



**MASTER
BUILDERS**
VICTORIA

ANNUAL REPORT

2021/2022





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OUR STORY

Master Builders Victoria (MBV) was established in 1875 by a group of distinguished builders intent on raising standards within the industry.

Over this 147-year period, the organisation has grown to become the pre-eminent industry voice, with over 6500 members across the building and construction industry.

MBV services the needs of domestic to commercial builders, engineering businesses, principal contractors to subcontractors, tradies and apprentices, manufacturers and suppliers.

As a Registered Organisation, our member elections are conducted by the Australian Electoral Commission, ensuring a legitimate and diverse industry representation. MBV is also a Public Company Limited by Guarantee and a Registered Training Organisation.

MBV continues to ensure effective management and engagement from our members through our committees and Board and Council of Management, with a commitment to deliver improved practices across the building and construction industry for all Victorians.

Our purpose

Master Builders Victoria: Empowering people to build a better future.

Our vision

Master Builders Victoria leads a future-ready industry that builds a better world.

Our values

- Members first – all the time, every time.
- Brave enough to be different.
- Do the right thing, even when no one is watching.
- Always find another way.

A joint message from our **PRESIDENT AND CEO**

The 2021/22 financial year brought some hope as we began to exit working and living under restrictions. However, we continued to face the effects of the COVID-19 pandemic, namely, supply chain and skills and labour shortages. These challenges across our membership created challenges to members' profitability.

Throughout these challenging times, Master Builders Victoria (MBV) has worked hard to ensure that our members' voices are heard. We continue to promote and support our industry's best interests through our advocacy to government.

Our sector is one of the most important to the State's economy. We know that investing in the building sector has a large multiplier effect, the largest in the economy. Every \$1 million spent, generates \$3 million of economic activity and supports nine full-time jobs. One of our great achievements over the last financial year has been ensuring that our members remain open through the COVID-19 pandemic, despite the many restrictions imposed upon it.

Keeping our industry open allowed us to deliver housing, parks, schools, hospitals, and other essential amenities for the liveability of all Victorians,

not to mention enabling the Victorian Government to deliver on critical infrastructure and transport commitments.

Building and construction are critical to our community's well-being and the State's future prosperity. However, we are still concerned about the number of businesses leaving the industry through insolvencies or retirement. MBV will continue to advocate the best way to protect consumers and help prevent further insolvencies to protect builders.

MBV remains confident that the building and construction industry will overcome these challenges, as it has in the past, and remain the cornerstone of Victoria's economy.

Membership Review

MBV welcomed 570 new members in 2021/22, and we are pleased to report that this led to an overall growth to 6538 members.

This is a remarkable achievement considering many other industry bodies experienced falls in membership numbers during this period, and we are proud to represent our wonderful members across the State.

Year in Review

Reflecting on the 2021/2022 financial year, there were many highlights worth acknowledging



570
new
members
in 2021/22

6538
total MBV
members

**Record
attendance**
at our
in-person
awards
and events

demonstrating the hard work of our MBV team on behalf of our members:

- A new MBV constitution and governance structure was finalised and approved by the Council of Management in 2021/2022.
- Approximately 60,000 calls for assistance were made to MBV from members, including more than 10,000 calls seeking Legal, OH&S and EIR advice.
- Over 17,000 members bought our popular eContract product, with nearly 25,000 contracts purchased.
- Over 2,600 parcels, including contracts, handover kits, site safety signs, and other shop products were mailed out to members.
- MBV's training and builders' registration advice continued to be in demand, assisting with mutual recognition, classification limitations and career pathways.
- MBV's outreach and pathways team exhibited to over 30,000 people to attract apprentices, high school students and women to the industry.
- MBV continue transitioning to a blended delivery model

**Approx
60k**
calls for
assistance
were made
to MBV

+10k
calls for
Legal,
OH&S, EIR
Advice



(face-to-face and online) for many of our training programs to ensure we continue to lead the industry.

- MBV continued to embed its commitment to diversity, equity and inclusion into all aspects of our operations, ensuring we meet and achieve the targets of our three-year Diversity Strategy.
- MBV continued to make diverse groups aware that building and construction is an attractive and viable career option through its outreach and pathways team, along with consultation and support with industry partners and stakeholders.
- MBV continued to work with government and industry partners to explore ways to manage our industry's challenges.

- MBV helped to navigate with industry stakeholders and the Victorian Government to keep the building and construction industry safe and open during the COVID-19 pandemic.

Our work is focused on ensuring that the building and construction industry is prepared and resilient in the face of challenge and change. MBV remains proactive in our advocacy on behalf of our members and the industry.

- MBV continued to raise awareness and champion First Nations peoples, heritage and cultures while promoting best practices within our organisation and industry – with the development of MBV's Reflect Reconciliation Action Plan.

- MBV continued to shed light on the importance of mental health impacts in our industry.
- MBV appeared in more than 100 radio, television, print and online interviews, enhancing our industry's profile with Government and consumers.
- MBV's total media exposure rose by almost 600%.
- MBV communications subscribers increased to over 10,500.
- Social media following across LinkedIn, Facebook, and Instagram increased by over 25%.
- 1,380 social media posts across LinkedIn, Facebook and Instagram – the highest annual number in MBV history.
- MBV achieved record attendance at our in-person awards and events, a highlight being the International Women's Day breakfast, which sold out in only its third year.

+10.5k
communication subscribers

1380
total social media posts (an MBV record)

Launched MBV's inaugural **RAP** (Reconciliation Action Plan)

communications to members, the training we facilitate and develop, delivering information through webinars and seminars, in mental health, diversity, and reconciliation and through our strategic vision to lead a future-ready industry that builds a better world.

We would like to recognise the work and support of the MBV Board and Council of Management over the past year. We also thank our sponsors and donors for their contributions and encouragement.

To our MBV team, without your endless hours of work in times of challenge, the ability for MBV to navigate through the COVID-19 pandemic and assist our members would not have been possible - thank you.

We have complete confidence and a strong sense of pride in our team, members, and the industry as we move forward into an exciting future.

We look forward to working with you and thank you greatly, our valued members, for your support of MBV.

You can be assured that MBV will continue to put members first - all the time, every time.

Our Commitment to our Members

We are aware that the path out of the COVID-19 pandemic has not been easy due to other stresses which have arisen in the aftermath. MBV continues to empower people to build a better future.

