

# + Annual Report | 2024



Contractors at work in Ross Dependency, Antarctica



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Cover image credit: Northern Corridor Improvements, supplied by Fulton Hogan

# + Our President's Report.

I will reach the end of my term as CCNZ President in August. I'd like to take the opportunity to acknowledge everyone who has contributed to CCNZ during my term, and in the organisation's 80-year history.

I have been on the CCNZ Executive Council for ten of those years now. Before that, I was a longstanding Hawke's Bay Branch Executive Committee member, chairing that branch from 2012-2014. So, it's fair to say CCNZ has been a significant part of my life.

Like anything to do with associations, you get back what you put in. Providing input on consultations leads to better results for our industry, devoting time to hosting events leads to great engagement and enduring friendships, and showcasing the industry brings new talent on board. It takes commitment and dedication, and I'd like to thank my employer, SCL Civil Works for supporting me in this role and being very understanding of the time that it takes. I'd also like to thank the branch chairs, secretaries and committee members, noting they are volunteers, and reflecting on how our branches have grown from the passion and enthusiasm people from across the industry have put in.

Put that alongside the tireless work Alan and the CCNZ staff put in to support members. And the role the Executive Council plays providing industry advice, expertise and direction, and you can see why CCNZ has rapidly grown over the past couple of years, being recognised as a

trusted and reliable adviser, and with member numbers and satisfaction growing year on year. People and businesses are contributing, and they are getting real value back from their membership.

So, what has changed in the industry in the time I have been involved? I think we have come a long way. I've always been a champion for women working in the industry, and it's normal now to see women working on construction sites, as well as behind the scenes. What hasn't changed is the family nature of many of the businesses in our industry, or the way the industry responds when things get tough.

There's no denying the year gone by has been tough for many members, and we aren't out of the woods yet. But I think 2025 will be more positive for members, and a great year for our organisation as the country emerges from a year where devastating weather events, a market downturn and a change of government have played no small part in our conversations. The market downturn has been felt in most regions, as you can read in the branch chair reports. And in other regions such as Hawke's Bay and the East Coast, there has been massive uncertainty at the time we most need clarity about the work ahead. In response, we have

President: Bailey Gair



focused on getting in front of decision makers in central and local government to explain the needs of our industry, and the practical knowledge contractors bring to the table. It is challenging to capture the attention of government, but we have worked hard to get traction and be heard.

While it may feel a little like we are running from disaster to disaster sometimes, a good plan is needed if we are going to achieve results. The role of the CCNZ Executive Council is to set the organisation's direction and map out the challenges we need to address, and the best ways to address them. We achieve more every year.

It has been an honour to represent this industry as President. While I'm stepping down from the top role, I will remain on the Executive Council as Past President, and I am sure I will remain involved in the organisation. Thanks once again to all our members who put their trust in us to represent the industry.

A handwritten signature in black ink, appearing to read 'Bailey Gair'. The signature is stylized and cursive.

Bailey Gair, President

# + Chief Executive's Report 2024.

April 2023 to March 2024 was a year of two halves. In the first half our advocacy was focussed on the then-Labour government reforms, particularly around three waters, resource management, immigration, and cyclone relief.

Advocacy with the previous government was hard, as they used their parliamentary majority to force through changes with limited consultation.

However, we gained some traction. A key example is then-Minister of Immigration, Michael Wood's response to our advocacy by adding a number of critical civil roles to various visa categories and to the Green List, with a commencement date of March 2024, only for this to be unwound by the incoming government. The political landscape changed in October 2023 with the election of a National/NZ First/Act coalition government. This brought with it optimism about enhanced sector engagement and a focus on construction and infrastructure investment.

However, what we got was a period of caution and uncertainty as the true state of New Zealand's financial position became clear, and as we waited (and still wait at the time of this report) to hear government plans for infrastructure such as our water networks.

The resulting uncertainty has caused many clients, particularly local government, to pause their investment plans. The sudden and acute drop in work had a significant impact on the civil construction sector, and other sectors it relies on i.e., professional services and hire companies. While advocacy with the new government was initially focussed on matters of concern for our sector such as resource management reform and the replacement for three waters, our focus quickly pivoted to the need for short term stimulus while we await medium to long term plans from central and local government.

Civil construction businesses are hurting and are restructuring to survive this slow down. We have been disappointed with the lack of engagement in some areas with a significant impact on our sector such as the disestablishment of workforce development councils and Te Pukenga, the removal of the roles added to immigration visa categories by the previous government, and the future of the Construction Sector Accord.

Contractor membership grew by 13 per cent during the year, with significant growth in Hawke's Bay following the cyclone. The number of people we reach through our various communication channels continues to grow. Yet, it remains clear that traditional forms of communication are not always hitting the mark. CCNZ has employed a digital specialist for the 2024-25 year, tasked with looking at how we can better engage with members, getting relevant information to them in real time and creating a platform to capture member thoughts and ideas to help inform our advocacy programme.

CCNZ is celebrating 80 years of representing the civil construction sector this year and has never been stronger. The association is profitable with a strong balance sheet. At the 2024 General Council meeting, I said to the branch chairs present that we are not in the business of accumulating funds, but we are here to support our members and we should be reinvesting surplus funds in programmes that benefit members.

Chief Executive: Alan Pollard



This equally applies tonational office, and our career pathways tool released in May 2024 is an example. We have a strong and committed team at CCNZ focussed on doing what is best for members. We acknowledge that membership represents a considerable investment for our members, and that members have an expectation that we will deliver value for that investment. We take that responsibility seriously and without exception the team are committed to working in all members best interests to try and ensure an operating environment that supports business success. I want to thank all of our sponsors for their support during year. In particular I acknowledge our

Principal Business Partner, Hirepool, for their generous and continuing financial and in-kind support and our regional and national excavator competition platinum and naming rights sponsor, CablePrice.

It is a privilege to lead an association representing businesses that have such a profound effect on the health, wealth and wellbeing of our communities.

A handwritten signature in black ink, appearing to read 'A. Pollard'. The signature is stylized and cursive.

Alan Pollard, CCNZ, Chief Executive

# + Strategic Plan 2023 - 2025.

## Strategic objectives

### Vision

Great people delivering quality infrastructure in a safe and sustainable industry.

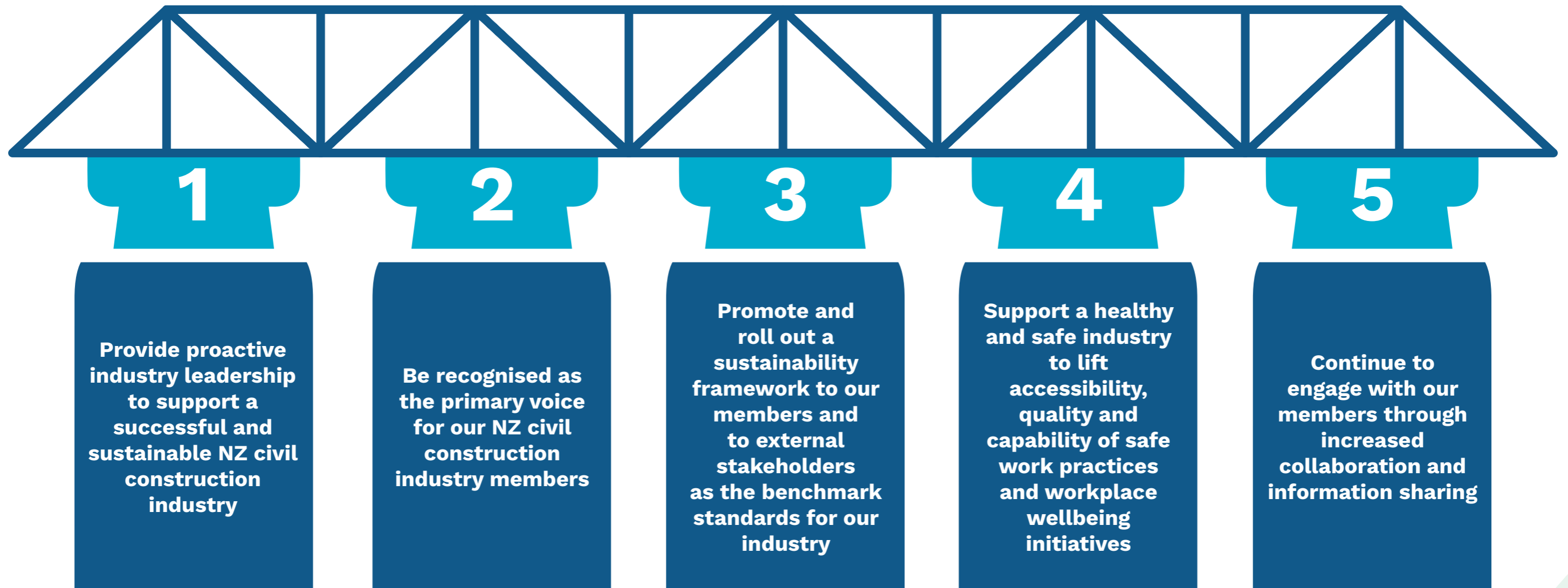
### Mission

To promote a trusted and sustainable civil construction industry.



### Values

- Trusted
- Professional
- Reliable
- Collaborative



# + Strategic Plan 2023 - 2025.

## Strategic outcomes



1

### Industry leadership and support

1.1

We hold targeted annual workshops with our key stakeholders on core policy and regulatory issues facing the industry.

1.2

We have issued an overview of what we think the future holds for the NZ civil industry every three years.

1.3

We explain the why of what we do with our civil industry projects to better connect with our NZ communities by December 2023

2

### Primary voice for members

2.1

We have increased our level of engagement to central and local government agencies so we are identified as the voice of the civil construction industry by December 2023.

2.2

We have built enduring, mutually beneficial relationships with relevant and appropriate organisations and associations

2.3

We have increased our media profile, and we are seen as the voice of the civil construction industry by December 2023.

2.4

We have positioned CCNZ to actively monitor, participate and influence central and local government policy and regulation to improve the outcomes for the civil construction industry by June 2024.

2.5

We have completed and launched our career pathways framework to attract and retain our workforce by December 2023.

2.6

We survey every three years our external stakeholders to understand how they perceive our industry and CCNZ by December 2025.

2.7

We have standardised and delivered key industry metric information to central and local government agencies, media and to our members by June 2025.

4

### Support a healthy and safe industry

4.1

We continue to partner with like-minded organisations on programmes to support and report on the wellbeing of our member workforce to our membership and external stakeholders by December 2024.

4.2

We implement and report annual industry-wide H&S statistics by December 2025.

4.3

We implement a database of best practice H&S industry standards to our members by December 2025

5

### Engagement collaboration and information sharing

5.1

We have implemented a business support programme for our SME members by September 2023.

5.2

We have developed and implemented a communication and advocacy plan for CCNZ by October 2023.

5.3

We have provided tools to better enable our membership to adopt, implement and comply with key industry policy and regulation changes by June 2024.

3

### Promote and roll out sustainability framework

3.1

We have provided our members with the tools to measure their sustainability footprint by June 2024

3.2

We have developed and gained industry wide acceptance of standards and a framework on sustainability excellence by June 2024.

