



 **MASTER BUILDERS**
WESTERN AUSTRALIA
125 YEARS



MASTER BUILDERS WA
YEAR IN REVIEW 2022-23

Published by

**MASTER BUILDERS ASSOCIATION OF
WESTERN AUSTRALIA
(UNION OF EMPLOYERS) PERTH**

PO BOX 167
West Perth 6872
Level 3 Construction House
35 - 37 Havelock Street
West Perth 6005

Tel (08) 9476 9800
mba@mbawa.com
www.mbawa.com

ABN 83 590 972 922

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Prepared by: Michael Van Dongen, Megan Brown,
Jason Robertson, Martin Belfield, Charlotte Sutton,
Sharmen Wilson, Rochelle McSwain

Edited by: Reney Omar, CLARO. Communications

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REPORTS

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and Acting Director report on the
2022-23 Financial Year.



Another year comes to a close, but not just any year, as we proudly celebrated our 125th anniversary.

As an industry we have continued to demonstrate unfaltering resilience in the face of ongoing disruption and uncertainty. It certainly has not been an easy year for many. We have seen continued fallout from the last couple of years, however I am very proud of all the efforts made by our Association to continue guiding both our members and industry through one of the most turbulent periods in recent history.

In my second year as President, I extend my gratitude for our Board of Management's stewardship.

It is a privilege to be President, and I am honoured to be amongst a highly skilled, experienced, and passionate group who dedicate their time to ensure our industry can continue to be a major contributor for our great state and help build a better future for all.

The Board's overarching responsibility is to ensure we have good governance principles in place and to guide the Association's organisational capacity and sustainability.

To these ends, the Board reviews detailed information for governance purposes monthly; with emphasis to key matters such as the Association's advocacy, membership criteria, products and services, financial accounts and our property portfolio.

In terms of advocacy activity, the primary platforms for developing industry policy are our Councils – Housing and Construction. This year saw both our Councils, with input from our regional Committees, continue to develop industry led reforms, tackling many of the longstanding and emerging issues and challenges to establish a more sustainable building and construction industry for all in Western Australia.

Throughout the year, the Board continued to review current products and services and the development of new product and service opportunities. We must remain relevant to members in what is a rapidly evolving industry, and we must continue to provide value for members.

The Board is keeping a critical eye on the Association's entire property portfolio which includes Construction House, Bunbury and Albany properties, and is looking towards future opportunities which might strengthen the organisation for the benefit of members.

Like all businesses, our association is not immune to the challenges that have resulted from Covid and other industry challenges. The Board remain focused on the Association's budget, financials and reporting. On this note, it is my pleasure to report a satisfactory surplus for the financial year, and one which, despite challenging circumstances, exceeded projections. My thanks to the Board, Treasurer and our Acting Director and Financial Controller, Megan Brown, for astute oversight of our financial affairs.

I would like to thank each one of my fellow Board Members for all their efforts throughout the year. The time dedicated is considerable and has made all the difference.

Master Builders WA is part of the Master Builders Australia federation, based in Canberra. WA's Robert Shaw continues to represent Master Builders WA on the National Board, along with fellow Board Members Rocky Slater and Paula West on National Committees and Ray Keshaw on the Master Builders Insurance Brokers Board of Management. Their collective contributions are significant and highly valued.

In conclusion, this has been a year of significant change, consolidation and planning for Master Builders WA. I would like to take this opportunity to thank the former Executive



Director, John Gelavis, for his contribution to our Association and industry. It is an exciting time looking ahead as we enter 2024 with our new Executive Director, Matthew Pollock, at the helm. We will see the implementation of a new strategic plan to ensure that we continue to best represent the interests of our members and support the future of our industry.

The core strength of our Association is its collective. This is what truly makes our Association one to be very proud of. I, like many others, have often said Master Builders WA is like a family unit.

Through Master Builders WA returning to an even keel with a solid financial position and having exceptional staff dedicated to helping their members, we are assuredly well placed to continue serving.

The list of thank-yous is a long one. My thanks to all our Association's many supporters, my fellow Board Members, Councils and Committees, volunteers including all our awards judges, consultants, our valued alliance partners and sponsors.

A special thank you to all our staff. I can say unequivocally they are dedicated to our industry. Their efforts this year have truly been nothing short of remarkable.

And finally, to our members. To each and every one of you. It is a privilege to represent you on all the matters that are of importance to you. I look forward to again being part of the Master Builders WA family next year.



Michael Van Dongen, President



When a group of builders gathered at a Perth hotel in 1898 to form the Association, their purpose was to build a better industry. 125 years later, Master Builders WA celebrates its unwavering commitment to pursuing the same goal; supporting and advocating on behalf of our members in an increasingly complex and uncertain world.

We continue to strive to ensure that Master Builders WA remains a member-centric Association. Our Excellence Awards program, held in Perth metro and regional WA, showcased the very best in building and construction excellence.

In our Housing Excellence Awards, the *2023 Commonwealth Bank Top WA Home* by Northerly Group Australia in Applecross took top honours, with the *Best Country Home Award* accolade going to Partington Building Contractors. Each of the 290 entries were a testimony to extraordinary talents and skills within our membership base and industry.

Our Excellence in Construction Awards saw Multiplex taking out the *Best Project of the Year* for ONE Subiaco, with ADCO Constructions recipient of *Best Regional Project* and Rigsafe Lifting Solutions winner of *Subcontractor of the Year*.

A special thank you to Commonwealth Bank as our long-standing principal partner and our many loyal event partners

who help underwrite our awards and events program throughout the year.

We look forward to further celebrating the success of our WA builders at the Master Builders National Excellence in Building and Construction Awards hosted in our home state in November this year.

In addition to our Awards, there were many opportunities throughout the year for members to engage with colleagues and wider industry circles. From breakfast briefings, member nights, trade functions, boardroom briefings to our annual golf days for the sporting enthusiasts.

Our trade nights and roundtable events created fantastic engagement with our members, government agencies, and local communities. Collectively identifying challenges, opportunities and capturing actionable items.