Our work is focused on ensuring that the building and construction industry is prepared and resilient in the face of challenge and change. MBV remains proactive in our advocacy on behalf of our members and the industry. We do this through our



Mark Little
President,
Master Builders
Victoria



Rebecca Casson
CEO,
Master Builders
Victoria



MBV'S STRATEGIC PLAN

Empowering people to build a better future

WHAT ARE THE ELEMENTS OF OUR STRATEGIC PLAN?

MBV's member-centric and progressive strategy was co-designed by team members, our Board and Council of Management, our Sector Committees and members.

Our strategic plan is structured to provide a 'line of sight' for team members to see their contribution to the purpose, vision, values and strategic imperatives and objectives of MBV.

The 'line of sight' model identifies the components of our strategic plan and how we ensure that our people strategy is aligned to our business strategy.

Our strategic plan is structured to provide clarity for team members to see their contribution to the purpose, vision, values and strategic objectives of MBV.

MBV'S MODEL FOR SUCCESS

- MBV's purpose - Master Builders Victoria: Empowering people to build a better world - is why we exist. It is our driving force.
- MBV's vision - Master Builders Victoria leads a future-ready industry that builds a better world - is our compelling, powerful picture of where MBV is heading.
- Our strategic imperatives are the four areas of focus for MBV for the next 3-5 years and the key levers of our success in the future.



WHAT ARE MBV'S STRATEGIC IMPERATIVES?

Our strategic imperatives provide focus and alignment across the organisation and are cross-functional.

Our four strategic imperatives are the critical goals that we strive to achieve.

1. **GROWTH:** Our members' and customers' success is our success.
2. **PEOPLE:** Our empowered people and innovative systems deliver outstanding performance.
3. **INFLUENCE:** Our voice and leadership drive positive change.
4. **RELATIONSHIPS:** Our communication and relationships deliver value.

Each strategic imperative is underpinned by several strategic OKRs (objective and key result). An objective is a far-reaching statement of what you want to achieve, and the key result is how you plan to measure that you have achieved your objective.

OUR STRATEGIC OBJECTIVES

GROWTH: OUR MEMBERS' AND CUSTOMERS' SUCCESS IS OUR SUCCESS

Our value proposition is underpinned by insight and understanding of the member's and customers' experiences and needs, now and into the future.

We are our members and their customer's preferred supplier of services, products to building and construction and set the industry benchmark for the industry to achieve greater market share.

PEOPLE: OUR EMPOWERED PEOPLE AND INNOVATIVE SYSTEMS DELIVER OUTSTANDING PERFORMANCE

We value our leaders and team members, and their talent is the enabler of success.

Our culture and people experience are aligned to our purpose, vision, values and future stakeholder needs.

Our innovation and technology enable us to be customer-centric, ahead of the curve, efficient, innovative and value-adding.

We build integrity, resilience, and transparency through effective risk management, compliance and good governance.

INFLUENCE: OUR VOICE AND LEADERSHIP DRIVE POSITIVE CHANGE

We influence outcomes on social and environmental issues that matter through our credibility and relationships with Government and industry.

We provide leadership that builds the capability, resilience, and sustainability of our industry.

RELATIONSHIPS: OUR COMMUNICATION AND RELATIONSHIPS DELIVER VALUE

Relationship loyalty is driven by a digitally savvy, responsive and integrated stakeholder engagement model.

The Master Builders Victoria brand is a trusted, recognisable symbol of quality for members, customers and consumers.

MEMBER SNAPSHOT

Despite the uncertainty of the COVID-19 pandemic, supply chain challenges and rising material costs, MBV experienced a growth in membership over the year 2021/2022; as of today, we proudly represent 6538 members across the state.

Thanks to our solid membership base, who assisted in guiding our approach and voice, MBV welcomed 570 new members in 2021/22 – a remarkable achievement in the face of adversity brought about by the COVID-19 pandemic.

During this time, we also increased our membership retention rate, an outstanding achievement considering the last few challenging years and a reflection of the hard work MBV has done on behalf of our members.

MBV continues to service all of Victoria and has maintained a presence across the state via regional offices and events. We strive to ensure that our members know that regardless

of location, all are important and must have a voice that we can support within our industry.

Our membership base is represented in all sectors, and our housing sector continues to be our biggest membership group, with nearly 4000 members.

Memberships by region	
Eastern Victoria	961
Western Victoria	728
Northern Victoria	752
Metro Melbourne	3918

Memberships by category	
Housing	3993
General	407
Specialist	867
Master Trades	322
Sub-Contractor	524
Associate	133
MMS	112
Retired/Inactive	180
Total	6538

570
new
members
in 2021/22

1485
member
leads in
2021/22

+4k
housing
members
in 2021/22



MEMBER SUPPORT



Members first – all the time, every time, continues to be a key value at MBV, and our membership support services ensure we achieve this for our membership base.

Over the 2021/22 financial year, our hard-working team at MBV were on hand to provide specialist advice and support.

The team received approximately 60,000 inbound calls, including more than 10,000 seeking specific legal, OH&S or EIR advice.

Our MBV shop products continued to be popular with members.

More than 17,000 eContract products were sold in 2021/22 – and we found an increase in users to more than 5500.

We also mailed out over 2600 parcels – this included contracts, handover kits, site safety signs and new member packs.

MBV continued to support our members through our industry-leading training, along with providing technical and builders' registration advice.

We also were very proud of the large attendance at our various events and awards programs, allowing us to recognise and celebrate our members and the industry.

Total
contracts sold =
24,437

Total eContracts
sold =
17,022

Total hard copy
contracts sold =
7415

New handover
kits sold =
1253

OHS site safety
signs sold =
912

Parcels sent
to members =
2603



OUR TEAM










MBV's team is dedicated to ensuring our organisation's success.

Our structure comprises a Board of Management, Board Sub-committees, an Electoral Council and Sector Committees supported by a talented and dedicated team.
















With various experiences, the MBV team remains firmly focused on the development of our organisation, our industry, and its future.

The MBV team represents decades of experience in corporate governance, legal affairs, government relations, policy, communications and operations.