3.3

We have gained alignment and acceptance from external stakeholders of our industry sustainability excellence standards by December 2024.

# + Industry leadership and support.

The CCNZ team leads discussion with policymakers in central and local government, increasing awareness on topics such as the infrastructure pipeline, road work site safety and many other issues impacting civil contractors.

Alan Pollard meets with Prime Minister Christopher Luxon.



## Input to decision-making

CCNZ regularly engages with government, opposition, agencies, partner organisations and other industry associations. Meetings with politicians included senior ministers and opposition politicians, and CCNZ regularly interacted with local government infrastructure staff.

Many written and verbal submissions were made to organisations ranging from Government and local authorities to council-controlled organisations on a wide range of issues, discussion papers, proposals, policies, regulations, and legislation.

Under the Labour government, CCNZ made significant input to the massive amount of reform proposed, including sweeping labour reforms and significant changes to most facets of society and governance. These submissions looked to bring the practical perspective of contractors to the table, to improve and simplify the reform and achieve better results for contractors and their communities.

The current Coalition Government has been focussed on reforms to lower cost, and CCNZ has prioritised communicating the urgent need for construction work to come to market, as work has slowed down as a consequence of the change in political direction and its impact on council long term plans.

Many branches engaged actively with local government around issues such as procurement, the forward work pipeline and regional capacity and capability. Some branches host regional forward works briefings for members.

## Review of 3910 contracts

This included significant input into the review of NZS 3910 Conditions of Contract for Civil Engineering Construction, with two representatives on the review panel. 30 organisations had input into the revised standard contract. CCNZ used a representative contractor committee including small to

medium contractors to inform the panel members and made a comprehensive submission, also encouraging members to make their own submissions. The revised 3910:2023 contract was published in November 2023.

## Submissions

CCNZ raised its efforts in making submissions throughout the year, appearing before Select Committee several times on topics including RMA reform, Fast-track consenting and the previous Government's Three Waters reforms.

Comprehensive policy submissions were made on more than a dozen significant consultations, including the second Emissions Reduction Plan, the resilience of NZ's critical infrastructure, the Emergency Management Bill and Three Waters reform legislation.

The Government Policy Statement for Land Transport was a particular focus with both the Labour government and the incoming Coalition government, and submissions were made to the Minister of Transport for both governments.

CCNZ also wrote to the Labour government, querying delays in releasing the GPS that were reduced certainty for contractors.

CCNZ National Office supported branches through the year, making submissions on Greater Wellington and Upper Hutt council plans placing additional controls on sediment and site runoff. These proposals placed additional regulations for earthworks that were likely to add complexity and cost without adding value.

For the 2024-25 year, CCNZ has scoped further resource for local policy submissions.

## + Immigration

CCNZ approached the Labour government in 2023 and the Coalition Government in 2024 about the need for better recognition of skilled civil tradespeople and better pathways to residence.

These approaches resulted in the addition of civil tradespeople to the Green List, and the creation of a six month cyclone recovery

visa. CCNZ advocacy saw recognition for civil tradespeople in Green List and Construction and Infrastructure Sector Agreement. However, some of this progress was wound back at the change of government.

The CCNZ team continues to work to secure these pathways for skilled civil tradespeople to enter and reside in New Zealand.

## Procurement and tenders

CCNZ's Healthy Industry Statement remains the cornerstone of our advocacy work in this area. With the recent move towards more panels, longer-term contracts and broader contract outcomes, advocacy has focused on the need to create opportunities for contractors of all sizes.

Clients are increasingly seeing CCNZ as a valuable connector with contractors, and a source of good feedback. Some branches have established very good relationships with their local clients. CCNZ considers a significant review of procurement is needed to reduce complexity and improve consistency and will participate in a proposed 2024 review of government procurement.

Chris Bishop and Alan Pollard at CCNZ Auckland AGM 2023



Presenting to Environment Select Committee



## Networks and industry representation

CCNZ represents contractors on more than 50 industry associations, working parties, committees, advisory and consultative groups at both national and regional levels. Our key objective is to drive and influence change by being involved in the relevant considerations, discussions and debates as these develop.

In 2023-24, these groups ranged from the Construction Sector Accord Industry Reference Group and Mining and Extractives Safety Council, through to Waka Kotahi industry liaison groups and Waihanga Ara Rau Construction and Infrastructure Workforce Development Council working groups.

Several key achievements have arisen from these activities, including government-funded resources to attract international infrastructure construction talent to New Zealand through the NZ Story initiative, launched in mid-2023.

Relationships with other industry associations are important, and CCNZ has maintained relationships with key partners such as Infrastructure NZ, the Aggregate and Quarry Association, WasteMINZ, ACE NZ and Registered Master Builders.

Infrastructure New Zealand remains a key partner in the advocacy space, and two joint letters were composed to government with their team, as well as comprehensive collaboration on submissions.

Following the severe weather events, CCNZ was also invited to contribute to the governance and operational response committees for the transport recovery in the Hawke's Bay East Coast region. CCNZ has played a significant role in supporting recovery operations.



# + Be the primary voice for members.

Civil Contractors New Zealand is the voice of New Zealand's civil construction industry and works to ensure contractors' views are heard. Regional managers, national office staff, the CCNZ Executive Council and branches interact directly with members to gauge their perspectives on subjects ranging from technical and procurement to workforce and health and safety.

## CCNZ Teletrac Navman Construction Industry Survey

The seventh annual Construction Industry Survey was conducted in partnership with Teletrac Navman, an initiative that continues to provide excellent value. A report was produced from the findings and distributed to media and government decision makers.

This survey captures member perspectives on the current state of the civil construction industry, enabling CCNZ to carry out detailed analysis on the big issues and bringing reports on the state of the industry to decision makers and the public. It provides solid data to make sure the CCNZ advocacy programme is directly informed by the opinions of members.



### 2023 Construction Industry Survey

Media look on as the Prime Minister attempts an excavator challenge at the National Excavator Operator Competition



## Media

CCNZ kept up scheduled media columns and presence in Contractor and LG Magazines, and influenced change through media interactions, as well as proactive and reactive media releases on topical issues.

CCNZ takes a proactive approach to media, issuing regular media releases on behalf of the industry to raise awareness of the issues industry faces and their solutions amongst decision makers and public audiences. This has raised awareness of the issues the industry faces, ranging from mental health and immigration to the current work situation, through dozens of significant media engagements.

CCNZ also takes a reactive and responsive media approach when issues arise, ranging from emergency and cyclone response, worker shortages, cartel behaviour, Wellington's water issues, budget, road work site repairs and more.

Media approach around the CCNZ CablePrice National Excavator Operator Competition was particularly successful this year, with the competition capturing the public imagination. This year's competition received widespread pickup and attention from regional and national media. More than 35 stories covering the leadup to the competition and the results were published across the country's major television, radio, print and online news outlets including front page stories and prime time TV spots.

## Presentations

CCNZ presented at significant industry forums, including the Road Controlling Authorities Forum, NZTA and Council industry briefings, the Future Roads Conference, the Careers and Transition Association conference, the

Immigration Law conference and numerous other forums. CCNZ members and Executive Councillors also presented at regional events such as Apōpō (formerly Ipwea NZ) asset management forums.

# + Roll out a sustainability framework to members.

CCNZ established a Sustainability Working Group to guide and inform work in this space.

## Track'r

During the year, work had progressed developing tools to estimate fuel usage/carbon emissions, and the Track'r tool for measuring and reporting on carbon emissions is scheduled for release in August 2024.



## Webinar

CCNZ started a sustainability webinar series to share information on how to manage situations and emerging technologies. Two sustainability series webinars were hosted in the year, with 923 people registering for these events. These webinars are planned to continue every two months.

## Environmental guide

The CCNZ Environmental Guide remains an important publication to support environmental outcomes. A relationship with Infrastructure Sustainability Council has been a mainstay of our work in this space over the past years

A sustainability session at the 2023 CCNZ National Conference featured summaries of Environmental Product Declarations and a case study on a new electric construction unit Sustainable bitumen technologies were also showcased at The Black Art full-day bitumen technical workshop.

CCNZ Canterbury Westland ran a Sustainability evening to showcase new tools and ideas



CCNZ Executive Councilor Orla Gallagher speaks at the Sustainability Session at CCNZ National Conference 2023



# + Support a healthy and safe industry.

CCNZ supports a healthy civil construction industry, as defined in the Healthy Construction Sector Statement. There are many ways to support a healthy and safe industry, in terms of a healthy civil construction market, and the health and safety of the people and businesses working in the industry.

## Our activities

Development of skills and bringing talented new workers into civil construction is also healthy for the industry, and CCNZ owns and operates Civil Trades certification for skilled civil tradespeople and promotes careers through the EPIC Careers in Infrastructure campaign.

Members join CCNZ because they want to be part of a proactive network of professional contractors and ensure that we have a safe,

viable and progressive industry. They value having an organisation run by and working for contractors – and opportunities to save money through the shared buying power an association can offer.

In addition to this, the association has been working to map out entry points, and to provide practical solutions to address the workforce needs of the industry.



CCNZ members attending an Auckland Branch meeting

## Providing discounts and opportunities for members

Member savings with many of CCNZ member discount platforms decreased throughout the year due to inflation, higher interest rates and tougher market conditions for suppliers eating into the discounts. Despite this, members still saved more than \$5m in the 2023-24 year through discounts provided as part of CCNZ membership. CCNZ member trade discount savings with trade discount partner, n3, fell from \$5.3m to \$4.9m in the past year, despite spend rising from \$12.3m to \$13.7m. The reason for this fall in savings is price increases from suppliers due to cost escalation and inability to maintain discount rates. We will observe whether this trend continues in the coming year. This trade discount scheme is delivered free to CCNZ Contractor and Major Associate members as part of CCNZ membership and is well-utilised with more than 475 member companies using it.

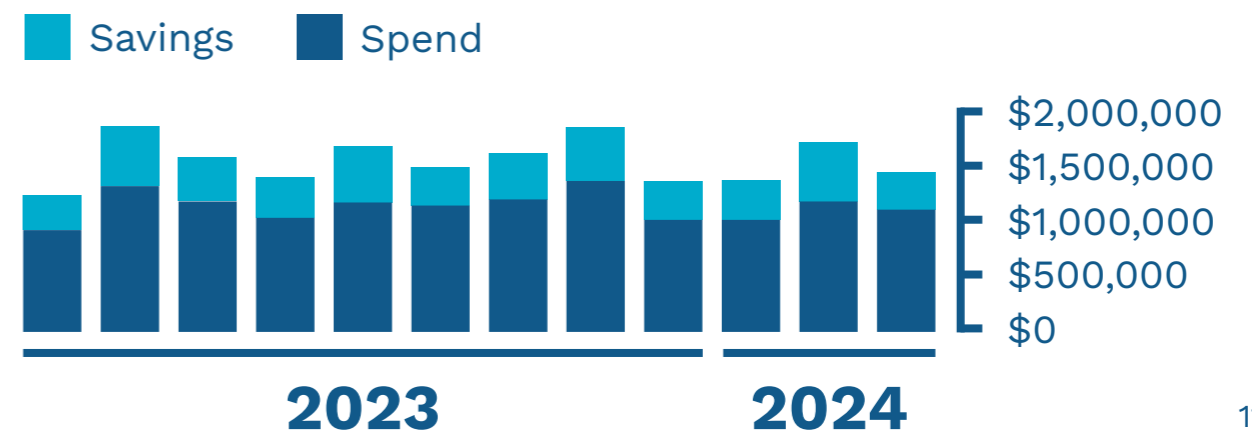
CCNZ's group health insurance policy for members is operated by nib and Advice Financial, and grew by 150 policies in the past year, and now has 503 policies (up from 353), now covering 625 people. Anecdotally, members have said the scheme is an excellent membership benefit. Members have advised CCNZ this scheme has saved lives.