Our advocacy efforts continue to go from strength to strength, with a clear focus on the continued challenges our members face. Looking ahead with true industry led reforms for raising public confidence, building quality and standards. These underpin a sustainable sector that is an integral part of the WA economy and our way of life.

ACTING DIRECTOR'S REPORT



Through our efforts, the State Government and Master Builders WA established a Joint Working Group to progress the Master Builders Building Industry Reform Package 2022 and its 18 recommendations. This work has progressed significantly as we near the end of 2023, with a firm commitment to continuing a collaborative approach to see these reforms come to fruition.

Through our ongoing engagement with Government on critical issues, including industry capacity and future workforce needs, the State Government announced a \$47.6 million boost to WA's building and construction workforce in its 2023-2024 Budget. Our advocacy efforts remain steadfast for attracting new workers into the industry, retaining current and emerging workers, ensuring training and education is provided as well as creating a more diverse industry.

In forging ahead in 2024, our Board of Management, along with our incoming Executive Director, will lead us in pursuit of one common cause - to strengthen and grow the building industry through exceptional support, guidance and service delivery.

In closing, it is impossible to individually thank all who contributed throughout the year. I do wish to sincerely thank our President, Michael Van Dongen, our Board, our Council members, Committee members and judges, who all volunteer their time in giving back through Master Builders WA to collectively make positive change.

A huge thank you to our hard-working staff for their loyalty and commitment, through what has been, at times, a difficult period. Also for the support and encouragement you have provided me personally.

Lastly, thanks to our members and all who work tirelessly in supporting Master Builders WA and our beloved industry.



Megan Brown, Acting Director



ADVOCACY & POLICY

Master Builders WA operates under the direction of its Board, Councils and Committees to provide governance and develop policy on industry issues.



If 2023 has demonstrated anything, it's the resilience and adaptability of the building and construction industry. The Master Builders Association of Western Australia remains steadfast in its commitment to enhancing the industry through active advocacy and lobbying.

As we move beyond the complexities of the 2021/22 stimulus package situation, I would like to seize this opportunity to shift our focus towards the industry's reconstruction and the remarkable achievements in advocacy during the 2022/23 fiscal year.

Our consistent and dedicated approach to advocating on behalf of the building and construction sector has yielded positive results for our members and the industry at large. Some noteworthy advocacy accomplishments for this year encompass the ongoing progression of the Building Industry Reform Package in 2022, the repeal of the Aboriginal Cultural Heritage Act, continuance of the Head Contractor Relief Scheme, Department of Communities contracts, an extension of the HomeBuilder application deadline by the Federal Government, and many more.

State Budget 2023/24

On 11 May this year, Master Builders welcomed the announcements made in the 2023/24 State Budget that supported the industry in laying down a solid foundation for the future to build a strong industry and economy.

The decision to tackle infrastructure investment, social housing, planning reforms to increase housing supply and affordability alongside sustainable growth across WA is an important indication that the industry is moving in the right direction.

Master Builders has been aggressively advocating for the State Government to implement initiatives to assist the \$29 billion building and construction industry to navigate through the current and future headwinds and build a sustainable pipeline of work over the next four years.

Construction is the backbone of the WA economy, employing approximately 130,000 people, providing infrastructure, commercial and community buildings, and homes for the growing population and was called on again by the WA Government in this state budget.

To accomplish the bold plan laid out by the (then) Premier, WA will need almost 55,000 workers by 2026 and around 26,000 of those are tradies, so the announcement of \$47.6 million boost to WA's building and construction workforce in the 2023-24 Budget, is a step in the right direction and critical to build the homes and infrastructure we so desperately need.

To ensure our workforce requirements are met, Master Builders Australia released its [Blueprint for Future-Proofing The Building And Construction Industry's Workforce](#) in wake of a shortage of half a million workers nationally. The blueprint aims to address this by attracting new workers into the industry, retaining current and emerging workers, ensuring training and education is provided as well as creating a more diverse industry.

Speeding up the delivery of new housing will be critical as over the 2022-2026 period, the National Housing Finance Investment Corporation (NHFIC) estimates that WA will build 30,000 fewer homes than needed to accommodate population growth.



The State Budget prevailed a \$750 million injection to boost housing supply, including \$450 million social housing investment top-up, \$61.6 million Government Regional Officer Housing (GROH) new and refurbishments, \$33 million to extend and expand the off the plan transfer duty rebate, \$49 million community housing program and amendments to Keystart's Urban Connect program to include one-bedroom apartments.

The State Government also announced a \$39 billion pipeline of infrastructure work, including major projects including road projects, Woman's and Babies Hospital, Graylands Hospital, State Hockey Facility, Perth Concert Hall and state asset management maintenance.

Building Industry Reform Package 2022

On 11 November 2022, MBA WA released its Building Industry Reform Package 2022 for the commercial construction sector. In consultation with members, Master Builders developed a series of key reforms culminating in 18 core recommendations, to ensure a more sustainable and diverse building and construction industry in WA.

For the past year, MBA WA has been calling on the Federal, State and Local Governments, private sector developers and industry stakeholders to support these recommendations so the building industry can feel confident engaging in future contracts knowing risk is shared more equitably and fairness is applied.

Our advocacy efforts included ensuring the State Government continued to acknowledge that the industry is recovering from a profitless boom, so it remains critical that state procurement adopts recommendations put forward in the MBA WA [Building Industry Reform Package 2022](#) so builders can engage confidently in these and other projects.

Considering the State Government is one of the largest principals in WA, we are calling on them to take a leadership role in supporting a more sustainable building industry by adopting these recommendations across all State Government projects going forward. These bold reform measures are outlined in three critical areas including Procurement Reform to model and process, Contract Format Rationalisation to address risk sharing and industry jobs and skills. The WA building and construction industry has 127,279 workers, representing 8.7 per cent of the state's total workforce, including 18.1 per cent female representation, which we would like to see increase significantly, with greater diversification in a bid to recruit and retain construction workers. One such recommendation is the universal adoption of a 5-day work week for the commercial sector.