Board of Management

-  **Mark Little**
President
-  **Geoff Purcell**
Deputy President
-  **Position Vacant**
Treasurer
-  **Richard Hansen**
Immediate Past President
-  **Lisa Hollingsworth**
Housing Sector Chairperson
-  **Michael Clemenger**
General Contracting
Chairperson
-  **Ashley Tonkin-Hill**
Specialist Contractor
Chairperson
-  **Stuart Allen**
Country Sector Chairperson
-  **Mark Phillips**
Materials, Manufacturers and
Suppliers Sector Chairperson

Council of Management – Members

-  **Mark Little**
President:
-  **Geoff Purcell**
Deputy President
-  **Position Vacant**
Treasurer
-  **Richard Hansen**
Immediate Past President
-  **Lisa Hollingsworth**
Housing Sector Chairperson
-  **Pasquale Garofalo**
Housing Sector
-  **Michael Clemenger**
General Contracting Sector
Chairperson
-  **Dale Kennedy**
General Contracting Sector
-  **Ashley Levin**
General Contractors
Councillor:
-  **Ashley Tonkin-Hill**
Specialist Contractor Sector
Chairperson
-  **Gregory Cole**
Specialist Contractor Sector
-  **Stuart Allen**
Country Sector Chairperson
-  **David Rowe**
Country Sector
-  **Mark Phillips**
Materials, Manufacturers and
Suppliers Sector Chairperson
-  **Neil Grenfell**
Materials, Manufacturers and
Suppliers Sector Councillor

C-Suite

-  **Rebecca Casson**
Chief Executive
Officer (CEO)
-  **Michaela Lihou**
Executive Director
Strategy, Finance and
Operations
-  **Tristan Moseley**
Executive Director
Legal, Governance
and Training
-  **Megan Peacock**
Executive Director
Policy, Membership
and Communications
-  **Giovanni A. Abelardo**
Executive Director
Advisory and Shared
Services

Sector Committee Members – as of June 30, 2022

- COUNTRY SECTOR COMMITTEE**
Stuart Allen (Chairperson)
Mark Little
David Rowe
Ross O'Neil
Gaz King
James Eccles
Steven Hedger
Lachlan Gales
Blaise Fisher
- HOUSING SECTOR COMMITTEE**
Lisa Hollingsworth (Chairperson)
John Goris
Neil Coulter
Melanie Faham
Aidan Hooper
Ian McGarry
- MMS SECTOR COMMITTEE**
Nancy Italiano
Rebecca Bishop
Daniel Mazzei
Pas Garofalo
Mark Phillips (Chairperson)
Neil Grenfell
Luke Hurley
Glenda Bailey
Lawrence Pigot
Garry Chilcott
Sam Cimino
- GENERAL CONTRACTING SECTOR COMMITTEE**
Michael Clemenger (Chairperson)
John Lehmann
Matt Gilmour
Ashley Levin
- SPECIALIST CONTRACTOR SECTOR COMMITTEE**
Richard Harris
Geoff Purcell
Dale Kennedy
Gary Young
Richard Hansen
Paul Tavilla
Ashley Tonkin-Hill (Chairperson)
Michael Byrne
Greg Cole
Dean Dannock
Alex Crosby
Nigel Cunniffe
Steve Hamilton
Dani Bartolini
Daniel Bowman
Graham Cressey



CORPORATE GOVERNANCE

Master Builders Victoria (MBV) remains committed to the highest standard of corporate governance and nurturing an organisational culture that values ethical behaviour, integrity and respect.

The Board of MBV exists to ensure MBV's success by directing its affairs and meeting its regulatory requirements to accomplish MBV's strategic goals and protect its members' interests.

The Board is responsible for overall corporate governance and believes that a robust governance system is essential for sustainable long-term success and ensuring we continue delivering the best value for our members.

The Board is supported by a Remuneration Committee, Finance Audit and Risk Committee, senior management and team members at MBV in upholding corporate governance standards.

These elected members ensure that the voices of MBV members are heard and help set the policy positions our organisation advocates.

The MBV Board, Electoral Council, and Sector Committees are filled by elected members who contribute their time and experience to benefit our entire industry.

These elected members ensure that the voices of MBV

members are heard and help set the policy positions our organisation advocates.

MBV adopts a continuous improvement approach to our governance framework to ensure that we model best practices and comply with our regulatory requirements.

Such measures include monitoring MBV's risks and regulatory requirements using the Compliance Tracker, Enterprise Risk Profile and Business Continuity Plan in conjunction with external consultants and auditors to ensure best practices are adopted. MBV adopts a practical and agile approach

in developing its governance activities in consideration of the increasing impacts and challenges within the ever-changing business environment.

Governance Requirements

MBV, as a public company, must comply with the Corporations Act 2001 (Cth) under the Australian Securities and Investments Commission (ASIC).

As a Registered Organisation, MBV must comply with the Fair Work (Registered Organisations) Act 2009 (Cth) under the Fair Work Commission and the Registered Organisations Commission.

As a Registered Training Organisation (RTO #3935), MBV must also comply with the Vocational Education and Training (VET) Quality Framework and Standards for VET Accredited Courses under the Australian Skills Quality Authority, among other Australian laws.

Good Governance

MBV's governance model receives strong support from its Board and Electoral Council.

MBV acknowledges its success lies in the composition and dynamics of its Board, as well as everyone's commitment to performance and contribution as directors serving on the Board.

The MBV team looks forward to working with our Board, Electoral Council and Sector Committees to support all MBV members and to continue to act as a strong advocate for the building and construction sector.

DIVERSITY, EQUITY AND INCLUSION

MBV has taken a proactive approach to becoming an employer leader in our industry within the Diversity, Equity, and Inclusion (DEI) space.

This has been integral in our development as an organisation as we seek to implement practices and policies designed to make our team members from all backgrounds feel welcome and ensure they have support to perform to the fullest of their abilities in the workplace.

Over the last three years, some of the critical items we have implemented include:

- Developed and launched MBV's first DEI Strategy and Statement.
- DEI and Cultural Awareness Training.

- DEI Attitudinal Survey.
- Reviewed policies to be equitable and inclusive, such as recruitment, flexible work, and procurement.

A better world and business are created when merit, collaboration and tolerance are culturally embedded and demonstrated.

- Established a Wellness Committee.
- Developed and launched MBV's first Reflect Reconciliation Action Plan.

These all have been significant achievements.

As a result of our work, MBV is now considered a leader with strong relationships within the DEI space, which has resulted in members and key industry stakeholders seeking our guidance and assistance.



This has led to an Inclusive Leadership training course released for our industry.

Furthermore, MBV has been requested to create content within the mental health space and return-to-work practices for our broader industry through our work with the Victorian Government.

A better world and business are created when merit, collaboration and tolerance are culturally embedded and demonstrated.

At MBV, we recognise diversity, equity and inclusion as critical values and moral imperatives, plus an invaluable asset contributing to our success as an organisation.

