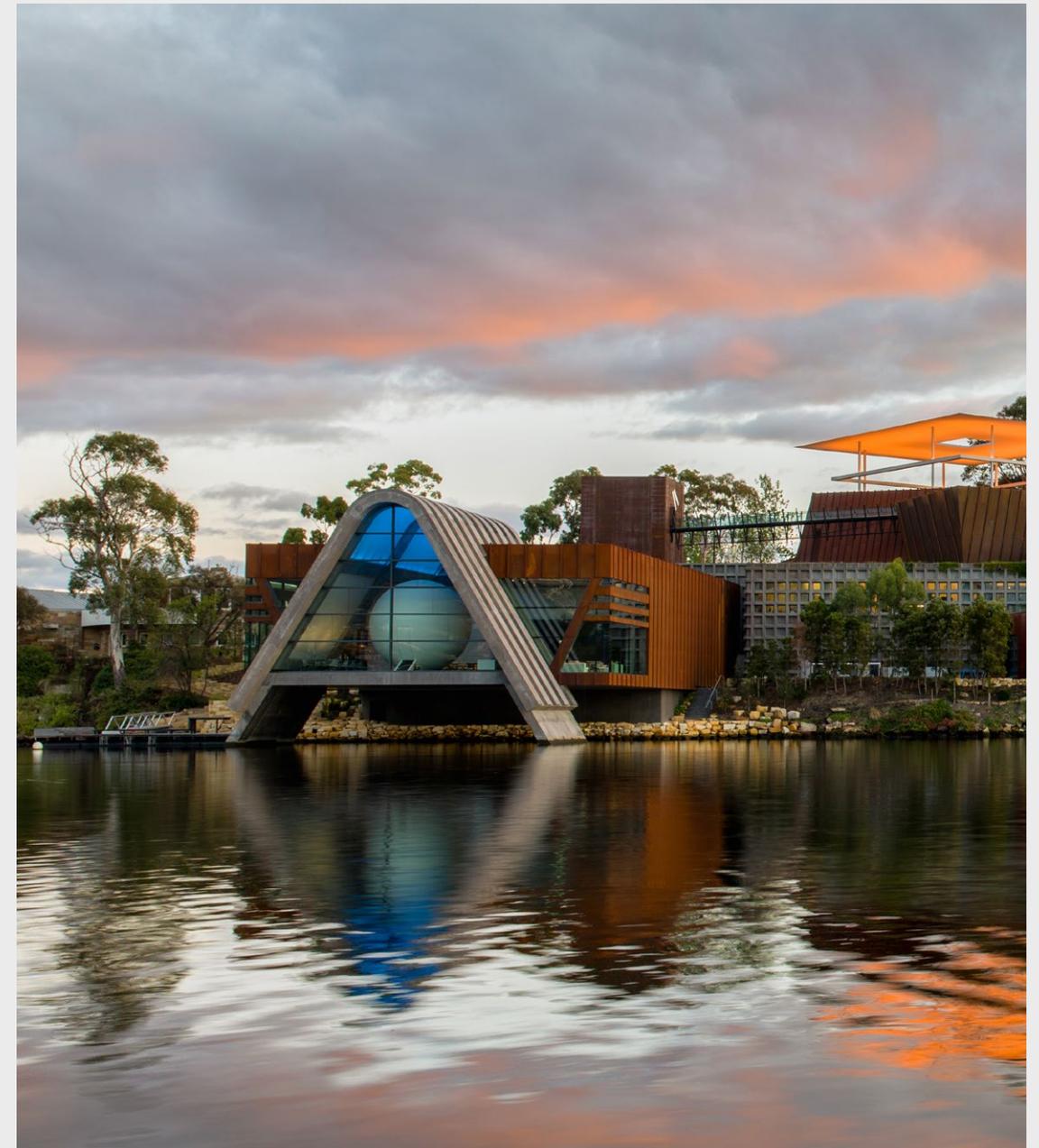


Fit-Out

Cygnnet Brand Construction Port Cygnnet Cannery

Designed by: Cumulus Studio

Cygnnet Brand Construction overcame complex site and infrastructure issues to restore, renovate, convert and add to an existing apple-processing plant, transforming it into a new tourism and community-focussed venue. The work has been carried out in a flexible way with extensive liaison between the builder and owner to finalise the details of the work. But it is the quality of the builder's work that makes the final product a standout.



Entertainment and Recreation Facility

Fairbrother Pty Ltd Mona Siloam

Designed by: Fender Katsalidis

With this Fairbrother build it's difficult to know where the build stops and the art starts. There seems no distinction in the builder's scope of work to help us clarify this distinction. The achievement is extraordinary, with the project encompassing substantial excavation, rock cutting, tunnelling, metal cladding, fabrication and installation of artwork. It's all an artwork really. Outstanding achievement.