Since the COVID-19 pandemic, the State Government has backed the \$30 billion WA building and construction industry by ensuring it remained operational throughout. The industry has built housing, critical state and private sector infrastructure, created jobs and been a driving force in the powerful State Economy. The industry has been heavily impacted by massive price escalations, material and supply shortages, skilled labour limitations and global supply chain disruptions as countries around the world continue using construction to rebuild their economies post the COVID-19 pandemic. These factors, coupled with the imbalanced contractual risks of modern contracts, builders are extremely cautious in engaging in future contracts in both the public and private sector. The risks associated with the current framework and extreme regulatory environment that exists at present are far too onerous.

Contract reform is critical, as many contracts place excessive risk on to builders, so we would like to see the risk apportioned to reflect fairer levels for all parties. MBA WA remains steadfast in working with the State Government and all stakeholders to adopt these

reforms to build and stronger more sustainable construction industry.

Master Builders Recommendations

- Procurement reform to model and process
- Equivalent builder model
- Balanced tender assessment
- Restricted tender validity period
- Tender participation anticipated costs
- Utilising standard form contracts
- Contract security cap and timing
- Release and reduction of contract security
- Contract payment terms/timing
- Deposit payments
- Payment for unfixed materials
- Material and equipment deposit payment
- Contract variation provision for profit and overhead
- Contract variation timing for response
- Provision for price escalation
- Fair provision for time and cost recovery
- Incentives to work in WA
- Enforcement of a 5-day week industry

Planning reforms

Planning reform has long been a top and ongoing priority for Master Builders, we continue to advocate for reforms for both strategic and statutory planning processes.

We strongly support reforms to significantly improve and streamline the planning framework in WA.

Planning reform is necessary to see healthy property and construction industries now and into the future. It is clear WA needs a clear, strong, and functional planning system that streamlines the planning process and ensures consistency in approach and appropriate timeframes for assessing and approving development projects across the commercial and residential sectors.

Through our advocacy, the State government announced this year new planning reforms aimed at boosting housing supply and accelerating decision-making.

These reforms are nation leading, at a time when red tape reduction is absolutely crucial in ensuring businesses can operate effectively and help addressing the challenges with the ongoing housing supply crisis.

These new reforms include dealing with existing planning processes to cut unnecessary red tape, including removal of duplicate processes for the subdivision of land, streamlining the review of planning schemes and planning codes.

The reforms include making permanent the significant development pathway, which is a refined version of the

temporary COVID-19 pathway through Part 17 of the *Planning & Development Act 2005*, with improvements.

This pathway provides complex proposals of more than \$20 million in the Perth and Peel regions and more than \$5 million in regional WA with an option for a streamlined, efficient and coordinated assessment.

These reform announcements recognise the significant issues with, and the substantial impact of, planning issues and delays which stop projects getting off the ground. Master Builders welcomes these changes to address issues that have long been a source of frustration for industry.

The proposed reforms represent significant changes to WA's planning system and follow Master Builders WA's calls for planning reform over a lengthy period.

Master builders identified several areas of concern with the States medium Density Codes and the potential for significant unintended consequences in their current form. Through ongoing engagement with government, it saw the Minister for Planning announce deferment of the Codes, to allow for further engagement with industry in getting the best outcomes through a considered implementation approach.

We have long held the view that the introduction of registration and accreditation for town planners, and private certification for the town planning profession, are further necessary steps to address existing cultural and accountability issues that can arise with respect to Local Government planners. Combined with a fast-track mechanism for single dwellings (reducing the existing timeframes), we consider that these reforms will greatly assist in getting to the heart of the problems experienced by the sector.

National Construction Code

The National Construction Code (NCC), which serves as the definitive operational document governing building regulations, standards, and performance levels across the nation. The NCC, operating as a performance-based code, establishes the minimum requirements for ensuring safety, health, amenity, accessibility, and sustainability in specific building structures.

Our unwavering commitment to emphasising the code's significance has been a continuous effort throughout the year, building upon sustained advocacy endeavors from prior years in our interactions with the Office of the Australian Building Codes Board (ABCB). Our active representation on the Building Codes Committee, a national platform involving regulatory authorities and industry stakeholders, has allowed us to actively engage in discussions surrounding the NCC and perpetuate our advocacy initiatives.

In August 2022, Building Ministers from Commonwealth, State, and Territory jurisdictions convened to deliberate on energy efficiency provisions for residential buildings and accessibility standards related to the 2022 edition of

Construction sector pitches 18 reforms to recharge broken industry

A joint working group will be set up to examine reforms proposed by the construction sector's peak body to fix the ailing building industry.

The State Government will appoint eight representatives from the Master Builders Association and the Department of Finance to consider the 18

reforms. Commerce Minister Sue Ellery said the reforms, proposed by the MBA, would help the construction and building sector.

"We have received consistent feedback from industry... that global supply challenges and skills shortages continue to impact project costs and time

frames across a range of developments, from residential dwellings through to major public infrastructure," she said.

"Examining and resolving the remaining recommendations that have not yet been adopted by government is a critical step in supporting the future of the building and construction in-

dustry in WA and I look forward to the working group's first meeting."

MBA WA executive director John Gelavis said the 18 reforms would create a more sustainable and diverse sector.

"The industry has been heavily impacted by massive price escalations, material and sup-

ply shortages, skilled labour limitations and global supply chain disruptions," he said.

"These factors, coupled with the imbalanced contractual risks of modern contracts, are causing builders to be extremely cautious engaging in future contracts in both the public and private sector."

the NCC. Notably, the Building Ministers collectively decided to enhance energy standards for new homes through the NCC. This achievement stands as a pivotal advocacy point for Master Builders. We tirelessly advocated on behalf of our members by submitting numerous proposals, conducting cost-benefit analysis, and maintaining ongoing communication with regulators.

Central to our advocacy messaging was the recognition that, given the prevailing economic environment and the uncertainty of a return to pre-COVID activity levels in the immediate future, any additional costs introduced to the sector would significantly impact business viability and operational effectiveness. Our message was crystal clear: careful consideration of these factors should underpin any contemplated regulatory reforms.