It cannot be understated how positively DEI contributes to critical success factors of a business, including but not limited to the following:

- Access to a larger talent pool.
- Improved decision-making.
- More significant collaboration and innovation.
- A more engaged team and an overall healthier working environment.

MBV continually looks to embed its commitment to DEI into all aspects of our operations.

Additionally, we have committed to reviewing our employee benefits and how they can best contribute to our commitment to embracing individual differences and celebrating diversity of culture, race, gender, sexuality, age, religion, ability and beliefs within our workforce.

MBV looks forward to exploring how we can better support our members in their contributions and success by embracing diversity, equity and inclusion.



ADVOCACY & POLICY

At a time when our industry has never been busier, the vast majority, if not all, of the state's builders have experienced a challenge to their profitability.

MBV has been vocal to Government and the media regarding reduced capacity in supply chains and rising costs for building and construction products.

This has been an ongoing problem across our industry in 2021/22, both in Victoria, Australia and overseas.

We have ensured that Governments know that builders are consumers too, and to protect consumers, builders must be allowed to share these unprecedented cost increases.

We have argued that price increases are generally shared with consumers in many other areas, such as fuel, food, and retail and that rise and fall clauses should be inserted in domestic building contracts so builders are not left to hold all the risks due to price increases.

As well as supply challenges and rising material costs, our industry has had to contend with chronic skills shortages, including carpenters, bricklayers, plasterers, project managers and building surveyors – to name a few.

During this period, we applauded the Victorian Government for appointing



the Commissioner for Better Regulation and Red Tape Commissioner, Anna Cronin, to investigate supply shortages in our industry.

MBV was an active contributor to the development of the Commissioner's Supply Chain Review, which provided a series of recommendations for the Victorian Government.

MBV remains disappointed that the Victorian Government did not support a measure to allow builders to share some of these cost increases with clients.

Supporting these recommendations mitigates the risk of supply shortages occurring again within the next 30 years.

However, MBV had hoped that the Victorian Government would support the inclusion of a cost escalation clause into new building contracts.

Doing this would have allowed builders to vary a contract price to reflect the increased costs of labour and materials rather than being locked into a fixed price agreement when increased costs are beyond anyone's control.

MBV remains disappointed that the Victorian Government did not support a measure to allow builders to share some of these cost increases with clients.

MBV will continue to place supply chain and trade shortage issues at the forefront of our advocacy.

MBV has successfully advocated for the Victorian Government to further engage on this critical issue by creating the Residential Construction Costs Working Group, which has been a positive step forward

in discussing tangible short to long-term solutions for our industry.

MBV is also working with our commercial members to investigate how to make contracting fairer in this sector, including rise and fall clauses in government contracts.

There are international examples of Governments providing support, such as the Irish Government, which has agreed to pay up to 70 per cent of inflation-related construction costs and allow for rise and fall provisions on Government projects.

In Australia, other states are implementing support packages for Government projects. For example, the Western Australian Government now allows rise-and-fall contracts for state projects.

South Australia is also looking at similar provisions.

MBV will continue to place supply chain and trade shortage issues at the forefront of our advocacy.

During the past year, MBV worked closely with our Sector Committees and broader membership to develop policy positions and advocate on the following issues.

COVID-19 pandemic

Besides a mandatory two-week industry-wide shutdown, MBV successfully navigated the complexities of the COVID-19 pandemic to keep the building and construction industry safe and open in 2021/22.

MBV was involved in discussions regarding building and construction industry vaccination requirements to guide and maintain a current workforce.

Industry forums/Green Living Conference/Stakeholder sessions

Skills, insolvency, and supply chain forums were held during the year on behalf of members, plus our popular Green Living Conference.

MBV provided valuable building and construction industry perspectives at various stakeholder sessions, including:

- sessions with the Victorian Government on digital planning for small lot housing for quicker approvals;
- feedback to Solar Victoria about proposed rebates for new housing;
- the Energy Efficiency Council study into a more robust insulation retrofit program and;
- the Australian Housing and Urban Research Institute inquiry into the circular economy.

During the past year, MBV worked closely with our Sector Committees and broader membership to develop policy positions and advocate on the following issues.

National Construction Code 2022 proposed changes

The Australian Building Codes Board (ABCB) released a Preview of the 2022 National Construction Code (NCC).

MBV, in collaboration with Master Builders Australia (MBA), has continued to advocate for a transition plan that best suits



implementing the vast changes incorporated in the NCC 2022.

Building Systems Review

MBV continues to monitor proposed Building Systems Review (BSR) recommendations to modernise Victoria's building legislative and regulatory system.

Advocating to maintain the Australian Building and Construction Committee (ABCC)

MBV, in conjunction with MBA, made strong representations on behalf of members to retain the ABCC.

Advocacy to abolish the Windfall Gains Tax

MBV joined the Property Council of Australia, Housing Industry Association, and Urban Development Institute of Australia (Victoria) to advocate against introducing a Windfall Gains Tax into the Victorian Parliament.

Advocating for Automatic Mutual Recognition (AMR)

MBV made strong representations on behalf of members for the introduction of AMR. AMR reduces red tape and aids our members working across the NSW border.

**CLICK TO SEE
OTHER AREAS
WORKED ON BY MBV**

MBV TAKING STEPS TOWARDS RECONCILIATION

Reconciliation relates to strengthening and enhancing the relationships between First Nations peoples and non-Indigenous peoples to foster Australia's more just and inclusive society.

At MBV, we recognise the importance of reconciliation for the broader Australian community and the building and construction industry and its significance for our country's future.

As the peak body for Victoria's building and construction sector, MBV has a crucial role in progressing reconciliation within our industry. Promoting and participating in reconciliation is also closely aligned with MBV's values and purpose of driving positive change and empowering people to build a better future.

Overall, the building and construction sector is also one of the top employment industries for working-age First Nations peoples. We are aware that real change must occur to tackle inequality and racism and, in doing so, will begin to build strong relationships between First Nations and non-indigenous Australians.

As an organisation, we are still in the early stages of our reconciliation journey and aim to genuinely contribute to advancing reconciliation

internally and within our sector. We have started to make real commitments toward our ambition and are delivering on these commitments by undertaking various initiatives to build a greater understanding, awareness and respect for First Nations peoples and cultures.

Some of these initiatives include cultural awareness training for team members, introducing an Acknowledgement of Country at the beginning of our meetings and Welcome to Country at our events.