Best Use Of Australian Made Products

Residential

**Fairbrother Pty Ltd
House 2, Sandy Bay**

Designed by: HBV Architects – John
Button / Steve Spizick

Fairbrother has made unique Tasmanian timbers a particular focus of this amazing house. Seamless blackheart sassafras wall panels and flush pivot doors line a dramatic entry hall and the curved stair leading to lower levels. Elsewhere, celerytop pine, blackwood and Huon pine are used to good effect in ceilings, doors and custom-made fittings and furniture. Fine materials and excellent workmanship are on show here.

Historical Restoration / Renovation

Commercial

**Vos Construction and Joinery
Moss Hotel**

Designed by: Circa Morris-Nunn Architects

The Vos Construction & Joinery restoration, renovation and re-purposing of the two buildings comprising the Moss Hotel is predicated on the exposure and informal interpretation of the period features of the building, even as significant new elements of structure and fit-out were inserted. The finish achieved is exemplary, considering the complex issues of a highly constrained site and working with a multitude of adjoining tenants and owners.



Medium Density Construction

2-5 Dwellings

Form Projects
Bird House Apartments

Designed by: Gillian Van Der Schans

Form Projects delivered an extremely well-finished pair of units including a significant and important focus on sustainable, energy efficient and healthy construction practices. The quality of finish inside and out is outstanding. The builder's ability to work around a difficult site and to a finite budget has been exemplary.



Commercial / Industrial Construction

\$5 - \$10 Million

Vos Construction & Joinery
Devonport Country Club

Designed by: 6ty°

Every aspect of this project by Vos Construction & Joinery has been completed to the highest possible standard. The builder is to be applauded for the quality of construction embedded throughout. Of note is the construction of an international standard indoor bowls arena within the complex. But overall build quality, client satisfaction, and the builder's approach to their relationship were additional highlights.



Commercial / Industrial Construction

Under \$5 Million

**Vos Construction & Joinery
Macquarie House Redevelopment**

Designed by: HBV Architects

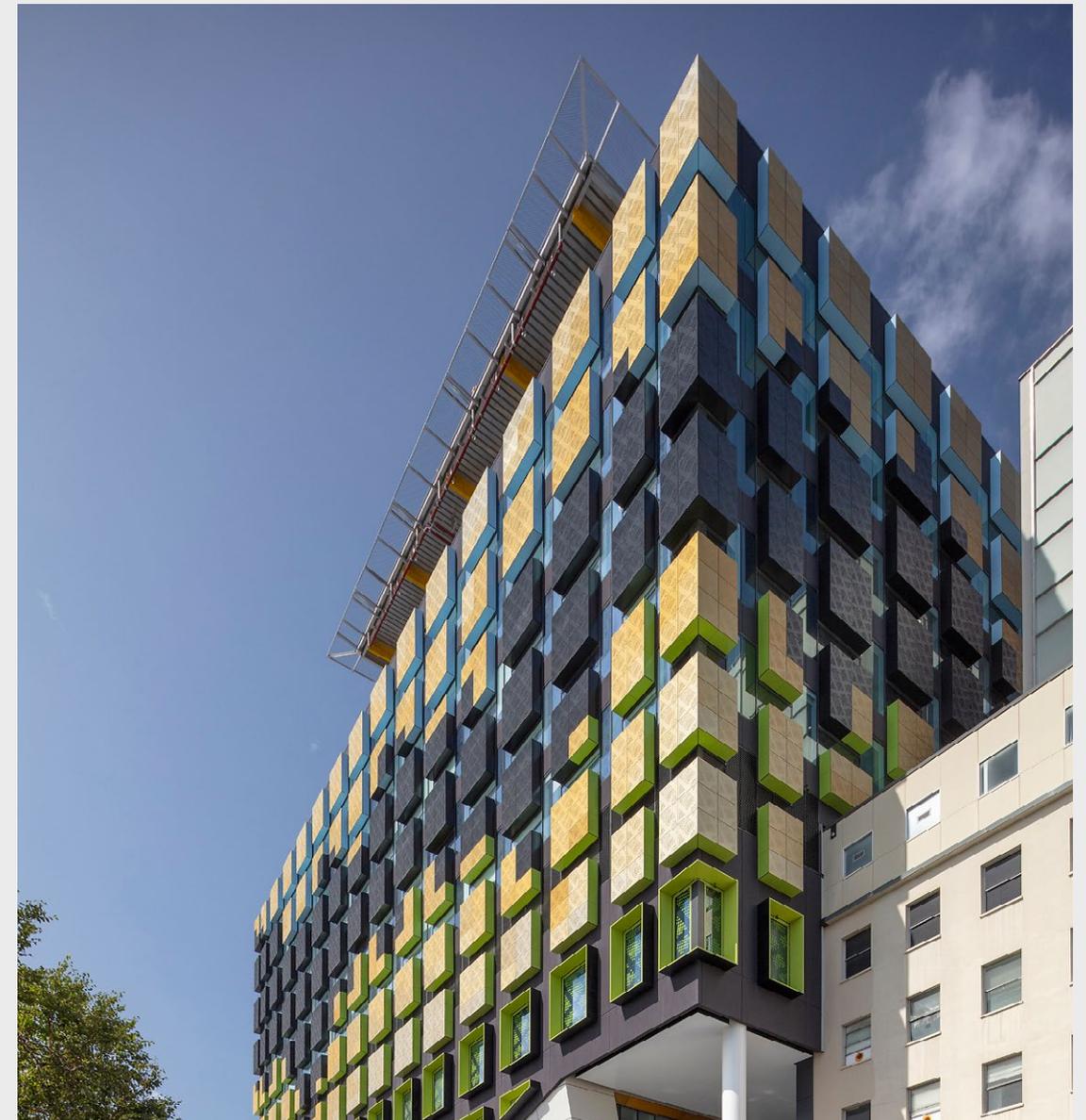
Vos Construction & Joinery are to be applauded for the quality of construction embedded within this refurbishment and extension. The heritage restoration is a model of restraint and sensitivity, while the new work is elegantly executed and a fine compliment to the adjoining 1830 structure. Each of the materials used has been dealt with superbly, and the overall effect is excellent.