On May 1, 2023, Western Australia adopted the 2022 edition of the National Construction Code (NCC 2022). Typically, building legislation in WA offers a 12-month transition period with the option to use the edition of the Building Code that was in effect 12 months prior to the application for a building permit.

Through our advocacy, government acknowledged the challenges industry faced and continues to face, extended transition arrangements are in place for WA.

This includes an additional transition arrangement for usage of BCA 2019 Amendment 1 for a building permit application submitted before 1 May 2025 and for BCA 2022.

Builders' Relief Scheme exceeds \$13 million in payments

In a significant advocacy win for Master Builders, in September 2023, the State Government announced it continues to fulfill its commitment to support a stable building and construction industry by disbursing relief payments exceeding \$13 million to head contractors.

Aligned with the State Budget for 2022/23, the *Head Contractor Relief Scheme*, introduced by the State Government, extends crucial financial support to head contractors who had entered into fixed-price contracts for projects under the Department of Finance and Department of Communities. This assistance was especially geared toward alleviating the burden of unforeseeable increases in market costs.

In June 2022, eligible builders were offered the opportunity to participate in the Scheme. Since then, a total of 131 claims have

been carefully evaluated and approved by the Departments of Finance and Communities, resulting in the disbursement of over \$13 million in relief payments to head contractors.

Furthermore, in May 2022, the State Government also announced the inclusion of rise and fall provisions for forthcoming Department of Finance and Department of Communities contracts. This dual approach provides much-needed financial respite for head contractors with fixed-price contracts while simultaneously addressing the ongoing fluctuations in construction costs. The rise and fall adjustments encompass monthly progress payments to head contractors, which are calculated based on variations in the prices of trades and materials.

Homebuilder application deadline extended by the Federal Government

The HomeBuilder grant is a program that offers eligible owner-occupiers financial support to construct a new home, perform substantial renovations to their existing property, or buy a new home from pre-approved plans. Earlier this year, the Federal Government made an important announcement regarding the extension of the application deadline for the HomeBuilder scheme.

Master Builders Australia expressed its appreciation for the Albanese Government's decision to prolong the application deadline for the HomeBuilder program. The joint efforts of Federal, State, and Territory Governments in accommodating existing applicants who might have otherwise missed the 30 April 2023 deadline are duly acknowledged. As a result, all existing HomeBuilder applicants now have until 30 June 2025 to submit the necessary documentation to secure the grant, thanks to a proposed new agreement by the Albanese Government.

Minister for Housing, Julie Collins, has officially endorsed a revised National Partnership Agreement (NPA), extending the deadline for existing applicants to submit their supporting documentation from April 30, 2023, to June 30, 2025. This signed NPA has been dispatched to all State and Territory Governments for their endorsement and is contingent upon their agreement.

This extension encompasses all existing HomeBuilder applicants, including those pursuing off-the-plan purchases, new construction projects, and renovations. Its implementation in each jurisdiction will become effective once it receives the approval of the respective State and Territory Governments.

The extension serves as a valuable lifeline to those existing applicants who had undertaken financial commitments with the expectation of receiving the grant, only to be impacted by supply limitations and delays in the construction industry. Notably, the HomeBuilder application window had originally closed in April 2021, with state and territory governments responsible for administering the program on behalf of the Commonwealth.

Aboriginal Cultural Heritage Act

On August 8, 2023, the Premier made a momentous announcement regarding the repeal of the *Aboriginal Cultural Heritage Act 2021*. This intricate legislation had the potential to pose significant challenges for our members.



Our members vehemently expressed their concerns about the Act, deeming it impractical. With its repeal, property owners in Western Australia can now operate on their land with confidence, knowing they won't inadvertently violate cultural heritage regulations.

Furthermore, amendments have been introduced to enhance the 1972 legislation. These changes entail the newly established Aboriginal Cultural Heritage Council assuming the responsibilities previously held by the Committee under the 1972 Act, making recommendations to the Minister for Aboriginal Affairs.

In line with this, the State Government has committed to a long-term plan spanning the next decade. This initiative aims to conduct heritage surveys in previously unsurveyed areas of high priority throughout the state, with the consent of landowners. The results of these surveys will be conducted, published, and made accessible to all land users.

Department of Communities contracts

Through ongoing engagement with the housing and assets division within the Department of Communities, Master Builders WA advocated for appropriate changes to their construction contracts. Pleasingly, the Department made several changes to both their HAC contract (Construct Only) and their HADC (Design and Construct) contracts.

These changes are continued steps for having a fair contract agreement, with Master Builders WA committed to ongoing discussions with the Department for further contract format rationalisation in delivering fair provisions for all parties.

Industrial Relations

Secure Jobs, Better pay Act

In late 2022, the Federal Government introduced the first stage of its workplace relations reforms in the form of the *Secure Jobs Better Pay Act 2022*, (the Act) and officially repealed the Australian Building and Construction Commission (ABCC) and related Procurement Code.

Master Builders Australia campaign against Enterprise Bargaining changes

The Act includes a new type of workplace agreement, allowing multiple employers and unions in a common industry to make a single agreement. This is the most significant change to enterprise bargaining in 30 years and is completely unsuited to the building and construction industry. Master Builders Australia efforts to illustrate this concern resulted in important concessions from the government. Following intensive lobbying by Master Builders to the government and other parties, most civil, residential, and commercial construction work is excluded from industry-wide bargaining streams. This was a major achievement and success for Master Builders and its members.

Even so, multi-employer agreements will still impact building and construction in some form. The onsite electrical, plumbing and engineering sectors are captured by the multi-employer streams. These industries will be targets for union multi-employer bargaining. Furthermore, transport, distribution and ports are just some sectors that may face coordinated industrial disruption whilst the unions pursue multi-employer agreements.

Other elements of note in the Act include enhanced protection against sexual harassment, employee requests for flexible working arrangements, anti-discrimination and stricter standards for fixed term employment contracts.