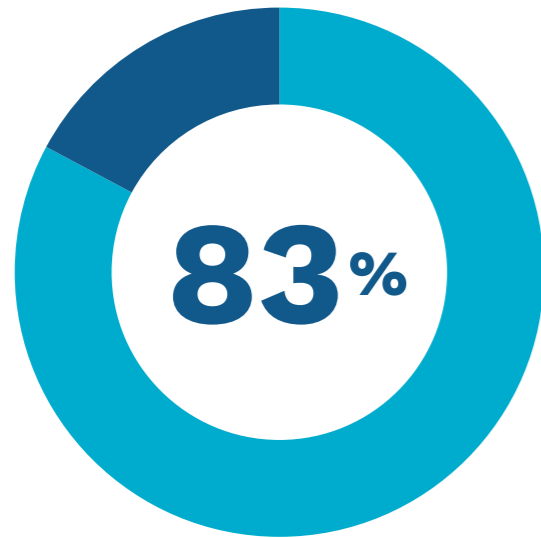
Z fuel discount savings fell from more than \$300,000 in savings for members to \$262,125.40. Alongside other discounts, including free legal advice from Dentons and free digital subscriptions to Contractor Magazine, this means CCNZ members have saved more than six million dollars through membership in the past year alone. While this amount clearly illustrates that CCNZ membership is a saving rather than a cost, the diminishing returns also illustrates the current market situation and the impacts of inflation and the current market situation.

Diversifying discounts and other offerings to support members to build on the savings and discounts offered will be a key focus in the coming year. A financial advice platform from BNZ has been negotiated, as has immigration consultancy and support from Absolute Immigration.

CCNZ is also looking at other ways to support members, including a mentoring programme where experienced contractors can share their knowledge with members needing experienced business support.

## CCNZ n3 member savings





# Reported Value.

Of members surveyed in the annual survey, 83 per cent reported value in membership for their businesses, up from 80 per cent. However, those rating the association as 'extremely valuable' or 'very valuable' fell from fifty-one per cent to forty-five percent.

## Membership perspectives in survey

Members saw the most value in CCNZ as a source of information, knowledge and updates, followed by meetings and networking events.

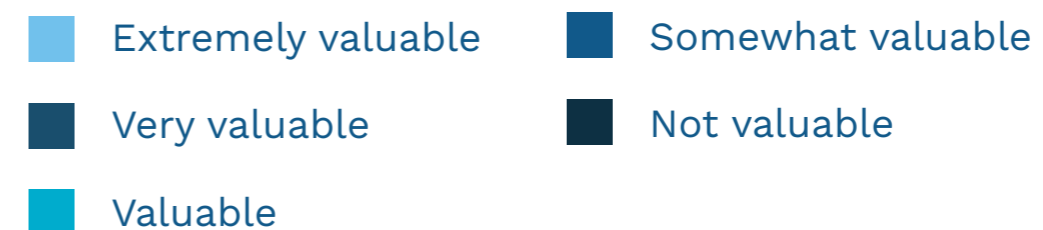
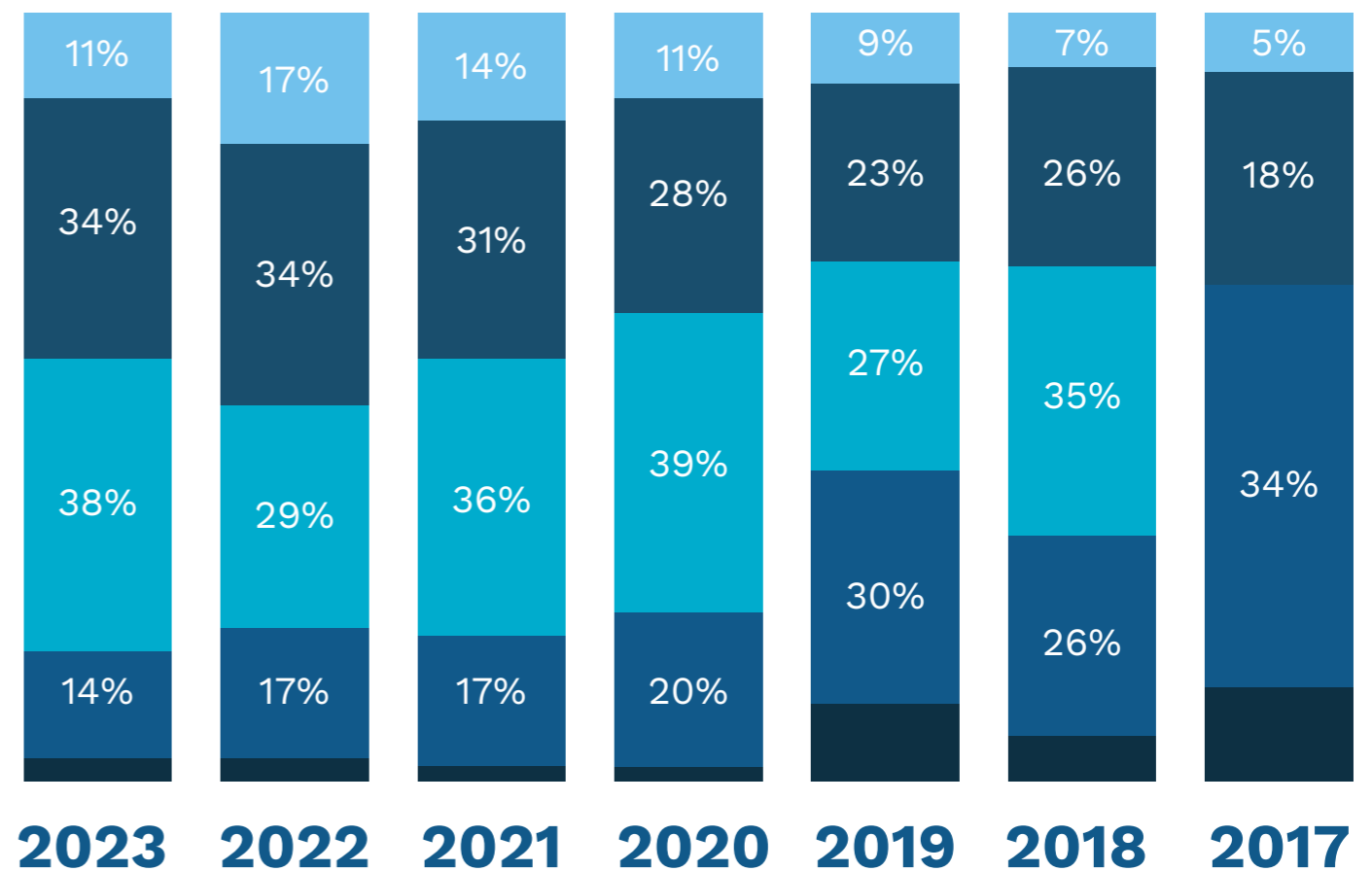
government, advocacy on training and education, and technical guidance to support members as the most important CCNZ initiatives.

The number of members reporting frequent participation with their CCNZ branch dropped slightly to 38 per cent (down from 42 per cent). Members rated advocacy with central and local

Areas members noted for improvement included industry best practice guidelines, central and local government advocacy and training and education opportunities.

## CCNZ membership value

Q. Please rate the value you think you get from your membership



## + Temporary traffic management

Temporary traffic management has been a significant focus as the industry shifts from a prescriptive mode under the **Code of Practice for Temporary Traffic Management** to the **New Zealand Guide for Temporary Traffic Management**.

CCNZ has worked to support a new Temporary Traffic Management Industry Steering Group including contractors, clients, designers and TTM providers. This broad forum and collaborative approach will be needed if the new approach is to be successful.

These changes will influence how contractors manage traffic around road work sites, and much more work is needed to bring the industry up to speed with what the changes will require. This will be a key focus area for Michelle Farrell, our CCNZ Technical Manager.

A series of free roadshows at more than a dozen locations across the country is underway in collaboration with the new Industry Steering Group to improve understanding of what's required across the board.

In the meantime, CCNZ continues to contribute heavily to development of resources, training and guidance on improving risk management for works on the road. A significant new development is the practice note, **Protecting Vulnerable Road Users in TTM Environments**, produced by CCNZ to support members undergoing an Enforceable Undertaking.

Coupled with these changes is a drive to set recognised qualifications for TTM staff, as referenced in the Developing People segment of this report.

### Taurus Taurima of Topline Contracting accepts the CCNZ Connexis Civil Training Award for companies with turnover up to \$10m



### The 2023 CCNZ Hirepool Construction Excellence Awards were held at Auckland's Cordis Hotel

## Awards and competitions

CCNZ's national awards programme, the Hirepool Construction Excellence Awards, is recognised as the peak national project awards programme for the civil construction industry

The 2023 CCNZ Hirepool Construction Excellence Awards were held at the Civil Contractors New Zealand Conference. This year again saw 32 finalists named, selected by judges from more than 50 entries.

The Z People Awards and Connexis Company Training Awards provide valuable opportunities to recognise standout performers within the national industry, and were also presented at Conference, with Ryan Thom of Utilities Infrastructure New Zealand winning the Emerging Leader Award and the Personal Improvement Award going to Jacob Walmsley of Brian Perry Civil.

CCNZ has seen massive growth in its regional branch awards, which recognise and reward pinnacle regional projects and people. Hundreds attend these regional awards evenings, which typically attract between 200 and 800 people. All branches but one now have awards programmes.

These events are valuable for the industry as they give members a chance to profile their work, network, celebrate and build better working relationships at a regional level. They provide regional recognition of standout achievements, projects and people in the industry.

# + Regional and national excavator operator competitions

2024 marked 30 years since the founding of the National Excavator Operator Competition, and from all reports this was the best event yet. The competition was attended by New Zealand Prime Minister Rt. Hon. Christopher Luxon, who tested one of the newest activities on the course – a giant ‘Connect-4’ style game board.

The 2024 CCNZ CablePrice National Excavator Operator Competition was won by Troy Calteaux of Andrew Haulage 2011 Ltd, who became the first to secure a fourth national title, and the first to win three titles in a row.

The runner-up this year was Waikato champion Michael Brown, of Fulton Hogan, who put in an impressive showing at his first shot at the nationals. Northland’s Steven George took third place, while the Z One Day Job Trophy went to John McMillan of Loaders Civil.

CCNZ branches contribute a lot of time and effort into running well attended and professional regional excavator competitions across the country. These events showcase the regional industry, also making careers in civil construction more accessible to the public.