Those visiting our East Melbourne office will likely notice new artwork on the ground floor commissioned by First Nations artist Jade Kennedy of Mutti Mutti, Tatti Tatti, Waddi Waddi, and Noongar descent. The wood burn piece is a map-based artwork depicting the Traditional Owners of Country



across Victoria and each area's local nations and totems.

As part of these steps towards reconciliation, we established a Working Group in 2021 to develop MBV's first Reconciliation Action Plan (RAP). Two external consultants worked on the project, Adam Magennis from Kaptify and Meg Mundell from Hatch Productions.

The result is our inaugural Reflect RAP.

This public document states MBV's practical, meaningful, and measurable steps to sustainably and strategically advance reconciliation. As a member of the RAP network, MBV will focus on strengthening the connections established with several First Nations organisations during the development of this RAP while also building new

partnerships and opportunities for collaboration to continue to progress reconciliation.

A core component of our collaboration with Aboriginal organisations and businesses will be to develop an industry education initiative about the importance of protecting and managing Aboriginal cultural heritage. We hope this work can further increase our collective awareness of people and Country, particularly given our sector's direct effect on Country and the impact on Aboriginal cultural heritage.

MBV will continue to raise awareness, champion First Nations peoples, heritage and cultures, and promote best practices within our organisation and industry. This is the first step to welcome change and understand that this journey will take work and time.



VIEW MBV'S RECONCILIATION ACTION PLAN



ATTRACTING MORE WOMEN into building and construction

MBV is committed to promoting gender equity in the building and construction sector.

Building and construction has predominately been male-dominated, but that needs to change for our industry to reduce skills shortages and have a thriving and sustainable future.

More women are active in the Victorian labour market now than in the past, but they still only make up just 1.9 per cent (2,389) of all Victorian construction trade workers as of May 2022.

Worryingly, female participation in the building and construction industry has not changed significantly since the 1980s. To improve this, more women must

be made aware that building and construction is an attractive and viable career option.

The share of female apprentice commencements in building and construction was 5.4 per cent in Victoria from December 2021. However, retaining this number of women in trades has been a challenge.

MBV supports initiatives to ensure women can become fully qualified, well-paid tradespeople. We also know that boosting the number of women in traditionally male-dominated industries will go some way to closing the gender pay gap.

As a member of the Victorian Government's Building Industry Consultative Council (BICC),



VIEW NEWS CLIPPINGS FEATURING MBV & WOMEN IN CONSTRUCTION

MBV has been working with others in this group, including LendLease, Multiplex and Master Plumbers, to advocate for more women in the building and construction industry.

Earlier this year, MBV CEO Rebecca Casson was appointed as Chairperson of the BICC. This is another historic moment for MBV and our industry to see a woman appointed to a critical leadership position in the building and construction sector.

The BICC has identified a real need for serious steps to increase the number of women employed in our industry, overseeing the development and delivery of the Building Gender Equality: Victoria's Women in Construction Strategy 2019-2022.

The Strategy has been developed after extensive research and consultation with people across our industry, all of whom are committed to making it a success. Implementing Victoria's Women in Construction Strategy and the Construction Industry Gender Equality Policy will guide businesses to access 50 per cent of the population.

Increasing the participation of women in building and construction impacts industry sustainability and innovation and positively influences the employment choices, financial stability, and well-being of many Victorian women.

To achieve gender equity, substantial changes to industry culture, practices, attitudes, and behaviours are necessary. These changes will only be realised

through collaborative and sustainable business partnerships between Government, employers, employees, industry associations and unions.

We know this is only the beginning of this change journey, and we are committed to seeing more women in our industry.

Increasing the potential pipeline of women wanting to work in building and construction requires a concerted, whole-of-industry approach to sourcing, attracting, training, and retaining women workers.

We know this is only the beginning of this change journey, and we are committed to seeing more women in our industry.

Greater diversity strengthens our workplaces, and a better representation of women in building and construction will benefit everyone in our sector.

Everyone has a stake in making gender equality a reality.

SEE SOME STATS ON WOMEN IN THE BUILDING & CONSTRUCTION INDUSTRY



INDUSTRY-LEADING TRAINING

Throughout the 2021/2022 year, MBV has continued to transition to a blended delivery model (face-to-face and online) for many of our programs.

PROGRAM DEVELOPMENT AND DELIVERY

Course development

Our Master Builders Training Institute (MBTI) dealt with the challenges of changes brought about through the COVID-19 pandemic, technology and regulatory changes by:

- Conducting several training needs analyses during various company visits.
- Developing the first six clusters of our Certificate IV and Diploma Building and Construction courses.

- Updating internal and external waterproofing courses in response to standards updates.
- Undertaking OHS course validation to ensure assessments abided by the principles of assessment.
- Creating a training consultant induction handbook and an online course for trainers.
- Developing and implementing systems to transition students to new CPC and BSB qualifications.
- Delivering bespoke waterproofing courses to commercial builders across Australia.
- Continuing partnerships with various TAFEs across Victoria, who purchased our training materials.

New/revised courses

The following courses were revised during 2021/22:

- Legal obligations.
- Building permit applications.
- Estimating principles.
- Construction induction training.

The following new courses were developed:

- Applied plan reading.

- Revised infection control for building and construction.
- Construction induction training.
- Low-rise structural principles.
- Supervise low-rise construction.
- Safety essentials program.
- Residential construction essentials online.
- MBTI conducted 17 online National Construction Code courses.

Innovations

MBV was able to be innovative and agile as the COVID-19 pandemic pushed everyone online.

In 2021/22, our MBTI:

- Implemented a project to recruit trainers for our accredited and non-accredited courses.
- Developed video content to support the promotion of our CIT course.
- Created video and drone footage of our BLSC facility.
- Started the development of videos to educate our members on OHS hazards.
- No longer provides printed course materials for students in our Certificate IV and Diploma building and construction courses.
- Transitioned our traditional face-to-face induction format to an online learning model.
- Tested potential virtual training opportunities with VR Oculus headsets.
- Finalised a mobile-friendly app version of the Learning Management System (LMS).

Summary of Registration Services 2021-2022 Financial Year:

Service/outcome	Number
Applications reviewed by MBV:	104
Applications submitted to VBA:	92
Applications accepted by VBA:	84*
Successful registration outcomes:	76
Registration assistance success rate:	91%
Domestic Workshops, study sessions, technical and legislation workshops:	126 Sessions and 1372 Attendees
Commercial Workshops and study sessions:	65 Sessions and 364 Attendees
Quizzes, Exams & Tutorials purchased:	78

* 8 applicants not offered registration on probity/insurance grounds.