Concern over further changes

Master Builders Australia continues to campaign across the country to raise awareness in its membership and the broader community of the risks posed by the Federal Government's proposed second phase of new industrial laws, which is currently under review by a Senate committee. If enacted, the government's proposals will have a profound impact on the building and construction industry. They include:

- Labour hire licencing and regulation, (same job, same pay) which may extend to independent contractors engaged in subcontracting
- The extension of Fair Work Commission jurisdiction to self-employed contractors, to arbitrate on alleged unfair contracts
- Increased power for union delegates to investigate their employer
- Waive 24-hour notice for union officials seeking to investigate alleged underpayments

New workers compensation laws

A new workers compensation Act for WA has been approved by Parliament, to commence from 1 July 2024. The government has rewritten the entire *Workers Compensation & Injury Management Act* and included many recommendations made by the Review of the *Workers' Compensation and Injury Management Act 1981*: Final Report, released in June 2014.

The government has forecast the average increase in the cost of premiums across all industries will be 1.8%. No further details were made available.

Master Builders WA made several submissions to the government on the proposed legislation, including requests for more information on the projected increase in premiums for the building and construction sector. Master Builders WA submitted that the premium for the building and construction sector is likely to increase well above the average, possibly only exceeded by mining.

The new provisions concerning employers include:

- Independent contractors working in their usual business (ABN or Pty Ltd) are not deemed a worker for the purposes of workers compensation and the client/principal is not responsible for the contractor's workers compensation.
- Payment of average weekly earnings extended from 13 to 26 weeks before reducing to 85% of average weekly income for the remainder of the period of workers compensation.
- Cost of rehabilitation services moved out of workers compensation and onto the employer.
- Insurers no longer prohibited from charging a loading of more than 75% on a recommended premium rate.

CFMMEU campaign for new enterprise agreement

Following the abolition of the previous Federal Government's procurement code, the contents of enterprise agreements are no longer required to be 'code compliant' to enable a contractor to tender for federally funded projects. Accordingly, the CFMMEU is now pursuing a new pattern Enterprise Bargaining Agreement (EBA) for WA that contains previous 'non-compliant' terms.

For example, the union EBA includes provisions that entitle employees to attend union meetings without loss of pay, enable union officers' general access to sites, require subcontractors to 'jump up' wage rates to match a client's EBA (e.g. builder), and ensure employers actively promote union membership.

National wage review

Following its 2023 Minimum Wage Review, the Fair Work Commission increased wages and allowance in modern awards by 5.7%. The increase operated from first full pay period to commence on or after 1 July 2023. Master Builders WA issued members with updated wage circulars.

Conclusion

In closing, it has again been a year with many challenges and headwinds and there remains to be more challenges ahead as we navigate into 2024. Most importantly, the resilience of our industry continues to shine through, a testimony to all who are in our beloved sectors.

I wish to close off by expressing my heartfelt thanks. It is truly an honour and privilege to work with and for you. To each one of you, be proud. Your interactions with your Association have truly made all the difference.

We look forward to supporting you into 2024 and beyond.



Jason Robertson,
Director Housing and Construction



Martin Belfield,
Industrial & Employee Relations Manager

THE BOARD



Michael Van Dongen
President



David Crothers
Immediate Past President,
Construction Council



Robert Shaw
National Board Member



Grant Burgess
Treasurer



Dan Perkins
Board Member



Rocky Slater
Chair Construction Council



Shaun Hughes
Deputy Chair Construction
Council



Ray Kershaw
Chair Housing Council



Paula West
Deputy Chair Housing Council



Isla McRobbie
Board Member



Bala Suppiah
Board Member



COUNCILS

The Association's Construction and Housing Councils are responsible for formulating policies and recommendations on industry issues. Each council has 12 elected councillors, elected by, and from, the builder membership. Councillors serve two-year terms with half retiring (or standing for re-election) annually. Councils also may co-opt members. The councils generally meet monthly.

CONSTRUCTION COUNCIL

Chairperson: Rocky Slater

Deputy Chairperson: Shaun Hughes

Members: Michael Van Dongen, David Crothers, John Ripp, John Buckingham, Anthony Chillino, Sean Gavin, Prav Mepani, Mark Parish, Dave Prosser, Peter Tobin, Jay Brenton, Tom Jacobs, Matthew Carr, Troy King

HOUSING COUNCIL

Chairperson: Ray Kershaw

Deputy Chairperson: Paula West

Members: Sam Karamfiles, Michael Vermey, Basil Arasi, Cliff Kearns, Jay Mangano, Glenn Smith, Paul Spadanuda, Anthony Lumbaca, Philip Kemp, Peter Bisby, Jane Arnolda, Jay Walter, Michael Condelli, Simon Cherry, Matthew Lang, Michael Agostin, Elias Oostveen

COMMITTEES

Master Builders WA Committees enable the association to obtain data from across the state on issues affecting the industry and develop a state-wide position. The committees also enable Master Builders WA to address regional issues at a local level.

GREAT SOUTHERN COMMITTEE

Chairperson: Brett Joynes

Deputy Chairperson: Brad Eastough

Members: Brian Hoskins, Ascan Volkerts, Matthew Lilly, Michael Sullivan, Daniel Leeftang, Vernon Pascoe, Kenny McGonell, Mark Weldon

SOUTH WEST COMMITTEE

Chairperson: Sam Karamfiles

Deputy Chairperson: Robert Maratea

Members: Justin Trewan, Rick Ruhen, John Buckingham, Robert Kusal, Shane Stirling, Dave Prosser, Matthew Powell, Richard Bell, Paul Gronow, Natasha Nardone

MID/NORTH-WEST COMMITTEE

Chairperson: Andrew Crothers

Deputy Chairperson: Peter Willoughby

Members: Leon Bone, Ross Conti, David Crothers, Lily Robson, Kyle Wilkinson

GOLDFIELDS-ESPERANCE COMMITTEE

Chairperson: Mitchel Frager

Deputy Chairperson: Marcus Boers

Members: Glenn Briers, Colleen Horton, Tim Green, Shannan Dixon, Rik Thompson



MEMBERSHIP

Membership of Master Builders WA is open to all companies, partnerships and businesses engaged in the building and construction industry.