CablePrice continued its role as the Platinum and Naming Rights Sponsor for the National Excavator Operator Competition, after successfully renegotiating the agreement with CCNZ, supplying Hitachi excavators for the competition. Congratulations CablePrice.

These competitions would not be possible without a huge amount of volunteer time and effort, and CCNZ thanks the event sponsors for their ongoing support, and the hundreds of volunteers who contribute to the event each year for their time, passion and energy in designing and operating the regional and national competitions.

Longstanding contributor Marty McCardle was also awarded a CCNZ Service Award at the 2023 CCNZ Hirepool Construction Excellence Awards for his part in running the competitions.

**Crowds flocked to Brewtown to watch the CCNZ Wellington Wairarapa Competition**



**Volunteers and judges at the Auckland Regional Excavator Operator Competition, held at the Franklin A&P Show**



**Taranaki competitors take on a challenging course**



## NEOC highlights

**Top left:** Crowds look on as the competitors show their skills.

**Bottom left:** Winner Troy Calteaux (centre) with runner-up Michael Brown (right) and third placed Steven George (left).

**Top right:** Wellington Wairarapa Champion Bronson Jones shows the next generation of excavator operators how it's done.

**Bottom right:** It takes a village to host a national competition: the dedicated volunteers, course planners and judges behind the event.



# + Workforce development

A CCNZ Workforce Development Strategy was developed throughout the 2023-24 year for adoption in 2024-25. The Workforce Development Strategy includes a series of actions, short-, medium- and long-term goals.

For the next twelve months there will be a focus on promoting the sector through education, growing mentoring and supervisory capacity and developing relationships through partnerships and procurement. The overall strategy has three key themes: growing the domestic workforce, immigration and emerging technology. This initial twelve month focus falls under the first banner of increasing our domestic workforce.

An interactive career road map was also developed in the 2023-24 year for release in May 2024. This career roadmap is the first of its kind to showcase the civil construction

sector and the wide range of roles available in the industry through storytelling. The map is open source and will be shared widely through the Ministry of Education, Tertiary Education Commission, Waihanga Ara Rau and secondary school networks as well as through CCNZ membership. It is planned as a useful tool and while this is phase one of the work, plans are underway to develop additional resources to go alongside this.

Work continues to strengthen relationships with agencies who also have interest in workforce development. The coalition government has signalled additional reform for the education sector and CCNZ is working closely with partners to ensure the voice of the civil construction industry is carried forward to decision makers.

During the last 12 months, CCNZ has provided feedback on programmes of learning and qualifications to Connexis and Waihanga Ara Rau, supporting the standup of additional trades academy training delivery in the lower north island with UCOL with work-ready skills centres and continuing to work with member training organisations around the delivery of skills and qualifications at entry level to support the workforce.

When central and local government begin to move on their infrastructure work programmes, we need better pathways for new workers to gain the skills they need to step into entry level roles as well as specialist ones. A focus on strong supervisory and mentoring skills is a part of this and our strategy aims to support this through various activities including the promotion and ongoing rollout of Civil Trades.

## Civil Trades

Civil Trades is the industry's certification programme to recognise highly skilled civil tradespeople. It is an industry driven initiative which recognises the expertise and knowledge of people working on civil construction sites and creates a clear career pathway for those entering the industry. To date, there have been 943 certifications, 119 in the 2023-2024 financial year.

To become Civil Trades certified, people must hold an appropriate Level 4 qualification (normally based on the Connexis Infrastructure Works suite of qualifications), provide proof of 8,000 hours work in the industry and demonstrate their knowledge and expertise directly to a recognised evaluator.

During 2023-24 the Civil Trades Board has worked on strategies and engagement plans to invest in and promote the importance of nationally recognising qualified people building quality infrastructure. The Civil Trades Board continues to grow the certification scheme, most recently developing an additional endorsement in road marking (testing). The Civil Trades alumni programme is promoted through regular newsletter updates to continue developing a community of connected individuals and good practice.

Civil Trades is a key space for mentoring young people entering the industry and the alumni initiative is about supporting Civil Trades certified people and ensuring the scheme adds value to the holders, as well as the businesses and industry they work for.

It is important the Civil Trades certification scheme is valued by the industry. Certification schemes demonstrate expertise and are one of the best credentials an individual can obtain. They endorse proficiency in a particular skill or field, which can make someone a more attractive employment candidate, enable superior job performance, and lead to career advancement. Civil Trades certification is valuable in all these areas and puts civil tradespeople on an equal footing with other trades. Many of the young contractors who are winning awards are Civil Trades certified, demonstrating they are at the top of their game.

Career Roadmap







## + EPIC Careers in Infrastructure

The EPIC Careers in Infrastructure career promotion platform was launched in August 2018 to address critical skills shortages in civil construction, as well as showcase the industry and raise its profile.

EPIC raises awareness of the meaning of civil construction work and the outcomes it enables, connecting with career seekers and advisors who may not have otherwise considered civil infrastructure construction a career opportunity. It also reminds civil construction workers why they love the industry they work in and supports staff perception and positivity about the amazing work the industry and the people in it get

done. Significant events throughout the year included EPIC Careers Hub at the National Excavator Operator Competition, an EPIC Schools Visit to CCNZ National Conference and participation at the Careers and Transition Education Conference for careers advisors.

The EPIC campaign has recently been in a holding pattern during the market downturn of late 2023 and early 2024 as companies have less need of staff, however EPIC can be ramped up again to support recruitment when needed.

## The EPIC Photo Competition

CCNZ continued to operate the EPIC Photo Competition, conducting two competition rounds and hundreds of photos to showcase

the industry. The stories of the winners are featured on the EPIC blog, alongside contractor stories.



# + Contributing to communities

CCNZ branches worked to support good causes across the country, including significant charity golf tournaments. Most notably, CCNZ Manawatu Whanganui Branch raised nearly \$27,000 for Hawke's Bay East Coast recovery efforts with a charity Ambrose golf tournament and auction in July 2023,

topping up the \$15,000 donated by branch members to support the Bay View Community Charitable Trust.

Canterbury Westland Branch raised \$23,000 for the Canterbury West Coast Air Rescue Trust with a golf tournament in October 2023.

## Mates in Construction

MATES in Construction is a charity set up to provide mental health support and suicide prevention for New Zealand's construction industry. Its work includes research, advocacy and direct training to support people to have good conversations about mental health and prevent suicide.

MATES engage with workers through on-site training and providing those identified as at risk with case management support that connects them to suitable professional support. MATES Field Officers are trained in suicide intervention skills and have experience with the building and construction industry. This allows them to engage easily with the workers on site.

CCNZ continued to be a strong supporter of MATES in Construction in 2023-2024, entering into a formal partnership agreement and connecting members with direct training and events in 2021, enabling thousands of civil construction workers to benefit from awareness training and first responder training to support colleagues impacted by mental health issues.

In 2023-24, CCNZ conducted fundraising for MATES in Construction, with the inaugural 'Clash for Construction' organised in conjunction with CCNZ Principal Business Partner, Hirepool. More than \$70,000 was raised through this successful event.

CCNZ staff and branch executives turned out in force to support Fly the Flag week in September 2023, with more than 8,000 sausages cooked across dozens of construction sites around the country and good conversations about mental health had with thousands of construction workers.

**Manawatu Whanganui Branch presents a donation for cyclone recovery**



**The Hirepool Clash for Construction supported by CCNZ, raised \$70k +**





# + Fly the Flag week.

CCNZ supported dozens of barbecue site visits for mental health to support MATES in Construction and have good conversations about mental health in construction during Fly the Flag week 2023.



# + Engagement, collaboration and info sharing.

Member engagement, collaboration and information sharing is an important function of CCNZ, and many companies are members to keep their finger on the pulse of the industry.

Targeted activities in the 2023-24 year included:

## Roadshows

CCNZ hosted roadshows on the review of 3910 construction contracts in Auckland, Wellington and Christchurch throughout the year with support from Paul Buetow and Stuart Robertson of Core Associate member Dentons.

A series of temporary traffic management roadshows explaining the transition to the risk-based approach is planned for the 2024-25 year as a collaboration with the Temporary Traffic Management Industry Steering Group.



Members attending the Auckland 3910 review

## New targeted meetings

CCNZ Regional Managers and branches have worked hard to form new Young Contractor and Small to Medium Contractor groups within branch memberships. These meetings have so far been well-attended and allowed the association to better understand and address issues from young contractor and small to medium contractor perspectives.

Branch subcommittees have grown throughout the year, and some branches are starting targeted cleanfill committees (alongside councils) to resolve regional issues in this space.

## 2023-24 Webinars

- June 2023 - Essential 3910 review information: 405 registered
- September 2023 - Retentions changes – what you need to know: 234 registered
- December 2023 - Sustainability series: Where is civil construction at with sustainability? 577 registered
- March 2024 - Sustainability series: Managing wastage in aggregate, fill and cartage: 346 registered

## Email news and updates

Growth of the email communications platform built into the CCNZ CRM system resulted in expansion of CCNZ mailing list to 6,177 (a 24 per cent increase). CCNZ continues to publish the Civil Talk e-newsletter, which is read by an average of 2,424 people a fortnight and

provides regular updates and relevant news and updates from across the civil construction industry. CCNZ branches are increasingly providing regular regional updates.

## Social media

CCNZ social media is used to share formal and informal updates. CCNZ social media platforms include LinkedIn, Facebook and Instagram, and accounts are also operated for CCNZ's National Excavator Operator Competition and EPIC Careers in Infrastructure career promotion campaign. The CCNZ CEO now produces a regular video blog, distributed via our social media channels, on issues of importance to members.

CCNZ national social media followers across platforms grew by 18 per cent to 21,373. CCNZ branches are increasingly utilising social media, and additional staff resource is planned for the 2024 to support branches with clear guidance on how to use social media consistently and to provide CCNZ brand-aligned templates.

## + Branches

CCNZ branches create a direct link to members in the regions. This provides opportunities for members to network, gain knowledge and showcase skills and expertise. Significant voluntary input from contractor and associate members ensures events like regional awards evenings and excavator operator competitions are successful.

Branches are supported by CCNZ Regional Managers Eve Cooper (Southern), Calum Twist (Northern) and Grant Radovanovich (Central), and also actively engage with local authorities, meeting regularly to provide feedback around procurement and the state of the regional industry. More information on branch activities can be found in the regional reports, below.

## CCNZ website and CRM System

The CCNZ website was upgraded to incorporate a full CRM system in March 2020. This system was built as a member database, news and events portal, an online member discounts portal, and an online shop with a repository of useful documents and resources.

While this system has enabled growth, it is due for a significant review. Scoping for this will take place in 2024-25, for implementation in 2025-26. All CCNZ communications channels grew significantly during the year, with LinkedIn

growing to more than 10,000 followers and the overall social media (not including branches) growing by 18 per cent to 21,373 followers.

A total of 54,147 people visited the CCNZ website across the year, with a 20 per cent increase in website visit numbers to 90,573 visits, up from the previous year's 72,141 visits. Including the broader Civil Trades and EPIC websites, total visit numbers were 116,687 visits from 74,862 users during the year.