Infrabuild National Health Facility

**John Holland Fairbrother Joint Venture
Royal Hobart Hospital**

Designed by: Lyons Architects

The John Holland Fairbrother Joint Venture delivered Tasmania's largest health facility - the Royal Hobart Hospital Redevelopment. The scope and complexity of the project is unique in the Tasmanian construction context, with works encompassing refurbishment within the existing hospital, construction of temporary facilities, and the new K Block. In spite of the extent of the project scope, encompassing a range of world-leading facilities, this landmark project has been delivered to the highest standard.



Interview

With Our Longest Serving Member

Master Builders Tasmania is celebrating its 130th Birthday this year.

We would like to pay a special tribute to our longest serving member, D Williams Builders.

Members for 129 years, they have an illustrious history in Tasmania as builders and as members of MBT.

D Williams Builder have been a proud member of Master Builders Tasmania from its inception with the second David Williams being the Secretary and founding member.

This association is continuing with the 6th generation of D Williams Builders, Clive Williams having started his apprenticeship in 2020 and recently completed Certificate IV theory and looking to taking over the reins in the not too distant future.

D Williams Builders has evolved and changed both with the times and customers but retains a fundamental attitude to providing quality and service to its many and varied customers at an appropriate cost.



With the baton being passed, D Williams Builders will look ahead and continue its involvement with the MBA and will hopefully be there at the 150 Years and beyond.

Business Name: D Williams Builders.

Person: David Williams.

Job Title: Director.

Which area of the state does your business operate in? Southern Tasmania.

What type of work does your business undertake? Light Commercial, Residential and Insurance Repair.

How long has your business been involved with Master Builders? The original David Williams was a founding member and secretary of the MBA, so 130 Years.

How did you get your start in the construction industry? I started as a 15yr old apprentice to the family business, then worked around Australia in my 20s and came back to the family business.

What is the secret behind your success? Quality and service to clients.

What has been your favourite project so far? A lot of the heritage works, Government House, Theatre Royal and heritage homes are always interesting.

What words of wisdom would you give to a young person coming into the industry? Put the phone away, look and listen.

Lastly, which are the best – hand tools or power tools? A good tradesman will always finish with hand tools and sandpaper.

David Williams, First Treasurer of MBT

A name synonymous with the master builder movement in Tasmania is that of D Williams, Builder.

David Williams was one of the original members of the Builders' and Contractors' Association of Tasmania, and was the first treasurer. His father, David Williams Senior, a Welsh carpenter and joiner, arrived in Hobart with his wife and family in 1855 and established himself as a builder in Hobart. David, who had been apprenticed to his father, set up in Argyle Street, the site of the present business.

He operated as one of the largest builders in Hobart at the time, employing about 60 men. He built the original section of the Magdalene Home, the City Mission, Bishops Court, the seating in the Congregational and Baptist Church in Elizabeth Street, and many commercial and private buildings.

David Williams was a strong advocate for apprentice education; in 1893, he gave a paper to the Association, titled 'Apprentices', in which he set out guidelines for the relationship between master and apprentice.

About 1910, David and Leslie, sons of David and grandsons of the original builder, took over the running of the business, continuing to trade as 'D Williams, Builder'. They started a joiners' shop on the premises and had connections with many well-known city businesses, undertaking maintenance and additions. They also began to sell Huon and King William Pine.

Leslie served on the MBAT committee between 1920 and 1923, and both brothers attended annual general meetings. Many well-known builders worked for 'D Williams, Builder'; their standard was high and their employees were renowned for their loyalty. Harry Gibbons, a cabinetmaker, worked for the firm for over 50

years. Others who served their apprenticeship there were John Jackson and Tom Pilkington. MBAT Life Member, Gerry Walters, was another.