The year of 2023 marks Master Builders WA's 125-year anniversary, a testament to our enduring commitment to excellence in the building and construction industry.

Our journey, spanning more than a century, has been marked by innovation, resilience, and the unwavering dedication of our members. It is on this momentous occasion that we wish to extend our thanks to each and every one of our members who have contributed to our enduring success.

Your membership, support, and active participation have been the cornerstones of Master Builders WA's strength. We are deeply aware that without your dedication, trust, and loyalty, this remarkable journey would not have been possible. Over the years, your involvement has shaped our organisation into a powerhouse of knowledge, expertise, and influence in the industry.

We recognise the challenges that our industry faces, from evolving regulations and technologies to market fluctuations and the ever-changing landscape of building and construction. Throughout it all, your commitment to our organisation and your unwavering support have enabled us to adapt, grow, and continue to serve you with the utmost dedication.

On our 125th anniversary, we take a moment to celebrate not only the history and legacy we've built but also the bright future that lies ahead. We are excited to continue this journey with you, exploring new horizons, advocating for your interests, providing invaluable resources, and fostering a sense of community among our members.

As we reflect on the past and look to the future, we do so with immense appreciation for the trust you have placed in Master Builders WA. Our commitment to your success remains resolute, and we eagerly anticipate the milestones we will achieve together in the years to come.

MEMBER MILESTONES



5 YEARS

360 Group WA
 A & M Construction Group Pty Ltd
 Advantage Air
 Air Roofing Co
 Albany Lock & Security
 ALLOY
 Bale Construction WA
 Basics Approval Services
 Bauen Projects WA
 Boldmove Homes
 Builden
 Business Base WA
 Constructive PD
 Contour Projects
 Davis Built Pty Ltd
 DJP Developments Pty Ltd
 Empire Building Company Pty Ltd
 Evolution Custom Builds
 FBR Limited
 FDC Construction & Fitout (WA)
 Pty Ltd
 Finlay Group Construction Pty Ltd
 Glass Co Kimberley
 Glenkindie Pty Ltd
 HuttCon Concrete
 Infrastructure Development
 Builders Pty Ltd
 James Groom Building Pty Ltd
 Laing O'Rourke Australia Pty Ltd
 MACS Maintenance and
 Construction Services (Australia)
 Mastercraft Building and
 Developments
 MGC Building & Maintenance
 Pty Ltd
 MGI Constructions Pty Ltd
 Mint Construction

Newland Projects
 North Coast Design
 Paradigm Construction (WA) Pty Ltd
 Penguin Facades Pty Ltd
 Poynton Building Company Pty Ltd
 Prime West Constructions Pty Ltd
 Q Group WA Pty Ltd
 Quantum Building Services Pty Ltd
 Rapley Pty Ltd
 Raw Form Building
 RawUrban Constructions
 Reofast Residential Steelfixing
 Resonate Homes
 RJ Milne Homes
 Sanus Building Solutions Pty Ltd
 Sawmill Building Company Pty Ltd
 Skytree Homes
 Subiaco Building Company
 Theo Building Co
 Thuroona Services Pty Ltd
 Tricon WA Pty Ltd
 Unique Balustrading
 WA Universal Rigging & Cranes
 Pty Ltd
 Walmsley Building Co Pty Ltd
 Wesbeam Pty Ltd
 Westmark Constructions Pty Ltd

10 YEARS

ACorp Construction
 Albany Rainbow Kitchens
 Astro Synthetic Surfaces Pty Ltd
 ATD Pool Construction
 Ausform Group Pty Ltd
 Azure Luxury Homes
 Azztek Kitchens
 Briscola Homes
 Budo Group Pty Ltd
 Built By S
 Connolly Homes Pty Ltd
 Core Developments & Construction
 Pty Ltd
 Customised Projects
 Dinan Constructions
 DM Spencer & LA Lucas
 Dorrington Homes Pty Ltd
 Freyssinet Australia WA
 GMF Contractors Pty Ltd
 Guest Furniture Hire Pty Ltd
 Ideal Homes Pty Ltd
 Insideout Building Pty Ltd
 John Wauters
 Majestic Stairs Pty Ltd
 McCorkell Constructions Pty Ltd
 MDB Developments Pty Ltd
 Montgomery Engineering
 Consultants Pty Ltd
 Ningaloo Building & Renovations
 Pty Ltd
 North Regional TAFE (Broome &
 Pilbara)
 Perform Construction Industries
 Preferred Ceilings Pty Ltd
 Project West Pty Ltd
 Prompt Engineering Pty Ltd
 Ray White Geraldton

Realforce Pty Ltd
 Rynat Industries
 Seacliff Building & Construction
 Simply Renovate
 Tiling WA Pty Ltd
 TONCA Earthmoving
 Total Reo Pty Ltd
 Tufftex
 Utopia Industries Pty Ltd
 Wagstaff Piling Pty Ltd
 Western Power

15 YEARS

Cape Constructions
 CWD Builders - Developers
 Eldridge Homes Pty Ltd
 Element Builders Pty Ltd
 Fire & Safety Services Co Pty Ltd
 Firm Construction Pty Ltd
 Gater Project Developments
 Glass Suppliers
 Jon Challen Constructions

Midcity Group
 Nicheliving Construction
 Northerly Group Australia Pty Ltd
 Robert Biagioni Constructions
 Roofeze Pty Ltd
 Timik Developments
 Tjallara Building Company Pty Ltd
 Vitruvian Building & Design Pty Ltd

25 YEARS

Belpile Pty Ltd
 BG Grieve Builder
 Damien Stevens Homes
 Innovest Construction
 Lodge & Co Builders

Norbuilt Pty Ltd
 Novus Homes
 South Regional TAFE (Albany,
 Bunbury & Esperance)

30 YEARS

Atrium Homes
 Bondor
 Department of Finance
 Harry Bosustow

Hub Mainwaring
 Linkpin Constructions
 Modern Group Of Companies

20 YEARS

Advanced Roof Restoration
 Andrew Stevens Construction
 Celebration Homes
 CLPM Pty Ltd
 Daly & Shaw Building Pty Ltd
 Devlyn Construction
 DLR Building Co Pty Ltd
 Geraldton Building Services &
 Cabinets Pty Ltd
 Highbury Homes (WA) Pty Ltd
 Luxus Homes
 Octagon Lifts Pty Ltd
 Palazzo Homes
 Premium Developments
 PS Structures Pty Ltd
 Rapid Tilt Construction
 Rimwest Pty Ltd
 TES Electrical



55 YEARS

Cooper & Oxley Group Pty Ltd



35 YEARS

Brown Brothers Furniture

Dale Alcock Homes Pty Ltd



45 YEARS

JG Brassingtons General Building Service

85 YEARS

Universal Constructions Pty Ltd



WHS & TRAINING

Support and services for the building industry.