## Communications and Advocacy Strategy

CCNZ has developed a Communications and Advocacy Strategy, and will use this to take a structured, measurable approach. This strategy sets benchmarks to be reported on in the 2024-25 Annual Report. As part of the strategy, a new Marketing and Design Executive role has

been established. This role will support increased regional and digital communications, including the creation of a CCNZ membership app, increased factsheet and merchandise production and design support for CCNZ publications, factsheets and resources.

## Communications

CCNZ uses its primary communications channels – the website, online news and events pages, social media pages, Contractor Magazine and fortnightly email newsletter Civil Talk – to keep members informed of coming initiatives, upcoming events and wider industry developments.

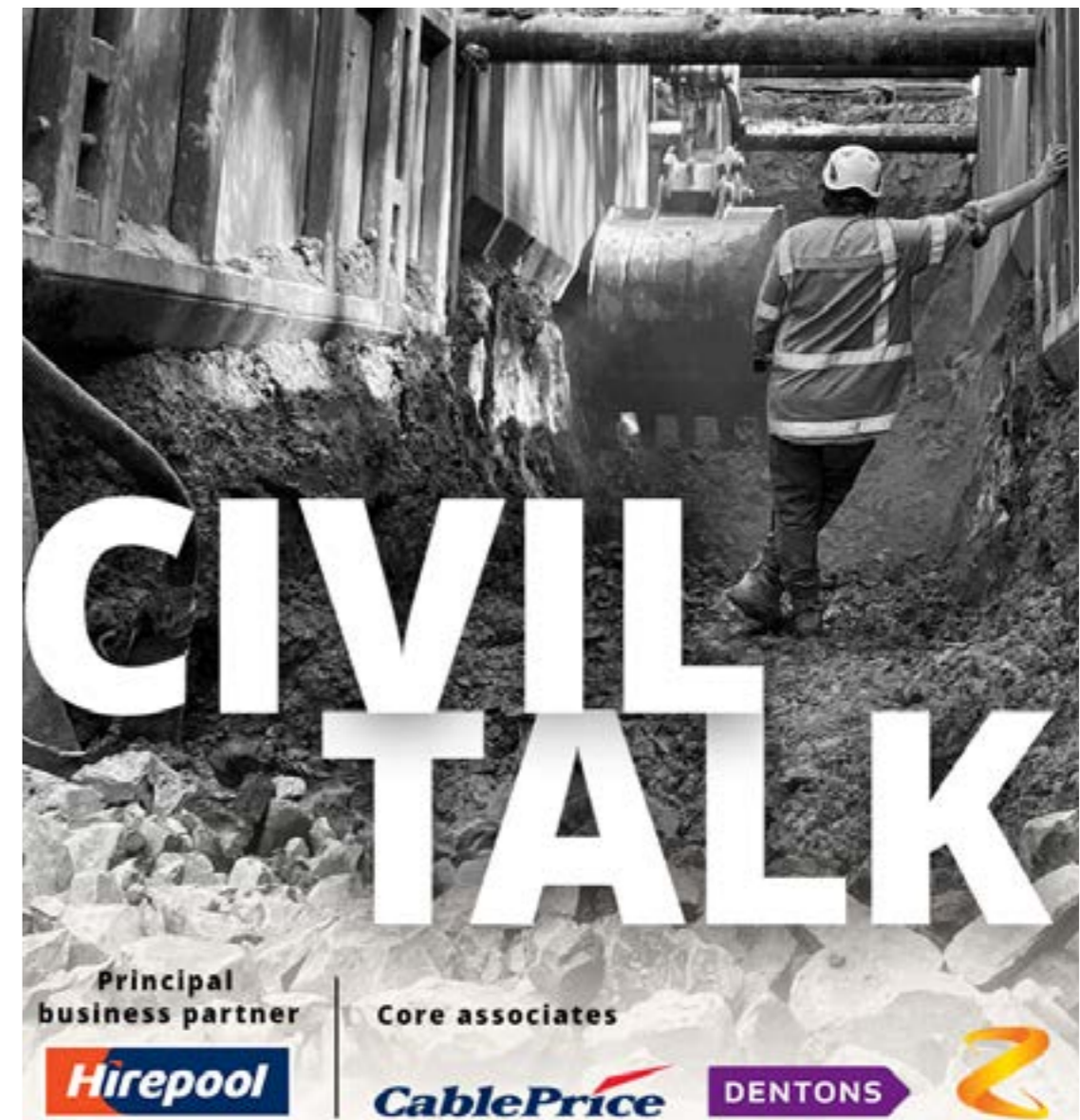


## Contrafed Publishing

CCNZ is Contrafed Publishing's major shareholder, with 83.27 per cent of shares. Contrafed has continued to publish Contractor, LG and Q&M magazines and electronic newsletters, and to produce Water magazine under a contract with Water New Zealand.

Contrafed operates on a sound commercial footing and declared a strong dividend to shareholders during the year. Further partnerships between CCNZ and Contrafed are planned throughout the 2024-25 year.

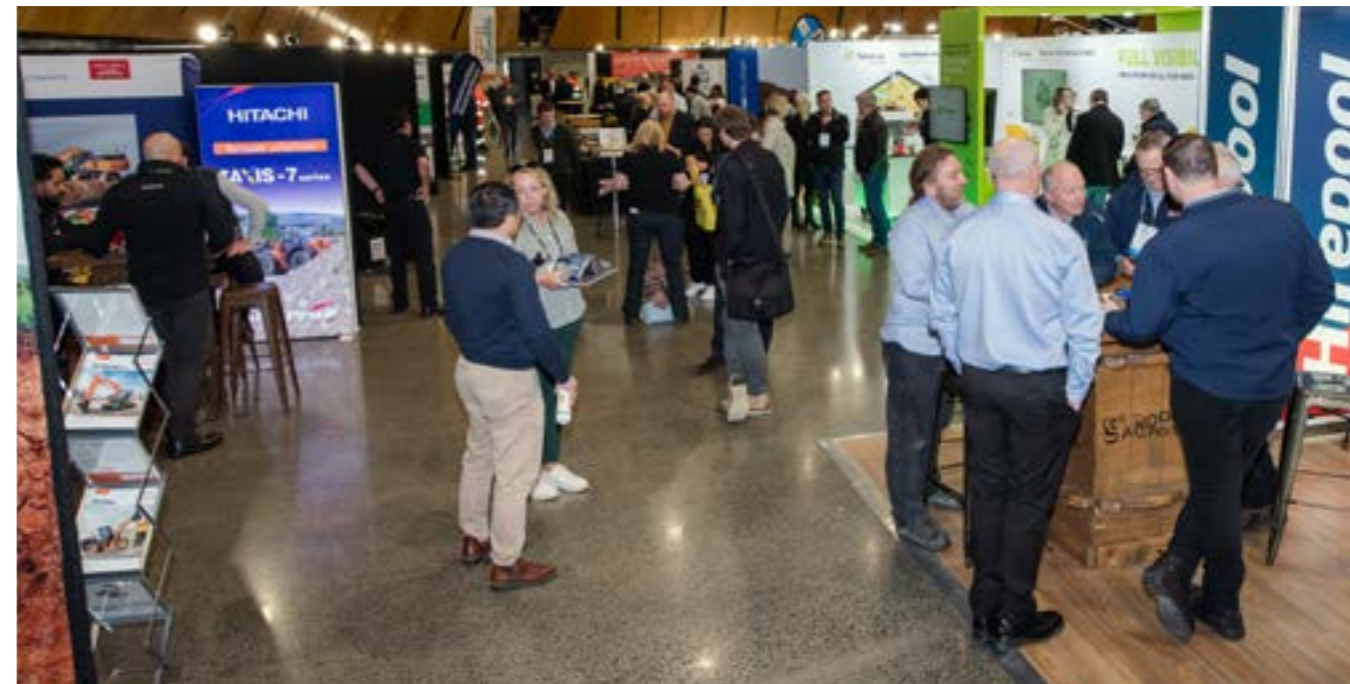
Civil Talk e-newsletter



## CCNZ Conference

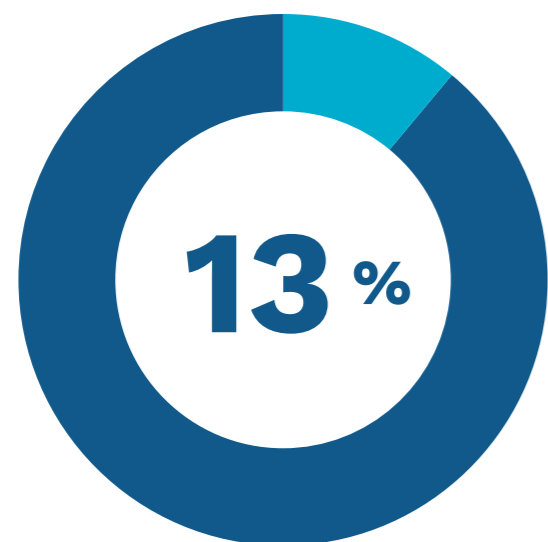
The 2023 Conference was held at Due Drop Events Centre in Manukau with more than 1,000 delegates registered for the Conference and social functions.

Aside from compelling conference sessions, highlights included a massive conference expo, two EPIC Schools Visits, which saw students from across Auckland schools attend conference to find out more about working in infrastructure, the Brian Perry Civil Themed Dinner, and the CCNZ Hirepool Construction Excellence Awards.



# + Operations.

Contractor membership increased, growing by 13 per cent over the past year to 544 contractor members. General membership including associates also grew by 13 per cent to 858 member companies.



## Member Increase.

The increase in membership results from efforts to improve CCNZ membership systems, increased public profile, interaction with our members through timely webinars and e-newsletters, providing relevant information such as industry protocols and best practices and renewed efforts to connect with prospective members and illustrate the value of membership by regional managers and

branches at a regional level. Despite strong membership growth, there are concerns growth in membership will slow given market conditions, and CCNZ has re-focussed its effort on giving back to members. CCNZ also awarded Life Membership to Past President Tim Ford at the CCNZ Hirepool Construction Excellence Awards 2023.

CCNZ Members April 2021 – March 2022	2019	2020	2021	2022	2023	2024
Full Members	385	381	396	441	482	544
Full members (pending approval)	3	3	1	0	11	7
<b>Total Contractor Members:</b>	<b>386</b>	<b>381</b>	<b>407</b>	<b>449</b>	<b>482</b>	<b>544</b>
Major Associates, Core Associates & Principal Business Partner	42	46	47	62	66	85
Branch Associates	175	177	167	176	189	206
Member Subsidiary	19	15	17	20	23	23
<b>Total members (including subsidiaries)</b>	<b>615</b>	<b>622</b>	<b>638</b>	<b>707</b>	<b>760</b>	<b>858</b>

## Technical

CCNZ's technical work programme is facilitated by the Technical Manager, a significant role, co-ordinating industry technical feedback and supporting members with high-quality technical advice. Michelle Farrell took on the portfolio in April 2023.

CCNZ's approach revolves around technical committees and specialist groups that meet to provide input into technical standards and best practices, advise client groups providing clear feedback to client groups and government agencies, and informing initiatives.