Class and learning support statistics

MBV had another busy year in 2021/22, holding the following classes and learning support programs. .

Classes	792 Zoom sessions
	9,539,519 training and assessment hours
	268 face-to-face classes
	95.7 per cent of qualification students were satisfied with the quality of their training.
Learning Support	323 face-to-face meetings, phone calls or emails
	148 LLN assessments
	Assisted students in 68 CIT classes during their assessments



SUSTAINABILITY

MBV promotes sustainable building practices, providing the following training in 2021/22.

Training

- Online and face-to-face Green Card training (Erilyan Projects).
- Sustainable building advisory and education services to members.
- Delivered the Green Living Conference webinar.
- Held 7 Star homes workshops across Victoria (five face-to-face sessions and two webinars).
- Research showed that 90 per cent of 361 attendees rated MBV's workshops as highly interesting.

Outreach and pathways

- MBV created new apprentice awards categories to recognise a more diverse range of skills, for example, Future Builder and Developing Leader Awards.
- MBV provided career advice to school leavers via partnerships with Year 13 and Explore Careers.



Course type delivered and number of students

Course type	Students
BLSC short course	408
Accredited qualification	103
Accredited unit of competency	1003
Non-accredited short course	346
Builders Registration workshop	317
Webinar	310
Total number of students	2487



Builder registration assistance

Our team assists and advises over a dozen members daily (on average) relating to registration, mutual recognition, classification limitations and career pathways.

Assistance type	Occurrence
Registration applications reviewed and submitted to the VBA	92
Practitioner registration outcomes by MBV members after training	76

Exhibitions

Event	Demographic	Reach
Melbourne Polytechnic Trade Day	Apprentices	500
VCE and Careers Expo	VCE and career change	18,500
Trades Fit Women in Construction	Females in VCE	8,000
WRICA Expo	VCE	4,000

Careers in construction workshops

School	Demographic	Reach
SEDA	Year 12	30
Melbourne Polytechnic	Carpenter apprentices	200

COMMUNICATIONS & MEDIA

THROUGH THE ROOF
Crisis is hurting us all
Industry needs help

COSTS HAMMERING HOUSES
'DOOMSDAY' OF BIG GUN GOING BUST

STEEL PRODUCTS 44.6%
PLUMBING PRODUCTS 10.4%
CEMENT PRODUCTS 5.6%
ELECTRICAL EQUIPMENT 16%
TIMBER, ROADS & JOURNEY 21%

Demand for homes causing huge strain
40 builders collapsed in March

MATERIALS SHORTAGE CRIPPLES INDUSTRY
SUPPLY ISSUES BREAK BUILDER

Local builder Anthony Lococo is closing his company, which has been crippled by supply chain issues.

IT'S BEEN A HEARTBREAKING DECISION TO MAKE, BUT AFTER TWO YEARS OF STRUGGLING TO GET MATERIALS AND TRADES, AND COSTS CONTINUING TO BLEW OUT AND EATING INTO ANYTHING THAT EVEN LOOKED LIKE A PROFIT MARGIN... I JUST COULDN'T FACE ANOTHER YEAR OF IT.

LOCAL BUILDER ANTHONY LOCOCO

EXCLUSIVE Why thousands of Australian tradies are going broke as building firms collapse - with the entire industry on the brink of a huge crisis amid skyrocketing commodities prices

CONSTRUCTION COLLAPSE **TRADES IN CRISIS** **FAILING BUSINESSES**

PERFECT STORM

Builders driven to the wall as costs of materials go through the roof

The cost of building a house in Victoria is rising faster than in any other state because supply prices have soared.

TRADING IN INDIVIDUAL SUPPLY COSTS IN VICTORIA

AVERAGE COST OF ALL MATERIALS USED IN HOME BUILDING

BUILDERS ON THE BRINK

to make a really good business. It was pretty heartbreaking.

We're building momentum for vaccinations

REBECCA CASSON

MBV's proactive media focus helped to regularly communicate our policy and advocacy positions and promote our industry through the media during the 2021-22 financial year, enhancing our reputation as the leading industry voice for building and construction.

Our tailored and responsive communications using our weekly newsletters, bulletins, social media, and website kept members up-to-date and informed on the latest COVID-19 restrictions, industry news and changes.

A total of 200 EDMs (email communications) were sent out to our members during 2021-22, 58 of which provided critical and valuable guidance to members regarding the COVID-19 pandemic.

This generated an increase in MBV communications subscribers, resulting in a subscriber base of over 10,500 by the end of the 2021/22 financial year.

In addition, 1380 social media posts were released via MBV's three main social media accounts on LinkedIn, Facebook and Instagram – the highest annual number in MBV history. Of this total, 342 were COVID-19 (including vaccination) related posts.

MBV Yearly Media Report
Jul 1, 2021 - Jun 30, 2022

All Media Exposure (Total MBV mentions)
Compared to last financial year

5550 (794)
UP 598%

News Exposure (number of print articles)
Compared to last financial year

1690 (201)
UP 740%

TV/Radio Exposure (number of segments)
Compared to last financial year

2090 (309)
UP 576%

Social Media Exposure (Containing MBV)
Compared to last financial year

1770 (284)
UP 523%

The MBV team also responded to numerous questions through social media platforms to assist members in navigating the many rule changes during the COVID-19 pandemic.

The increased activity generated significant growth in MBV's social media following:

MBV social media following

MBV social media following	Followers at the end of June 2021	Followers at the end of June 2021	Increase generated within the year
LinkedIn	17,186	22,331	5,145
Facebook	20,686	26,989	6,303
Instagram	18,020	21,037	3,017

Note: Master Builders Victoria holds the position of the state office with the highest social media following (excluding MBA National).