In January 1940, Doug, son of David, and great-grandson of the original builder, started with the firm and eventually took over, carrying on the tradition of his father and uncle. Doug was actively involved with the MBAT Apprenticeship Education and Training Committee.

In June 1976, David, son of Doug, and great-great-grandson of the original builder, signed on as an apprentice. David's brother, Greg, was MBAT President from 1993-1995.

From Foundations of a Tasmanian Industry The History of the Master Builders' Association 1891-2005

By Dianne Snowden

David Williams signs for apprenticeship, father Doug at right, 1976



Policy & Advocacy

Lobbying for the Industry

Master Builders advocacy was in overdrive for most of 2021. Having two State Budgets, a COVID Recovery Plan, and State election in one year provided ample opportunity to present our key policy priorities to government.

Following on from the success of Master Builders 'Rebuilding Tasmania' Report, which formed the basis of the governments HomeBuilder scheme first round of the \$10 million Community Builder Support program, Master Builders put forward a detailed plan to both major parties leading into the 2021 State Election.

Out of this, Master Builders scored several wins. I had the pleasure of announcing an \$8 million funding package to help industry train a High Viz Army, with the Premier during the 2021 election campaign. \$4 million of this funding was committed directly to Master Builders Tasmania to ensure that the next generation of Tasmanian tradespeople are the best trained in the country.

In total and including previous stimulus funding won through the Federal and State government HomeBuilder grants, more than \$100 million in stimulus was won through Master Builder advocacy over the past 12 months, not including the additional funding to boost major infrastructure project spending.

Notable advocacy wins coming directly from Master Builders lobbying efforts included:

\$20 million Community Builder Support Program – this was first recommended in the Master Builders Rebuild Tasmania report, receiving initial funding of \$10 million in the 2020-21 State Budget, and a further funding allocation of \$10 million in the 2021-22 State Budget.

\$30 million Low Interest Loan Scheme for stalled commercial projects - Last year, at the height of the COVID crisis, Master Builders and the Institute of Architects presented a list of over \$1 billion in stalled projects to the Office of the Coordinator General. This was a key

policy position put to government by industry to help drive the COVID economic recovery, boost jobs and confidence to bring back private investment and commercial construction activity.

\$10 million Headworks Rebate Scheme – offering up to \$10,000 per block to offset service installation costs. This was first recommended in the Master Builders Rebuild Tasmania report and received funding in the 2021-22 State Budget.

\$315 million in additional funding for social housing projects over the next 5 years – Master Builders works closely with the Housing Minister's office to ensure that social housing targets and funding are both adequate and achievable. The aim of any government housing policy should be to give as many Tasmanians as possible the opportunity to own their own home, not put an ever-increasing number of houses under the management of government or community housing providers.

Outside of direct stimulus funding, Master Builders advocacy focussed on measures to boost capacity in the training system. The aim is to give as many Tasmanians as possible the opportunity to build their career in the construction industry.

Other than the measures supported by the High Viz Army policy, additional measures lobbied for by Master Builders include:

- A significant increase to TasTAFE funding to strengthen industry partnerships,
- Greater enforcement of the Construction Industry Training Policy and the expansion of the policy to cover Civil and Engineering construction projects, and
- The extension of the payroll subsidy for all construction industry apprentices.

Several legislative changes addressed red tape in the planning process. Master Builders has been working with government agencies over several years on how we can cut red tape to better planning processes and procedures.

The past 12 months saw this advocacy pay dividends in the introduction and passing of the Building and Construction (Regulatory Reform Amendments) Bill 2020 and the Building and Construction (Regulatory Reform Amendments) Bill 2021.

These Bills addressed the 88 recommended reforms from the Office of the Coordinator General Tasmanian Red Tape Audit Report 2020-21.

The Land Use Planning and Approvals Amendment (Major Projects) Bill 2020 passed Parliament giving major projects that cross jurisdictional boundaries the option to have projects assessed by a panel of experts.

We must give a special thanks to those members who, without hesitation, contributed to a fighting fund to assist in the development of an evidence-based policy platform, putting our industry ahead of others during the State Election campaign.

Members who contributed to the fighting fund are:

- Streefland Homes
- Fairbrother
- Hutchinson Builders
- Mead Con
- Wilson Homes
- Stubbs Construction
- Cunic Homes, and
- Vos Construction and Joinery

Despite some strong advocacy wins, there are still sectors and businesses doing it tough. More needs to be done to ensure we can sustain the construction industry over the long term.

We are committed to the promotion of a diverse workforce and as much as possible, that the government stimulus supports Tasmanian businesses and Tasmanian jobs.