Over the past year, CCNZ has interfaced with NZTA's Integrated Delivery Model for road maintenance, various technical specification reviews and development of a new standard method of measurement. Other significant collaborations include supporting development of an underground asset register digital platform for Wellington City Council and preliminary development of a national standard for water infrastructure delivery. Michelle has also represented the industry by making presentations at the Pavements Conference, Future Roads and TARMAC conferences in 2023.

The Technical Manager also provides valuable representation of the industry in national forums including the National Technical Pavements Group, National Surfacing Technical Group, ISO 9001 revision committee and the new Temporary Traffic Management Industry Steering Group (TTM ISG) and associated working groups.

CCNZ has successfully operated a full-day bitumen/surfacing technical event now known as The Black Art, in partnership with the National Pavements Technical Group and National Surfacing Technical Group. The 2023 event was a huge success, with more than 220 practitioners of the black arts of bitumen construction attending the Due Drop Events Centre in Auckland.

Temporary traffic management has been a significant focus, as described above. There is an increasing emphasis on sustainability in civil construction, and CCNZ is interfacing with organisations such as the Infrastructure Sustainability Council and WasteMINZ to better understand and inform how sustainability efforts can be applied within the New Zealand civil construction industry. CCNZ presented a number of webinars, free to members, on sustainability in civil construction.

CCNZ has also created a prototype for a tool 'CCNZ Track'r' to measure fuel use (mobile plant, fixed plant, light and heavy fleet) on a project-by-project basis and therefore categorise and measure carbon emissions, to then contribute to main contractors Scope 3 emissions reporting. Track'r will be available to members for trialling in 2024.



## E2 certification for bitumen sprayer trucks

CCNZ administers the industry certification of New Zealand’s fleet of bitumen sprayer trucks for the civil construction industry, to ensure the fleet is working safely and meets industry standards.

CCNZ works alongside seven bitumen sprayer testing laboratories across New Zealand.

### Technical publications

CCNZ manages a range of industry best practice guidelines. The Civil Contractors Environmental Guide provides simple, practical tools and advice for managing environmental impact throughout civil construction projects.

Compressive Strength – Industry Guidance for Cement Bound Aggregates and digital best practice guidelines such as test methodologies and contract agreement templates. These publications are often outputs of CCNZ technical committees.

A new technical publication issued in 2023 was Industry Guidance for Basecourse Preparation. This guide joins the suite of technical publications that CCNZ has developed including the Code of Practice for the Safe Handling of Bituminous Materials (BPG01) along with its subsidiary technical guides the Bitumen Safety Handbook, Quality Assurance for Bituminous Binders and Requirements for Bitumen Sprayers. This is a very important document for CCNZ members and was migrated to the CCNZ CRM system at launch.

The CCNZ Blue Book for plant hire rates is currently out of print. This document was last updated in 2016. A plant hire rates calculator is available to members on the resources section of the CCNZ website, and the remainder of the Blue Book is being scoped for an update or conversion into a set of online tools and calculators in the future if a membership app is delivered.

Additional bitumen guidance documents Speed Control Verification, Spray Distribution Test, Dipstick Verification and Temperature Gauge Verification are also published to the BPG01 portal, as well as bitumen burns cards, providing health and safety advice in case of emergency.

Where possible, technical publications are made available to members freely as a benefit of membership, although sometimes costs of project management and design need to be recouped. Publications were provided to members through the online shop, and CCNZ recouped \$19,050.92 in publication costs through sales to support design and project management support for these guidelines and publications.

Other technical publications available to members include Guidance for the Selection of Chipseal, Guidelines for the use of Bituminous Emulsion for Chipsealing and Unconfined

CCNZ thanks those who have provided their time and expertise into these industry best practice guidelines.

## Subcommittees

During the year we have operated several CCNZ subcommittees to better engage with members. These committees also give us vital input to update industry codes of practice.

- Traffic Committee
- Pavements Committee
- Surfacing Committee
- Asphalt Committee
- Sustainability Committee
- Large Contractor CEO Forum
- Civil Trades Board
- NZS3910 reference group

## National Office staff

The National Office team has been through a significant transition throughout the year. We have built a strong and experienced team that works together well for the benefit of members. As at 31 March 2024, CCNZ National Office staff were:

Chief Executive	Alan Pollard
Office & Civil Trades Administrator	Heather Clayton
Technical Manager	Michelle Farrell
Membership & Events Manager	Nicola Hakes
Accounts and Finance (contract)	Geeta Unka Shreyas Gandhi
Northern Region Manager	Calum Twist
Central Region Manager	Grant Radovanovich
Southern Region Manager	Eve Cooper
Communications and Advocacy Manager	Fraser May
Workforce Development Manager	Rebecca Fox





## Executive Council

President	Bailey Gair
Vice President	David Howard
Past President	Tony Pike
Executive Councillors	Paul Bisset Mark Evans Jeremy Dixon Orla Gallagher
Associate Councillor	Gary Richardson
Legal Advisor	Paul Buetow

## Northland

Secretary	Helen Smuts-Kennedy
Chair	Kylie Bourke

## Auckland

Secretary	Joyce Tilbrook
Chair	Hugh Goddard
Events	Kimiora McKenzie-Downes

## Bay Of Plenty

Secretary	Kat Chantler
Chair	Gerry McLaughlan

## Waikato

Secretary	Emma McPherson
Chair	Adam Plimmer

## Hawke's Bay East Coast

Secretary	Kristina Salmons
Chair	Bart Mulder

## Taranaki

Secretary	Lakein Cottam
Chair	Joe Ingram

## Manawatu

Secretary	Maree Keelty
Chair	Greg Lumsden

## Wellington Wairarapa

Secretary	Laura Hae Hae
Chair	Noel Sulzberger

## Nelson Marlborough

Secretary	Megan Gibbins
Chair	Luke Donaldson

## Canterbury

Secretary	Megan Gibbins
Chair	Harley Hayward

## Otago

Secretary	Anna Pawsey
Chair	Chris Hasler

## Southland

Secretary	Cress Evans
Chair	Regan McRandle

# + Financials.

The financial result for the year ended 31 March 2024 was pleasing. The total group surplus was \$392,907 after tax. On a pre-tax basis, National Office made a surplus of \$202,653, branches made a surplus of \$91,382 and Contrafed Publishing Company made a pre-tax profit of \$255,631.

For National Office, the improvement in financial performance can be attributed primarily to increased membership subscription income.

Six branches posted losses for the year, but all have a reasonably strong cash position. Branches have been challenged to consider how surplus funds can be reinvested in programmes to support members.

Contrafed continued its solid financial performance, with good advertising and subscription revenue streams, and sound financial disciplines in place. The group balance sheet is strong, with a working capital ratio (current assets/current liabilities) of 5.81. The ratio reflects liquidity, and a range of 2.0 to 2.5 is considered good. Group equity has increased by \$407,230 to approximately \$3.9m.



Margan House, Wellington



# + Members.

## Principal Business Partner

Hirepool



[www.hirepool.co.nz](http://www.hirepool.co.nz)

- Hirepool has been the Principal Business Partner since 2004
  - + Civil Contractors NZ / Hirepool Construction Excellence Awards
  - + National Excavator Operator Competition
  - + Dedicated funds for branch sponsorship
- Hirepool has all your hire equipment needs.

## Core Associate members

Z Energy



[www.z.co.nz](http://www.z.co.nz)

- Z has been a Core Associate for many years
- + Discount fuel scheme
- + Z People Awards (Emerging Leader / Personal Improvement)
- + National Excavator Operator Competition

Dentons Kensington Swan



[www.dentons.com](http://www.dentons.com)

- Dentons Kensington Swan is the legal advisor to Civil Contractors NZ
- + Fifteen minutes of free legal advice
- + Professional speakers at Civil Contractors NZ Roadshows

CablePrice NZ



[www.cableprice.co.nz](http://www.cableprice.co.nz)

- CablePrice is a major sponsor at national events
  - + Platinum and Naming Right Sponsor of the CCNZ CablePrice National Excavator Operator Competition
- CablePrice, like its Civil Contractors NZ membership, is built to last.

## Major Associate members

CCNZ thanks and appreciates the support of our Major Associate members



# + Contractor membership list.

CCNZ contractor members by turnover

## \$0 - \$1 million

A Bevins Earthmoving Ltd  
AA Contracting Ltd  
Able Trucking Ltd  
Accurate Construction Excavation Limited  
Advance Traffic Management  
Agfirst Engineering Ltd  
Akra Civil Limited  
Alex Field Ltd  
Anchor Tech NZ Ltd  
Aoraki Civil Ltd  
ARC Asbestos Removal & Demolition  
AreaTech Ltd  
Artisan Paving NZ Ltd  
Ascot Contracting Ltd  
ATD Services  
B Pull & Sons Ltd  
Baywide Dingos  
Bearded Construction Ltd  
Beeby Contracting Ltd  
Billington Transport Ltd  
Blake Civil Construction  
Blenkiron Bros Ltd  
Bowe Brothers Excavating  
Brian Hoffmann Ltd  
Broomhall Drainage + Civil  
BTB Group  
BTR Drainage & Earthworks Ltd  
Cape Mowing Ltd  
Carran Scott Contracting Co Ltd  
Cathodic Protection (NZ) limited  
CCA Earthmoving  
CCL Construction Contracting  
Central Demolition  
Chinnery Construction Limited  
Chris Gommans Contracting Ltd  
Cityview Civil ltd  
Crooks Contracting Ltd  
CS Civil Works  
D A McNeil Limited  
D7  
Davis Civil Construction Limited  
Dawson Corporation Limited  
DCL Civil  
Dean Earthmoving Limited  
Dempseys Bobcat Services  
Dent Contracting limited

Diggermate  
Diggs Ltd  
Dign4u Ltd  
DITRAC  
Done Rite Contracting  
Doug Hood Mining Limited  
Doug Symons Contracting Ltd  
Dragon Drainage  
Drapers Earthmoving Ltd  
Drum Ex Earthmoving & Cartage  
DSH Contracting  
Duane Whiting Contractors Ltd  
Duncan Earthworks  
Earth Stability Ltd  
Erosion and Sediment Control Services Ltd  
Ewen Earthworks Limited  
Exact Earthmoving Limited  
Excav8 Limited  
Fissenden Bros Ltd  
Flo-well Civil Limited  
Fox Earthmovers Ltd  
Galbraith Earthmovers  
Gallagher Civil Limited  
Garden City Drainage & Civil Ltd  
Genext Ltd  
Geoff Jukes Contracting  
G-Force Contracting Ltd  
Graffiti Doctor NZ Limited  
Greg Inch Earthmoving  
Haskett Contracting Ltd  
Hatuma Lime Contracts Ltd  
Headstart Pavements & Excavations Ltd  
Heine's Cartage & Contractors  
HGM Construction Ltd  
Hirst Civil & Cartage Limited  
Hollands Excavation  
HR Civil Ltd  
iConstruct  
Independent Contractors Ltd  
J C Contracting NZ Ltd  
James Lux Developments ltd  
Jared Bing Contracting  
JKAY CIVIL LIMITED  
JME CONTRACTORS LTD  
John Fletcher Contracting Ltd