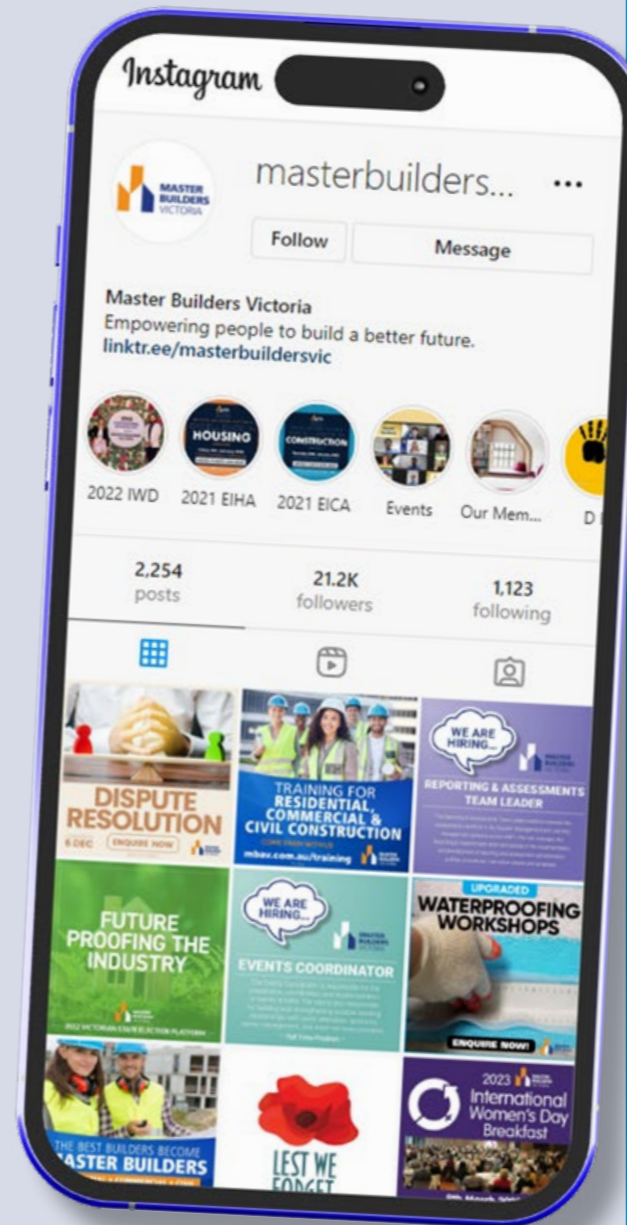
MBV appeared in more than 100 radio, television, print and online interviews in 2021/22, further enhancing our organisation's prominent position with the government, consumers, and the media. Not surprisingly, the COVID-19 pandemic, supply chain disruptions, rising material costs and the impact on builders going into insolvency were our most significant media issues in 2021-22.

MBV's communications and media activity drove an increase in website traffic to MBV's websites:

- **mbav.com.au** - 992,891 webpage views were generated during the 2021/22 financial year.
- **mbavtraining.com.au** - 82,576 webpage views were generated during the 2021/22 financial year.



Media enquiries 2021/22: 183	Media releases 2021/22: 91
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MBV Member Communications
200 EDMs
 IN TOTAL FOR THE FINANCIAL YEAR

MBV Communications Subscribers
10,500+ subscribers
 IN TOTAL BY THE END OF THE FINANCIAL YEAR

MBV Social Media
 2021/22:
 An overall total of
1,380 social posts
 AN OVERALL INCREASE OF 14,465
 ADDITIONAL SOCIAL MEDIA FOLLOWERS

MBV Website Activity
 2021/22:
992,891
webpage views
 ON MBAV.COM.AU

82,576
webpage views
 ON MBAVTRAINING.COM.AU

EVENTS

To celebrate our members and their achievements and to help promote the building and construction industry, MBV hosted a wide range of industry-leading events in 2021/22.

Highlights included:

- An impressive 3906 people attended MBV's in-person events and webinars in 2021/22.
- More than 473 apprentices were nominated by their TAFEs and employers in the 2022 Regional Apprentice of the Year Awards and the State Apprentice of the Year Awards.
- Apprentice Taye Cahoon took out top honours after winning the 2022 State Apprentice of the Year Award (pictured).
- MBV safely held back-to-back Excellence in Building Awards events for the first time in January.
- Almost 900 people attended both events across two nights at the 2021 Excellence in Construction Awards and 2021 Excellence in Housing Awards.
- The 2022 Regional Building Awards were held in person for the first time in three years, with approximately 500 attendees across three events.
- Record attendance at the 2022 International Women's Day breakfast with more than 400 attendees.



[SEE MORE EVENT IMAGES...](#)

CONSTRUCTION AWARDS

HOUSING AWARDS

APPRENTICE AWARDS

IWD BREAKFAST



AWARD WINNERS

Commercial

SEE MORE ON ALL THE
2021 EXCELLENCE IN
CONSTRUCTION WINNERS



2021 Commercial Young Builder of the Year:

Conal Magee, WINNER

MBV's Commercial Builder of the Year, Conal Magee, is an accomplished, composed, polite and well-spoken professional builder. He leads by example and strives to improve himself practically and academically professionally. Conal enjoys high levels of client satisfaction which he attributes to communicating well, regularly, and honestly with clients.

Conal obtained a Diploma of Building from RMIT and a Bachelor of Applied Science in Construction Management from RMIT and holds a VBA Commercial Builders License Limited for Low Rise buildings. He is currently studying for a Master's in Business Administration. In 2013 he started working for 2 Construct as a Contract Administrator and has since been promoted to Project Manager, a position he currently holds with 2 Construct.

Conal has worked on projects valued up to \$11M, including Tarneit Senior College, Edithvale Life Saving Club, CRC Caroline Springs New Performing Arts Centre, Sandringham Golf Links Redevelopment, and TLC Homestead Estate Wallington.

2021 Commercial Regional Builder of the Year:

Rendine Constructions Pty Ltd, WINNER

Marcus Oldham has built an enviable reputation for preparing business leaders who pursue successful careers in agriculture,

agribusiness, and equine management, demanding high-class work and professional execution across construction and project management.

This reputation has only been further enhanced after being named MBV's Commercial Regional Builder of the Year.

The winning project showcased a complex design focused on internal and external architectural details. This can be seen in the use of exterior materials integrated indoors and the use of conventional products in unique ways, such as the pressed metal ceiling used on intricate angles instead of flat.

2021 Commercial Master Builder of the Year:

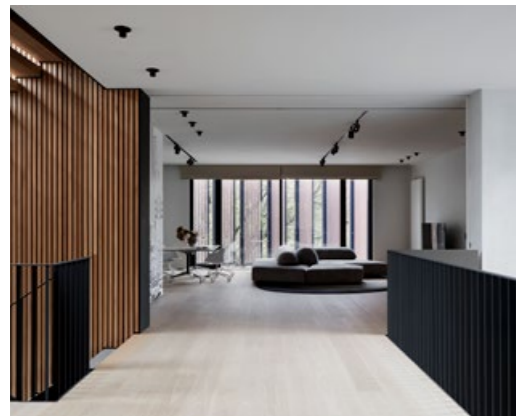
Maben Group Pty Ltd, WINNER

This winning project involved the aesthetic upgrade of the Highpoint Shopping Centre. The upgrade sought to align the various mall voids and maintain the line of sight down the retail malls.