Policy & Advocacy

MBT Sector Committees

Residential

The **Housing Sector Committee (HSC)** is the core group of MBT members tasked with the development and promotion of policies on behalf of the residential construction sector. The key policy priorities of the HSC are:

- **Housing and land affordability** – policies to help speed up supply and reduce the cost of land for residential developments
- **Property taxes** – policies to lower the high tax burden on the property industry
- **Planning and approvals** – Participate in planning provisions consultations, red tape reduction and a planning system which does not prevent industry from keeping pace with the growing housing demands of the community
- **Accessible housing** – engage with MBA national office and Liveable Housing Australia in the development of national accessible housing standards
- **Energy stringency** – policies which do not add to the cost of building and mitigate issues with condensation caused by current energy efficiency standards
- **National Construction Code** – participation in national submissions to code amendments, review cycles and Building Ministers Forum meetings
- **Local Government** – monitor performance of local government and work on ways to speed up the development approval process
- **Education and training** – development and promotion of education and training to raise the standards of residential building and Master Builders members

Commercial

The **Commercial Sector Committee (CSC)** is the peak group of commercial contractor members tasked with the development and promotion of policies on behalf of the commercial construction sector. Major strategic priorities identified for the commercial construction sector are:

- **Industrial Relations** - All legislation, regulation, rules, codes and instruments that refer to workplace laws
- **Workplace Health and Safety** – All legislation, regulation, rules, codes and instruments that refer to WHS rights and obligations of parties with regard to the building and construction industry
- **Planning Reform** - All Federal & State agencies who have carriage of planning regulation, enforcement and/or policy development
- **National and State Construction Codes** – All amendments, changes or reviews of National and State Construction codes relevant to the commercial construction industry
- **Procurement Policies** – Development of best practice procurement policies and guidelines for all government agencies
- **Industry Development** – Assist industry in planning to promote a safe, fair, productive and growing commercial construction industry in Tasmania



Policy Priorities Summary

We are calling on the incoming government to commit to the full list of policies to build a stronger Tasmania.

PRIORITY 1: Building Capacity and Skilling for Recovery

1. Increase the number of people employed in construction by 25% by 2025.
2. Strengthen the Construction industry Training Policy to drive skills development.
3. Provide long-term apprentice support for business.
4. Improve apprentice completion rates by supporting small business.
5. Prioritise partnerships between the private sector and TAFE.
6. Invest with the private sector to build a Construction Skills Training Hub.
7. Provide extra resources for department procurement agencies, and State Growth to accelerate the delivery and roll-out of major infrastructure projects.

PRIORITY 2: A Private Investment-Lead Long-Term Recovery Strategy

1. Increase the \$10 million Building Support Program to \$30 million.

2. Extra resources for the Office of the Coordinator General to work with developers and contractors to bring forward stalled projects.
3. Resources for Treasury to better coordinate tendering schedules of major government projects (more than \$20 million) across government departments.
4. A plan to give small and medium Tasmanian businesses better access to government projects.
5. Commit Infrastructure Tasmania to publishing an up-to-date pipeline of construction work every six months and a long-term infrastructure plan.
6. Fast track the implementation of a single state-wide planning scheme.

PRIORITY 3: Building Affordable Housing for the Long-Term

1. Pledge to make HomeBuilder more flexible as a first priority of the new Parliament
2. Set a homeownership target of 75% of households by 2025.

3. Commit to research into the minimum number of houses we need to build to keep pace with population growth and changing housing needs.
4. Build 2000 social houses by 2025.
5. Boost land supply and unlock privately held land zoned for residential development.
6. Expansion of the \$10 Million Headworks Holiday to \$10 million per year, each year, over the full term of the incoming government.

PRIORITY 4: Backing Business to Create More Jobs

1. Greater financial support for businesses to employ apprentices.
2. Extend the payroll tax exemption for apprentices for four years to give businesses the confidence to employ for the full term of an apprenticeship.
3. Reduce taxes and charges related to new construction activity and bring the growth in conveyance duties and land taxes in line with broader growth in total State taxation.

4. Reform payroll tax to ensure Tasmania is the most competitive jurisdiction in Australia.

PRIORITY 5: Keeping Tasmanians Safe

1. Commitment to a Resilience Renovations program giving eligible homeowners access to funding to improve the accessibility and/or resilience of their homes to natural disasters.
2. Provide dedicated resources for strengthening compliance and enforcement in relation to non-conforming building products.
3. Funding for an assessment of the costs and benefits of a New Home Builders Warranty scheme.
4. Funding for businesses to develop and implement safety management systems – ideally at or close to an ISO 45001 compliant level.

Corporate Governance

State Councils & Committees

Master Builders Tasmania corporate governance is based on good faith, diligence and care in advancing the organisation's vision, mission and values. The State Council is committed to providing strong leadership and governance to enable the Association to fulfill its important role for members, industry and the community.

Office Bearers and State Council meetings

Master Builders' State Council is the Association's supreme governing body, overseeing management of the organisation. It comprises a minimum of 9 and maximum of 12 members. Each election, the Regional Chairman from each region take a seat on State Council. Each region also elects 2 further representatives to sit on the State Council Board. The Immediate Past President is automatically a member of the State Council Board and the Council has discretion to elect two extra ordinary members if required.