Master Builders WA's Training has focused on helping the building and construction industry keep up to date with all the changes imposed on them in 2023 and offered training solutions for every eventuality. We have partnered with multiple Registered Training Organisations (RTOs) to help provide training solutions regardless of postcode. The training team looks after; white cards, upskilling on contract management, and short courses. With over 350 courses run, upskilling over 1100 students, we aim to continue to make training available and affordable throughout Western Australia for all our members.

With ongoing labour and skills shortages in the building and construction industry, the State Government recently launched two key initiatives: the Construction Visa Subsidy Program (CVSP) and the Construction Migration Office (CMO). These programs are focused on supporting our building and construction sector's efforts to attract and retain skilled migrant workers through the Australian visa system. With grants available up to \$10,000, now is a great time to get in contact with the Construction Migration Office to find out more information.

Master Builders WA is happy to proudly partner with Skill Hire, a Group Training Organisation (GTO), and our preferred Apprenticeship Program Partner again for 2024. Skill Hire apprentices will be provided with a specialist membership to Master Builders WA, which will assist apprentices throughout their careers. This partnership will continue to help us build a better building and construction industry, as it will increase the growth of apprenticeships in the industry, provide better support and education to apprentices and trainees, and help retain graduated apprentices within the industry. In addition

to their GTO, Skill Hire have a range of services that will help support, attract, train and retain quality workers within the building and construction industry.

In addition, to the accredited and non-accredited short courses, Master Builders WA also launched the government funded CPC50220 Diploma of Building and Construction (Building) qualification in July 2023, which is funded under the Jobs and Skills WA, priority industry training program. This pool of money assists training programs and qualifications that equip students to take up jobs in skilled occupations that are in high demand across Western Australia such as Registered Builders.

With sold out diploma courses in July, August and November and scheduled courses already full for February, we are happy and excited to get back out to train in our Regional Centres in 2024.

The CPC50220 Diploma of Building and Construction (Building) is a perfect course for workers in the building and construction industry who want to progress their careers to become registered builders, project managers, site foremans and more. This course is the gate way to working on commercial to low-rise construction projects.

The building and construction industry is a forever growing market that covers the most innovative and contemporary construction projects in WA. Gaining the best qualifications for this industry will open opportunities to exciting and fulfilling career paths.



PARTNERSHIPS

Working with partners, sponsors and supporters to build a better industry.

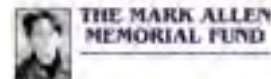
ACKNOWLEDGING THE SUPPORT OF OUR 2022-2023 FINANCIAL YEAR PARTNERS

A warm thank you to Master Builders WA Partner Commonwealth Bank for 18 years of support to our industry. We recognise all our partners for their ongoing support and enrichment of our members through supporting our programming to help us build a better industry.

Principal Partner



Commonwealth Bank





AWARDS

Master Builders WA enjoys showcasing and rewarding members for demonstrating exceptional craftsmanship, commitment to building excellence and upholding the highest professional standard.



Awards for excellence

The 43rd annual awards were a great way for Master Builders WA to host the residential and commercial building sectors at the 2023 Master Builders Commonwealth Bank Housing Excellence Awards and the 2023 Master Builders Commonwealth Bank Excellence in Construction Awards, as well as the Building Excellence Awards in the South-West, Great Southern, Kimberley-Pilbara and Mid-West regions. Thirty judges assessed over 250 housing entries.

The entries in this year's awards have prevailed the resilience and adaptation of the industry. To see such high-quality homes and projects is a testament to the strength of our members. The awards showcase and reward members for demonstrating first-quality craftsmanship, commitment to building excellence and the highest professional standards.

Two major winners in the 2023 Master Builders Commonwealth Bank Excellence in Construction Awards were Multiplex and ADCO Constructions.

Multiplex's ONE Subiaco is a new mixed retail, commercial and residential development, comprising of three distinct buildings, with two levels of common basement carpark and a retail district on the ground level, along with food and beverage tenancies. The Rokeby building to the North-West contains a commercial space on level 1 and 4 levels of larger footprint apartments. The Roberts building contains five levels of apartments, carpark, landscaped tenant common area and rooftop pool. The Seddon Tower extends an additional 16 levels above the tenant amenity area. This residential tower has large format tenancies from level 13 and up and is crowned with three premium levels.

ADCO won Best Regional Project 2023 for the Hedland Senior High School upgrade. This upgrade consisted of two separable portions. The first portion was the construction of a new multi-purpose sport gymnasium, staff room, universal toilets and classrooms building. The second portion was the refurbishment of existing STEM rooms, IT rooms and English rooms at the high school. The project was undertaken on an existing operational school site and ADCO's experienced team ensured disruption to school activities was minimised.

Northerly Group took home the award for 2023 Commonwealth Bank Top WA Home. The Applecross Residence consists of floor plates that are equally spread over three levels. The basement is reinforced concrete, brick structure, two upper floors are reinforced concrete slabs and supported by structural steel columns, clad throughout (internally and externally) with a highly insulated lightweight walling system. The structural steel roof structure houses a 30KW (dual sun) solar system providing energy to power the home' whilst also providing for a water piping system that pre-heats water to heat the semi-enclosed swimming pool and the in-slab heating and cooling system. Internally, a combination of polished travertine, marble, granite, timber veneer, lacquered cabinetwork, wall paneling, double glazing and slumped glass adds to the overall high standard of workmanship of the Applecross Residence.