Jones Plumbers Limited  
JWI Earthmoving Ltd  
Kalis Landscape Services Ltd  
Kawarau Construction Limited  
Keene Krib 2000 Ltd  
Kerepehi Transport Ltd  
Kreisel Contracting (1988) Ltd  
Lambe Construction Ltd  
Lanco Ex Ltd  
Land And Construction Contractors Limited  
Leathwick Earthmoving  
Leslie Bros Contracting Limited  
Lucas Haining Ltd  
Luke Glamuzina Contractors Ltd  
M W Lissette Ltd  
MAG Civil Construction Limited  
Maqbull Excavations Limited  
McCready Civil  
McDonald Contracting & Construction  
McEwan Haulage Ltd  
Milbrook Contracting  
Mora Earthmoving  
Mr Dig  
Mt Lyford Contracting Ltd  
Murray Weston Ltd  
Newman Excavations  
Nivec Civils Limited  
Northland Mobile Crushing Ltd  
Northland Transport Ltd  
NZ Piling and Cranage  
Optimal GPR and CCTV Drain Inspection ltd  
Ormsby Civil Construction  
Paul White Ltd  
Pavement Treatments Limited  
PCC Civil & Cartage Ltd  
Pe Welders Ltd  
Persson Earthworks Limited  
Petco Contracts Ltd  
Pointzero Network LTD  
Project One Construction Ltd  
Rae Asphalts Ltd  
Ramp Contracting Limited  
Ranui Construction Ltd  
RBS Group  
RDS Wonders Contract Ltd

Redline Earthworks  
Renshaw Civil Limited  
RM Fissenden Contracting Limited  
ROBAR CIVIL  
Robert J Mitchell Contractors Ltd  
Roil Earthworks Ltd  
Rose Line Ltd  
Roughan Holdings Limited  
Roxburgh Excavation  
Rutter Civil Limited  
Ryder Drainage Limited  
S George Contracting  
Santo Drainage & Contracting Ltd  
SBA Civil Ltd  
Shane Gribbon Ltd  
Shark Contracting HB Limited  
Shaw Contracting Services Ltd  
SM Civil Limited  
STRONGVAC LIMITED  
Swale Earthmovers  
Swift Civil Services Limited  
T J CONTRACTING  
T L Civil Limited  
TAZ Drainage and Civil  
TG Civil ltd  
Thompson Engineering (2002 Limited)  
Three Sixty Civil Limited  
Traffic Management Services Limited  
Trass Civil Limited  
Trio Contractors Limited  
Troon Civil Limited  
Turners Contracting Ltd  
Vita Civil  
Wagstaff Piling NZ Pty Ltd  
Waitakere Tree Services  
Wellington Contracting Limited  
Wells Contracting Limited  
Wenham Contracting  
West Coast Ag Contractors Ltd  
Wilson & Keen Contracting  
Xtian Civil Works Limited  
Zeke Meikle Contracting Limited  
Chevin Drainage  
Streamline Services Limited  
Smart Fix Construction

## \$1 - \$2 million

A G Hoffman Civil Ltd  
Allens United Waikato 1986 Ltd  
Backyard Digger Hawkes Bay  
Big Paw Civil Limited  
BM Contracting Ltd  
Bridgewater Group Limited  
Brough Earthworks Ltd  
Brownell Earthmoving  
Buckeridge Surfacing & Engineering LTD  
Byfords Construction 2014 Ltd  
C W Drilling & Investigation Ltd  
Cameron Contracting 2002 Ltd  
Canterbury Demolition & Earthmoving Ltd  
Cargill Contracting Ltd  
Civil Construction Services  
Clarke Underground  
Complete Site Solutions Ltd  
Compton Civil Ltd  
Croskery Contracting Limited  
CSL Civil  
Davis Civil Limited  
Dirtworx Limited  
Donovan Drainage & Earthmoving Ltd  
Easyflow Drainage  
Elite Excavations Marlborough Ltd  
Fahey Contracting Ltd  
Fraser Hyde Contracting Limited  
Gallivan Group Limited  
Grace Foundation Solutions Limited  
Greenstone Concrete & Asphalt Ltd  
H Blackbee Contractors Ltd  
Halverson Civil  
Hill Bros Civil Limited  
HOGFUEL NZ Limited  
HT Contracting Limited  
Huband Contractors  
Ian Dick Concrete Contractors Ltd  
InLine Drainage Limited  
Jamieson Earthworks Ltd  
Jesse James Contracting Gisborne LTD  
John Roy Contracting Ltd

Johnson Bros Limited  
Johnstone Construction Ltd  
Jones Contracting Queenstown Ltd  
JT Contractors Ltd  
K2 Kontracting Limited  
Kernohan Contractors Ltd  
L C Earthworks Ltd  
LB CIVIL LIMITED  
Lester Civil and Drainage  
Mana Civil Contracting Ltd  
MRT Construction Ltd  
Next Level Civil  
Northern Pipe and Civil Limited  
Not Just Concrete (Nelson Ltd)  
Octo Group  
Offshore Plumbing Services  
P & N Siteworks Ltd  
P E L Contracting  
Professional Excavation Limited  
Pryde Contracting  
R A Shearing Contractors Ltd  
Red Dell Limited  
RS Cabling  
Scott Excavation and Contracting Limited  
Semtex Plumbing and Civil  
Shaw Asphalts 2006 Ltd  
Sierra Delta Civil Limited  
SWD  
Tairawhiti Contractors Ltd  
Total Siteworks Ltd  
Tough Terrain Ltd  
TPP Contracting Ltd  
Tuck Civil Services Limited  
United Tunneling  
Veza Drainage Limited  
Vortex Contracting Limited  
Wellington Developments Ltd  
XTREME Contracting  
Zenscape Limited  
Heads Up Access Ltd  
Francis Ward Limited

# + Contractor membership list.

## \$2 - \$4 million

Acon Industries 2015 Ltd  
Advanced Siteworks Ltd  
Aidan Kelly Contracting Ltd  
Allens United Drainage and Earthworks Ltd  
Almond Contractors Limited  
Angus McMillan Concrete  
Apes Contracting Ltd  
ARC Projects  
Atlas Infrastructure & Services  
Austin Contracting  
Baldwin Asphalts Ltd  
Bare Knuckle Contracting Limited  
Baron Contractors Ltd  
Bassett Plumbing & Drainage Ltd  
Bay Of Islands Plumbing and Gas Limited  
BDX Group  
Bryce O'Sullivan Contracting Limited  
Burnside Contractors Ltd  
BVF Earthmoving  
C & A Cox Ltd  
Cassidy Civil Ltd  
Central Machine Hire

Central Southland Excavating Ltd  
CHB Earthmovers Limited  
Civil & Landfill Construction Ltd  
Civil Projects Limited  
Clements Contractors Ltd  
Contrax (Central) Ltd  
CT Civil Limited  
Daniel Renshaw Drainage Ltd  
Darlington Drilling & Piling Ltd  
Denis Wheeler Earthmoving Ltd  
Dodge Contracting Ltd  
Dreadnought Civil Ltd  
Duyvestyn Drainage Ltd  
Egypt Limited  
Emmetts Civil Construction Ltd  
EPL Construction Ltd  
Exaro Rooding Limited  
Feary Group  
Fuel Installations  
Giles Civil Ltd  
Gill Construction Co Ltd  
Graham Contractors Ltd  
Groundworks Civil Contractors  
Grouting Services NZ Ltd

H & H Contractors Ltd  
Henry Adams Contracting Ltd  
HES Earthmoving Ltd  
Hoult Contractors Limited  
HydroVac Ltd  
I & D George Contracting  
Independent Kerb & Concrete (IKC)  
J W Neill Contractors Ltd  
Juno Civil Limited  
Kenai Limited  
Kerbco Ltd  
King Drilling Company  
Kstruct Ltd  
Land + Sea Civil Ltd  
Linton Contracting Ltd  
Loveridge Limited  
Mackenzie Civil Ltd  
McCormack Group Ltd  
Megaworx Ltd  
Menard Oceania Pty Ltd  
MWN Civil  
Ngaio Contracting Ltd  
Nicholls & Uttinger Civil  
Northwater

Opie Contractors Ltd  
Pidgeon Contracting Ltd  
Pomco Services Ltd  
Pro Civil Construction Limited  
Pro Magma Co Ltd  
Proarbore Ltd  
ProTraffic  
RJM Construction Ltd  
Rooding and Building Cartage Ltd  
Rocka Excavation Ltd  
SCL Civil Works  
Skevingtons  
Sollys Contractors  
Strata Civil limited  
Tascon Civil Construction  
Thelin Construction Ltd  
Titan Traffic Management  
Toa Civil Construction Limited  
TPM Civil Ltd  
Tree Trim and Earthworks Limited  
Universal Underground Limited  
Waikato Post Ramming Limited  
Waitohu Limited  
Wilson Contracting Ltd

## \$6 - \$10 million

Abseil Access Ltd  
Absolute Traffic Solutions Limited  
Andrew Haulage 2011 Ltd  
Asphalt & Construction  
Base Civil Limited  
BBR Contech  
Blackley Construction Limited  
Bridge It NZ Ltd  
C J Industries Ltd  
Cashmore Contracting Ltd  
Ching Contracting Ltd  
Coastal Digger Services Ltd  
Construction Contracts Ltd  
Crafar Crouch Construction Ltd  
Cranwick Enterprises Ltd  
Currie Construction  
Donaldson Civil Limited  
Dormer Construction Limited  
Drainways  
E N Ramsbottom  
Earthwork Solutions Ltd  
Earthworx 2012 Ltd  
Evergreen Landcare Ltd  
Exaro Contracting Limited  
G P Friel Ltd  
Geovert Ltd  
Glasgow Contractors  
Gleeson Civil  
Graham Harris Ltd  
Grant Hood Contracting Ltd  
Groundfix  
GT Civil Limited  
Hibiscus Contractors Ltd  
Kerry Drainage & Civil  
Kuru Contracting Limited  
Libbet Limited

Loaders Civil  
Marais Laying NZ  
Maugers Contracting Ltd  
Maungatua Contracting (Wanaka) Ltd  
Maxion Civil  
McKenzie & Parma Ltd  
McKenzie Contracting  
Moore Construction  
Oxcon CLL Ltd  
Page Earthworks Ltd  
Petrotec Services Ltd  
Phoenix Civil Limited  
Pipeline & Infrastructure (North) Limited  
Pritchard Civil Limited  
Protranz Earthmoving Ltd  
RMS Contracting Ltd  
Robinson Asphalts 1992 Ltd  
Rock Control  
Rosco Contractors Ltd  
RZG Construction Ltd  
Seay Earthmovers Ltd  
Smith Crane and Construction Ltd  
Smythe Contractors Ltd  
Spiral Drillers Civil Ltd  
Steve Bowling Contracting Ltd  
Tirau Earthmovers Ltd  
Topline Contracting  
Total Rail Solutions  
Traffic Control Systems Ltd  
Troy Wheeler Contracting Ltd  
Wellington Pipelines Ltd  
Wilsons TM Limited  
ZPR Civil Limited  
Interflow Pty Limited