Maben Group worked closely with the client and design team throughout the project to ensure initial concept sketches were developed and accurately implemented on-site to reflect the design intent. Floor finishes consisted of bluestone and granite tiling that incorporated a feature granite wave and decorative 'possum tail swirl'. Spotted gum timber flooring pods were inserted in designated seating areas. Finishes to the balustrade included black mirror Rimex and heat-soaked glazing with a rounded spotted gum handrail.

AWARD WINNERS

Residential



2021 Residential Young Builder of the Year

Rhyse Mazza, WINNER - Young Builder of the Year – Residential

Rhyse is a skilled, measured, and confident young professional builder who has created a team with similar work ethics, building culture and an eye for detail. He prides himself on the level of detail and quality of finish, and client satisfaction, for every project.

After completing a trade apprenticeship in carpentry in 2004, Rhyse worked as a contract residential carpenter in Queensland and then as a contract commercial carpenter in Perth. In 2017, he obtained a Diploma in Building Construction from Master Builders Victoria. Rhyse is now a qualified residential builder registered in both Victoria and Queensland.

Rhyse then established @construct_melbourne, where he is the Managing Director employing three professional staff, two tradespeople and two apprentices.

2021 Residential Regional Builder of the Year

Scott James, WINNER - Regional Builder of the Year

The East Albury project they completed offered a rare opportunity in regional centres to collaborate with one of Australia's leading architects on a home that includes craftsmanship, quality, innovation, and sustainability.

Built over two levels, there are two bedrooms with ensuites, study, and multiple living spaces. Materials used are a combination of block, blackbutt and Barestone (cement) sheeting. Doors disappear into walls; windows are set flush, and the ceiling rakes above. From the free-standing bath to the retractable flyscreens, all aspects of this custom build home prioritise quality and longevity.

2021 Residential Master Builder of the Year

Easton Pty Ltd, WINNER - Master Builder of the Year

The winning project completed by Easton Pty Ltd comprised a stunning five-bedroom, 10-bathroom home comprised of 74 pre-cast panels installed via 130-tonne cranes. Post-tensioning strands allowed for thinner slabs, incredible internal floorplate spans, speed of construction and superior long-term durability of the home.

The home boasts a spa, lap pool, 3.4m high ceilings on the ground floor, a dual height art gallery, library, gymnasium and home theatre, with 360-degree views from the roof terrace.

SEE MORE ON ALL THE 2021 EXCELLENCE IN HOUSING WINNERS





BUILDING & CONSTRUCTION FOUNDATION

The Master Builders Association of Victoria Foundation, also known as the Building and Construction Foundation, was established by MBV in 2010 and aims to unlock barriers to entry and progression in the building and construction industry.

Our vision is for an industry that is accessible for everyone to succeed. We achieve this by supporting individuals with fee support for training and study as well as mentoring and work experience, where appropriate.

The last financial year has been a milestone year for the Foundation, with significant change and achievement experienced throughout 2021/22 to leave the Foundation better placed to assist others in succeeding moving forward.

Election of new Board

For the first time in the Foundation's history, we undertook a recruitment drive for new Board members.

Thirteen applications were received, and six new directors were appointed to the Board in November 2021 at the Annual General Meeting.

The six new directors were Daniel Mazzei, Steve Peluso, Dani Bartolini, George Abraham, Dale Kennedy and John Goris.

Four directors chose to resign from the Board, including



Alan Stockdale (Chairperson), Jonathan Forster and Phil Davies, who had served on the Board since its inception.

Saeed Mirbagher, appointed by MBV as a temporary director, also resigned.

Development of a new strategy

The new Board collaborated to develop the new strategy for the Foundation in February 2022, which will guide the activities of the Foundation over the next three years.

The Board agreed on a new mission to clarify why the Foundation exists, a new vision of our future, a set of four values that defines our culture and guides our actions, and five key strategic objectives that will drive our activities and initiatives over the next three years.



SEE THE NEW BUILDING & CONSTRUCTION FOUNDATION BOARD

Development of a new brand

Although established by MBV in 2010, the Foundation is an independent, registered charity that fundraises to provide scholarships and develop future talent for our industry.

The Foundation needed to develop a brand representing our unique identity, proud history, and connection to MBV.

The Foundation engaged a creative agency to help develop our new operating name, logo, and branding strategy to drive future marketing and communication activities.

Partnerships with educational institutions

One of our key strategies for expanding the reach of the Foundation is to partner with other entities with a shared purpose, particularly those supporting women, minority groups, refugees and new migrants and those from lower socio-economic groups.

Over the last six months, we have finalised partnerships with Holmesglen Foundation, RMIT and the Gordon to sponsor named scholarships advertised through these educational institutions.

We have also partnered with other entities, such as RISE Geelong, Hume Council, Kowanj Australia, Empowered Women in Trade and SHEForce, to develop potential partnership opportunities, particularly in attracting more women into the industry.

Donors and sponsors

As an independent, registered charity, the Foundation relies

on the generosity of individuals and organisations within the building and construction industry who understand the importance of investing in the future of our industry and share a commitment to developing future talent for our industry.

This year we have received donations from both Incolink and Bunnings Trade for scholarships to honour the memory of Mario Biasin, the Co-Founder and CEO of Metricon.

The Foundation also continued to be supported by The Forster Family Foundation and Boston Consulting.

We continued to receive pro-bono support from our founder, MBV.

Scholarships awarded

The Foundation received 31 applications for the financial year and awarded 23 scholarships costing \$98,255.

In addition, the Foundation committed a further \$25,400 in scholarship funds through our partnership with Holmesglen, RMIT and The Gordon, taking the total amount of scholarship funding provided over the year to \$123,655.

The Foundation also provided a prize of \$3000 at the 2022 MBV State Apprentice Awards to the winning apprentice of the year.

In the next financial year, the Foundation will focus on marketing and promotional activities to attract more support from industry partners and develop partnerships with community groups to attract more people to build a career in the building and construction industry, particularly from minority groups.



FIND OUT MORE ABOUT THE BUILDING & CONSTRUCTION FOUNDATION

MBV would like to acknowledge and thank the following sponsors for supporting MBV initiatives and projects during FY 2021/22:





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