The Association's President, Vice President and Treasurer are elected by, and from among, the State Council members. The State Council meets on minimum, 11 times a year.

Strategic Planning

We are a year into the 2019-2022 Strategic Plan. This plan was officially endorsed by the MBT State Council in July 2019. The State Council is charged with ongoing monitoring of the strategic plan and objectives, approving correcting actions.

The strategic plan is the central tool in guiding the allocation of MBT resources in the pursuit of its Mission, Vision and Purpose.

Progress against the strategic plan is tabled monthly as a standing agenda item at State Council meetings.

The strategic plan is a working document, updated when required to ensure MBT continues to best meet the expectations of its members.

Reporting Requirements

Master Builders Tasmania is an incorporated body by virtue of registration under the Fair Work (Registered Organisations) Act 2009 (the RO Act) and furnishes an annual audited Financial Return as required under subsection 255(2A) of the Act.

Complaints

Master Builders records complaints against, and by, members and attempts to help with prompt resolution. Intractable matters and those involving non-members are referred to relevant agencies or to professional advisers. Where it is uncovered that the conduct of a member is deemed to bring the name of the association into disrepute, the Association reserves the right to enforce reasonable disciplinary action, up to and including compensation to the Association, and/or the suspension or termination of membership.

Ethical Behaviour

As an industry leader, Master Builders encourages high ethical standards. The associations Code of Ethics establishes a best practice guide by which members are expected to abide. In addition, the Association has a comprehensive Code of Conduct governing Council and Committee members, management and staff.

Policy & Procedures

Master Builders has comprehensive policies

and procedures in place across all worksites and regulating the practices of the Councils, Committees, staff and volunteers. Policies cover organisational governance, financial management, staff, administration and members, information technology and workplace health and safety.

The association is committed to protecting the privacy of personal information and always seeks to comply effectively with the Privacy of personal information and always seeks to comply effectively with the Privacy Act 1988 and other laws regulating collecting, holding and administering such information. Master Builders also has a strong anti-discrimination policy.

Committees

Master Builders currently have three regional management committees, each made up of nominated regional members. It is endeavored that the composition of regional committees includes representation across membership categories and industry sectors.

The State Council has the power to establish additional committees in the governance and leadership of the Association. Two Sector Committees, Housing and Commercial meet to discuss policies and issues specific to these sectors and act as advisory committees to the State Council.

Other standing State Council appointed committees include the Risk and Audit committee to assist in the management of organisational risk, the Investment committee to assist in the management of Association assets, and a temporary committee recently set-up to provide advice to the Council in the revision of the Associations Constitution and governance.

State Council Members

David Gates
President / Councillor

John Faulkner
Vice President / Councillor

Lyndon Fenton
Immediate Past President / Treasurer

Wayne Licht
Councillor

Tim Mead
Councillor

Denis Reid
Councillor

Russell Oakes
Councillor

Ben Nicholls
Councillor

Andrew Kilpatrick
Councillor

Tony Streefland
Councillor

Craig Edmunds
Co-opted Extraordinary Board Member, MBT National Board Representative

Corporate Governance

Representatives

Investment Committee

Chairman: Wayne Licht

Denis Reid, Russell Oakes, John Faulkner, David Moody

Commercial Sector Committee

Chairman: Darryn Scott

Vice Chairman: Kurt Arnold

Paul Ransley, Vonette Mead, Wayne Licht, Julian Proud, Nick Silcox

Housing Sector Committee

Chairman: Tony Streefland

Robert Rimmelzwaan, Denis Reid, Greg Rothaker, Mark Schmidt, Lyndon Fenton, John Beswick, Tyson Clements, Luke Davies, Penelope Haley, Luke Eiszele, Russell Oakes, Shane Spaulding, Lucy Fraser, Ty Turner, Ben Nicholls, Joey McAuley

North West Regional Committee

Chairman: Tim Mead

Vice Chairman: David Gates

Wayne Licht, Grant Barnes

Northern Regional Committee

Chairman: John Faulkner

Vice Chairman: Peter Douglas

Tony Streefland, Andrew Kilpatrick, Craig Burleigh, Craig Edmunds

Southern Regional Committee

Chairman: Ben Nicholls

Vice Chairperson: Alicia Roughan

Denis Reid, Rod Betts, Russell Oakes

Staff Members

Head Office

Matthew Pollock

Chief Executive Officer

Wendy Bridges

Member Engagement Manager

Beck Lauer

Membership Experience Manager

Amy Ransley

Training Officer

Misbah Shah

Accounts

Tarni Hawkins

Executive Assistant

Shashir Panday

Bookkeeper

Victoria Woodfall

Marketing & Communications Officer

Holly Thompson

Training Administration – Trainee

Rebecca Panton

Membership Experience Officer

Regional Staff

North West

Victoria Jackson

Membership Experience Officer

Pyper Page

Membership Engagement Administrator

North

Rachel Jenkins

HR / Membership Engagement Officer

Michael Plunket

Membership Manager



From left: Denis Reid, Russell Oakes, Wayne Licht, Craig Edmunds, David Gates, John Faulkner, Tony Streefland, Lyndon Fenton, Ben Nicholls, Matthew Pollock, Andrew Kilpatrick, Tim Mead