The 2023 Master Builders Commonwealth Bank Housing Excellence Awards were held on 15 April and the Master Builders Commonwealth Bank Excellence in Construction Awards were held on 15 July at Crown Perth.



2023 COMMONWEALTH BANK BEST PROJECT

ONE Subiaco

Multiplex Constructions



2023 COMMONWEALTH BANK BEST REGIONAL PROJECT

Hedland Senior High School
ADCO

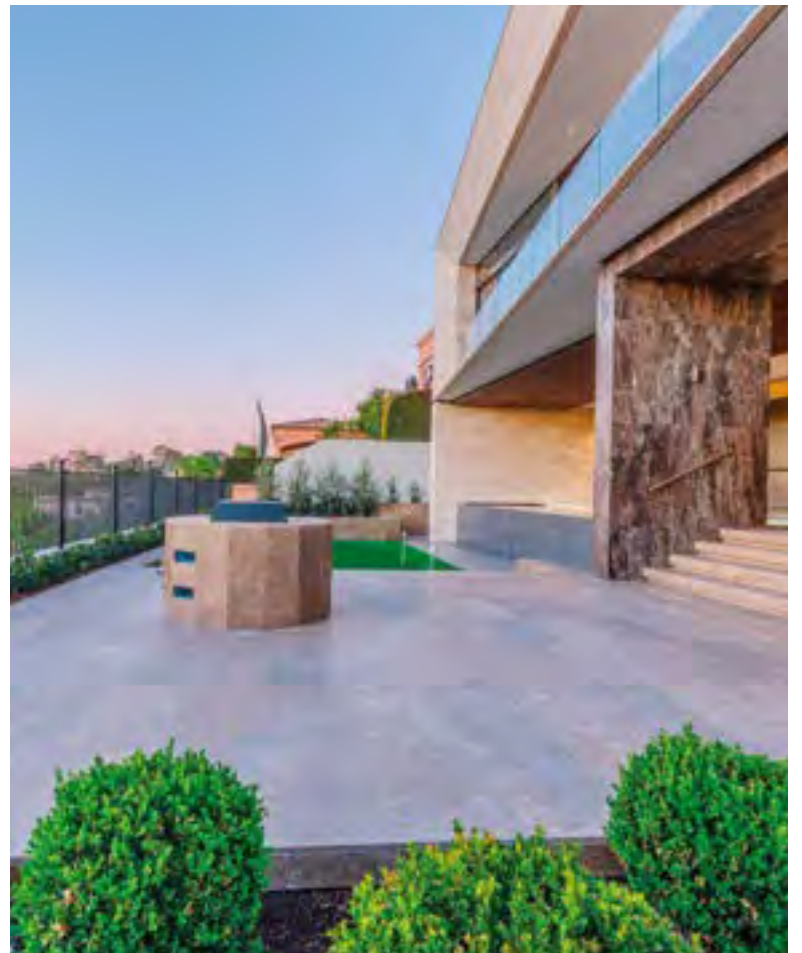




**2023
COMMONWEALTH
BANK TOP WA HOME**

Applecross

Northerly Group



LIFE MEMBERS & PRESIDENTS

LIFE MEMBERS

PAST AND PRESENT

J G Ripp
D N Perkins
H F Mainwaring
W M Rivett
C Baggetta
D B Retallack
J M Mitchell
R A Doubkin
H B Neil
R L Torrance
R L Greaves
L F Bennett
T Matyear
A J Pepperell
T J Wood
McK Mitchell
J B Hawkins
L A Henderson
V T Edwards
A Doubkin
R J Davies
K I Brine

PAST PRESIDENTS

2022 -	M A Van Dongen
2020 - 2021	D A Crothers
2019 - 2020	J M Kunkler
2016 - 2018	G R Spadaccini
2014 - 2015	J G Ripp
2011 - 2013	R B Shaw
2008 - 2010	G B Allingame
2006 - 2007	S D Peck
2003 - 2005	D N Perkins
2002 - 2002	K A Sale
2000 - 2001	J M Mitchell
1998 - 1999	R Sputore
1995 - 1997	W M Rivett
1994 - 1994	H P Marson
1992 - 1993	D B Retallack
1990 - 1991	L F Bennett

*President's serving prior to 1990 not included

STAFF

HEAD OFFICE STAFF

Acting Director
Executive Business Manager
Director of Housing and Construction
Industrial and Employee Relations Manager
State Training and Workforce Development Manager
Events Manager
Events Coordinator

Partnerships and Membership Coordinator
Membership Administration Officer
Training Compliance Coordinator
Training Administration Officer
Training Administration Officer
Training Administrator
Accountant
Accountants Assistant
Senior Relationship Manager
Senior Relationship Manager
Office Administrator

Megan Brown
Sharon Hoysted
Jason Robertson
Martin Belfield
Charlotte Sutton
Sharmen Wilson
Laura Halligan

Rochelle McSwain
Patrice Onofaro
Tania Sawyer
Shaya Mansouri
Sherrie Blancio
Manuela Puerro
Tanya Watson
Andrea Lewis
Steve Ingram
Ben Pattison
Louise Caratti

REGIONAL STAFF

Mid-West/North-West Regional Manager
South-West Regional Manager
Great Southern/Goldfields - Esperance Regional Manager
Contracts Program Coordinator

Paul Kerr
Steve Pople
Linda Gibbs
Marnie Vidovich

MASTER BUILDERS INSURANCE BROKERS

WA State Manager
Senior Account Executive
Business Development Executive
Account Executive
Account Executive
Assistant Account Executive

Neil Gray
Seamus Coady
Anita Evans
Paul Shewchuk
Brodie Carter
Bernie Mullins

MASTER BUILD

 **MASTER
BUILDERS
WESTERN
AUSTRALIA**
125 YEARS