Meeting Attendance

Name	Position	Meetings attended	Meetings eligible to attend
David Gates	President	11	11
John Faulkner	Vice President	11	11
Lyndon Fenton	Treasurer / Immediate Past President	11	11
Ben Nicholls	State Councillor	7	10
Wayne Licht	State Councillor	11	11
Tim Mead	State Councillor	11	11
Denis Reid	State Councillor	11	11
Russell Oakes	State Councillor	10	11
Andrew Kilpatrick	State Councillor	11	11
Tony Streefland	State Councillor	11	11
Craig Edmunds	Co-opted Extraordinary Board Member	10	11

Report

From the Treasurer

It is an honour to present my second and final Treasurer's report for Master Builders Association of Tasmania Inc. (MBT) for the financial year ending June 2021.

The first half of the year the Association was still operating in a very uncertain business environment. Activity was propped up thanks to government stimulus into the Construction Industry, but supply constraints and lockdown continued to plague confidence and hurt the economy. The Association was able to maximise this period with a significant increase in enrolments through Master Builders Training and a boost to the employment of apprentices in Master Builders Group Training.

The second half of the financial year consolidated our position, with the industry able to remain open and operational with minimal disruptions. The Association continued to deliver services through this period albeit with some restrictions around meetings and face to face training. Improvement to business systems to support an improved service delivery model are still ongoing, with the outcomes so far being a foundation of the strategic outcomes to be delivered.

Our conservative strategic position, to minimise all non-essential spending was eased through the second half of the financial year. This allowed for a more proactive approach to achieving our strategic objectives as confidence grew.

A total operating income of \$4.542m was recorded in 2021, the first time MBT has had an operating income more than \$4 million. Other comprehensive income of \$103,980 was recorded thanks to a revaluation of MBT shares in Master Builders Insurance Brokers.

Total operating revenue over 2021-22 grew by 18%, total expenses increased by 27%

largely due to the employment of 24 new apprentices during the year. Employee and overall administration expenses reduced by 2% over the financial year, thanks to efficiency improvements driven by the implementation of digital administrative systems. These productivity improvements in the administrative functions of the business and growth in Master Builders Group Training and Training formed parts of the 2019-2022 Strategic plan outlined by the Board.

Total assets increased from \$7.75 million to \$9.02 million in the 2021 financial year. Growth of over 16% in the value of the MBT Balance Sheet and the first time MBT has reported an asset position exceeding \$9 million.

Liabilities remain low against assets with total liabilities of \$580 000, putting the Association in a strong net asset position of \$8.44million.

To demonstrate the conservative and prudent management of member funds a 'Current ratio' or current assets over current liabilities of between 2.5-3.0 was maintained over the year, this was excluding the funds from the sale of Canning Street executed in the previous financial year. Generally, it would be prudent for the Association to have a 1.2-2.0 Current ratio.

The board and the Investment Committee continued to explore investment opportunities and after a detailed feasibility and due diligence process was undertaken, a decision was made to purchase vacant commercial land in Cambridge, Hobart. The purpose of this is to develop new offices and training facilities over the 2021-2022 financial year.

The property portfolio performed well with Bathurst Street fully tenanted over the year. However, COVID has impacted revenue, contributing to a slight underperformance against Budget for the property portfolio.

For the third year in a row MBT has achieved a strong operating surplus, with income generated through member services and commercial activities covering operating expenses and salaries. Revenue generated from the strong property portfolio, has therefore reinforced MBT's strong financial position.

The GTO has seen significant growth in line with MBT's strategic priority. With the help of government stimulus, the strategy to focus on growth has seen the MBT GTO employ 24 additional apprentices during the 12 months to June 2021.

Master Builders Training recorded its strongest year on record exceeding \$1 million in income, delivering over 1,500 individual training places. This shows MBT's continued investment in training and the development of our industry.

The decision by MBT to change its service level agreement with Master Builders Insurance Brokers to a Commission based model has paid substantial dividends during the past year. Combined with the shareholder's dividend of \$70,000 franked, brings total insurance commission income from Master Builders insurance brokers to \$178,000 for the year. This dividend will contribute to MBT investments over the next year to improve our service offerings and value proposition to members.

This financial year the Master Builders Insurance Brokers shareholding value was changed from the initial investment value to a fair value assessment type, contributing to an increase in the valuation recorded in the MBT balance sheet.

It was a challenging year to hold events due to government restrictions with several events needing to be postponed during the year. The MBT Awards for Excellence was held online for the first time, limiting sponsor engagement.

However, the event was still executed successfully with a break even result.

The Association is in its strongest financial position in its 130-year history in context to the present factors and environment. This brings with it opportunities in the coming years that will underpin the long-term prosperity and legacy of the Association, with an aim to return further value and security to member's funds.

I would take this opportunity to thank the Board and Matthew for the prudent financial stewardship and leadership throughout this diverse, challenging and ultimately rewarding time. It has been an honour to serve as the Treasurer of the Association.

Members, I submit to you the financial statements and the Auditor's Operating Report, being the financial position of Master Builders Association of Tasmania for the financial year 2020-2021.

Lyndon Fenton
Treasurer



2018–2021 Income & Expenditure Statement

Category	2021	2020	2019	2018
Revenue	\$4,542,182.00	\$3,837,181.00	\$3,629,577.00	\$3,134,785.00
Expenses from ordinary activities	\$4,249,245.00	\$3,330,477.00	\$3,347,723.00	\$3,116,974.00
Operating Surplus from ordinary activities	\$292,937.00	\$506,704.00	\$281,854.00	\$17,811.00
Other Comprehensive income for the year	\$103,982.00	\$-	\$-	\$1,345,290.00
Total Comprehensive income	\$396,919.00	\$506,704.00	\$281,854.00	\$1,363,101.00
Accumulated Surplus at 1 July	\$5,399,165.00	\$4,792,552.00	\$4,510,698.00	\$4,492,887.00
Transfer from reserves to accumulated surplus	\$-	\$100,000.00	\$-	\$-
Fair value of investment in MBAIS for prior years	\$698,533.00	\$-	\$-	\$-
Accumulated Surplus as at 30 June	\$6,494,617.00	\$5,399,256.00	\$4,792,552.00	\$4,510,698.00
Current Assets				
Cash on hand & at bank	\$2,349,595.00	\$2,004,369.00	\$600,249.00	\$421,210.00
Debtors	\$311,976.00	\$278,460.00	\$270,005.00	\$289,772.00
Prepayments	\$42,585.00	\$13,750.00	\$7,393.00	\$4,512.00
Stock on hand	\$25,778.00	\$22,641.00	\$22,918.00	\$16,584.00
Other Assets	\$66,318.00	\$-	\$-	\$-
Total Current Assets	\$2,796,252.00	\$2,319,220.00	\$900,565.00	\$732,078.00
Non-Current Assets				
Investments	\$3,237,000.00	\$3,254,111.00	\$4,403,920.00	\$4,387,000.00
Fixed Assets	\$2,071,538.00	\$2,062,980.00	\$2,084,990.00	\$2,077,063.00
Other Financial Assets	\$922,515.00	\$120,000.00	\$120,000.00	\$120,000.00
Total Non-Current Assets	\$6,231,053.00	\$5,437,091.00	\$6,608,910.00	\$6,584,063.00
Total Assets	\$9,027,305.00	\$7,756,311.00	\$7,509,475.00	\$7,316,141.00
Current Liabilities				
Creditors	\$267,859.00	\$131,902.00	\$226,933.00	\$290,459.00
Income Received in Advance	\$77,688.00	\$70,665.00	\$95,632.00	\$95,710.00
Bank Loan Facility	\$-	\$-	\$20,556.00	\$20,556.00
Leave Entitlements	\$156,723.00	\$136,266.00	\$108,734.00	\$92,182.00
Other Liabilities	\$48,255.00	\$64,849.00	\$56,339.00	\$47,061.00
Total Current Liabilities	\$550,525.00	\$403,682.00	\$508,194.00	\$545,968.00
Non-Current Liabilities				
Bank Loan Facility	\$-	\$-	\$155,356.00	\$206,102.00
Leave Entitlements	\$28,790.00	\$37,165.00	\$-	\$-
Total Non-Current Liabilities	\$28,790.00	\$-	\$155,356.00	\$206,102.00
Total Liabilities	\$579,315.00	\$403,682.00	\$663,550.00	\$752,070.00
Net Assets	\$8,447,990.00	\$7,352,629.00	\$6,845,925.00	\$6,564,071.00
Members' Funds				
Accumulated Surplus	\$6,494,617.00	\$5,399,256.00	\$4,792,552.00	\$4,510,698.00
Reserves	\$1,953,373.00	\$1,953,373.00	\$2,053,373.00	\$2,053,373.00
Total Members' Funds	\$8,447,990.00	\$7,352,629.00	\$6,845,925.00	\$6,564,071.00



Southern Region

5 / 116 Bathurst Street, Hobart

T: 6210 2000

E: headoffice@mbatas.org.au

Northern Region

30 Gleadow Street, Invermay

North West Region

41 Steele Street, Devonport



mbatas.org.au