## \$4 - \$6 million

Action Civil Ltd  
Alpine Civil NZ  
B Bullock (2009) Ltd  
Base Contracting Ltd  
Bearsley Contracting  
Bond Earth Works  
CDS New Zealand Ltd  
Chambers & Jakkett Ltd  
Civil + Build Ltd  
Cloutman Brothers Mining & Dredging Ltd  
Collins and Sons Ltd  
Curle Contracting Ltd  
E and J Contractors  
East Coast Traffic  
Freeflow Drain Specialist Limited

GeoStabilization New Zealand Ltd  
GIBBONS RAIL LTD  
Goodrick Contracting Ltd  
Graham Civil Contractors Limited  
Greg Donaldson Contracting Ltd  
Griffiths Drilling NZ Ltd  
HBRC - Works Group  
J & J Walters Ltd  
Jesmond Construction  
K & B Reed Contractors Ltd  
Legacy Contracting  
Letton Kerb & Channel Ltd  
Matco Civil Contractors Ltd  
McDonough Contracting Ltd  
Morepork Trenching Ltd  
Nelson Civil Construction Ltd

North Drill Ltd  
Rapid Earthworks Ltd  
RB Civil Limited  
Ritchie Civil Ltd  
Ryan Contractors Ltd  
SAL Civil Works  
Siteworx Northland  
Storm Waters Contracting Ltd  
Supreme Site Works  
T C Nicholls Ltd  
Tarbotton Land & Civil  
Tasman Civil Limited  
Te Anau Earthworks Ltd  
Technix Bitumen Technologies Ltd  
Tracks Concrete (2002) Ltd  
Jim Bates Contracting Limited

# + Contractor membership list.

## \$10 - \$25 million

ACM (2022) LTD  
Ashburton Contracting  
B G Contracting Ltd  
Bay Civil Ltd  
Chevron Traffic Services Ltd  
Clearwater Civil Ltd  
Colas Limited  
Delta Contracting Ltd  
E Carson & Sons Ltd  
GSL  
Hamilton Asphalts Limited  
Hawke's Bay Civil and Infrastructure Limited  
Hiway Stabilizers NZ Ltd  
Hopper Construction Ltd  
Hunter Civil Ltd  
Inframax Construction  
J & R Contracting Ltd  
J G Civil Limited  
J Swap Contractors Ltd  
JCL Asphalt  
Johnston Civil Ltd  
Lattey Group Limited  
MAP Projects Ltd  
March Cato Limited  
March Construction Ltd  
MBD Contracting  
Men at Work Limited  
Mike Edridge Contracting Ltd  
Mills Albert Ltd  
Multi Civil Contractors Ltd  
Nelmac Ltd  
PCL Contracting Ltd  
Pipe Vision NZ Ltd  
Quality Roothing and Services (Wairoa) Ltd  
Seipp Construction Ltd  
Tūpore Infrastructure Limited  
Taggart Earthmoving Ltd  
TDM Construction Ltd  
Utilities Infrastructure NZ  
Veolia New Zealand Limited  
Westroads Ltd  
Whitstone Contracting Ltd  
Wilson Contractors (2003) Ltd  
Hydrotech Limited

## \$25 - \$50 million

CB Civil & Drainage Ltd  
CLL Corp Services Ltd  
Connell Contractors  
Goodman Contractors Limited  
ICB Civil Construction Limited  
KB Contracting and Quarries Ltd  
Pipeline & Civil Limited  
Ross Reid Contractors  
Spartan Construction Ltd  
Taylors Contracting Co Ltd  
United Civil Construction Ltd  
Vuksich & Borich (NZ) Limited  
Waiotahi Contractors Ltd

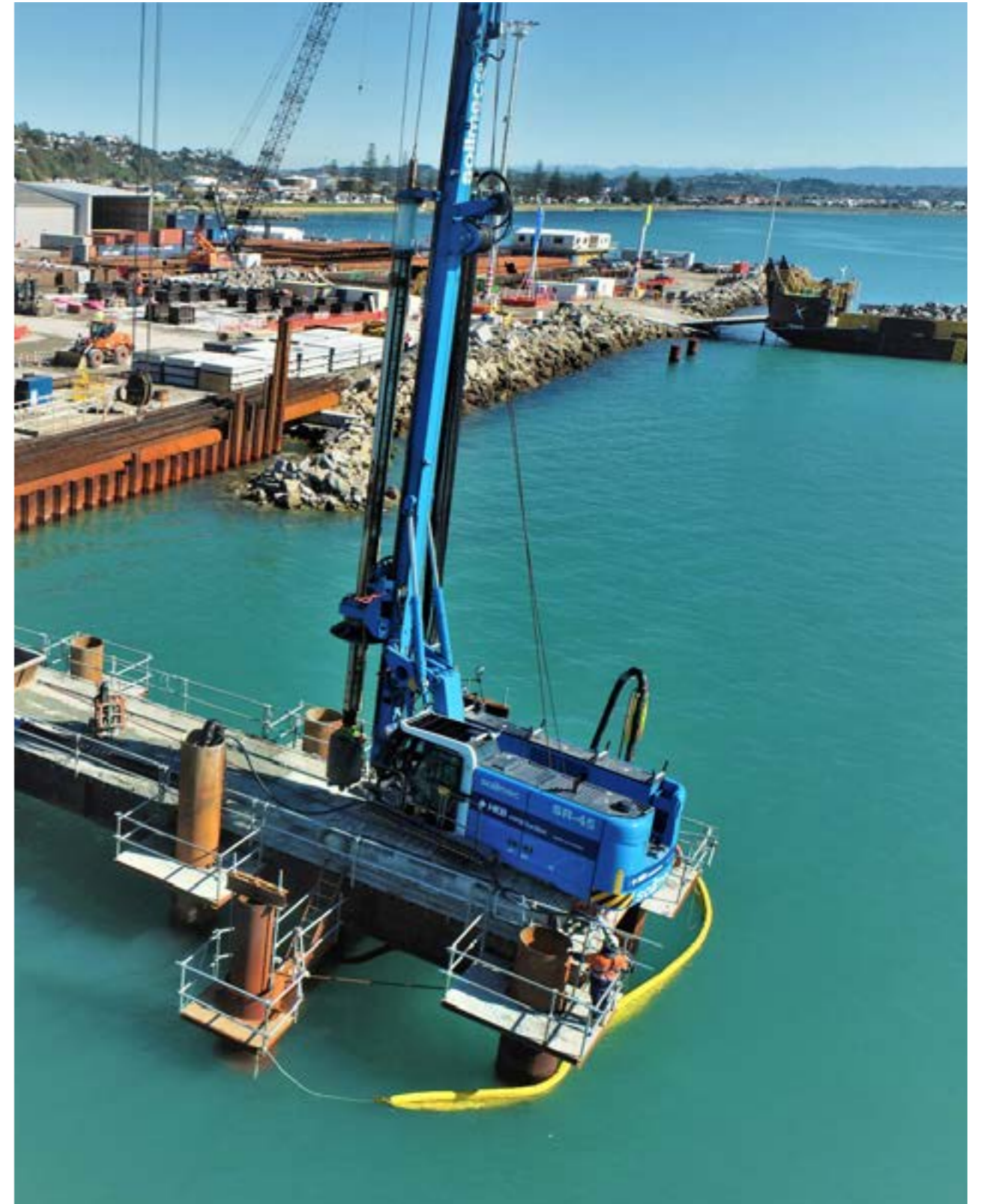
## \$50 - \$100 million

Acciona Construction New Zealand Limited  
CORDE LTD  
CPB Contractors Pty Limited  
Ghella Limited  
Schick Civil Construction Ltd  
SouthRoads Ltd

## \$100 million +

Downer NZ - Head Office  
Fletcher Construction Company Ltd  
Fulton Hogan Corporate  
HEB Construction Limited  
Isaac Construction Limited  
McConnell Dowell Constructors  
Ventia NZ Operations Ltd

HEB Construction: Wharf 7 construction, Napier



# + Our regions.

CCNZ has 12 branches across the country. CCNZ branches create a direct link to members in the regions. This ensures CCNZ is led by contractors, and provides opportunities for members to network, gain knowledge and showcase skills and expertise.

Significant voluntary input from contractor and associate members ensures events like regional awards evenings and excavator operator competitions are successful.

Branches are supported by:



CCNZ Southern  
Regional Manager  
Eve Cooper



CCNZ Central  
Regional Manager  
Grant Radovanovich



CCNZ Northern  
Regional Manager  
Calum Twist

And also actively engage with local authorities, meeting regularly to provide feedback around procurement and the state of the regional industry. More information on branch activities can be found in the regional reports, below.



# + Northland.

CCNZ Northland Branch has had a year of significant achievements, including increased interaction with councils.

Attendance at meetings has steadily increased, as has engagement with members and councils. We have added several events to the calendar.



Chair: Kylie Bourke



## In terms of general market conditions

Northland has been busy in the past year. There has been a struggle for resources industry wide and recruitment and retention of quality staff. The Apprenticeship Boost scheme will see some results in the next 3-4 years, but we still need quality staff at all levels to be able to fulfil our commitments. A lot of focus seems to be on immigration for high level staff, but there is no point having a whole lot more project managers without trades and labour to complete the works.

Inflation is having a huge impact on all contracts especially maintenance ones. This flows through our industry and everyone is feeling it. A lot of work has been pushed through maintenance contracts for the Brynderwyn detours - done in a very tight time frame with other works put off to ensure it was done.

Despite this, there has been a lack of significant infrastructure projects, both in number and construction value, and there is uncertainty about the pipeline of work. While 'seven billion' is the number being used, we are unsure what specific projects this is made up of,

and due to the lack of major projects in Northland we changed our award categories to ensure enough submissions for each category. The branch has worked closely with local councils around their infrastructure wish-lists. Councils are being more flexible around start dates of contracts (and have had to be due to lead times and capacity). In many cases they are indicating dates work must be completed by. This allows contractors to programme works into their schedule more effectively.

Helen Smuts-Kennedy, our Branch Secretary, has been very proactive regarding accounts, events, and general helpfulness to membership. We have continued to move branch meetings around with great success and feedback. A highlight was a bus trip around Northport hosted by Maritime Holdings, also attended by council members from Whangarei District Council and Kaipara District Council. A personal highlight was the tour of Mangamuka Gorge that has been closed for some time.

We have agreed as an executive team to sponsor a couple of young, up and promising people to conference and also bring one onto the executive team. Ryan Haywood successfully delivered his first regional excavator competition. With Murray Clements stepping back (and also getting Covid) Ryan had a successful 'baptism by fire', with support from the branch. Ryan also travelled to the National competition in Feilding to help out and get ideas for our next one. This is something he is keen to continue with, and the branch supports him.

We were invited to attend Northland Field Days in March. Cole Johnston took the lead and organised the executive team to attend and help, as well as organising Alister McIntyre and another digger for a "Have a Go". We had great attendance with the machines not having any down time. Hopefully we sparked some passion for the industry.

We were again invited to present to the Whangārei Councillors and Mayor regarding our challenges. This was well received and has in turn seen councillors attend some branch

meetings to chat with members. We are also now having bimonthly meetings with Whangarei District Council GM Infrastructure Jim Sephton, along with councillors and head of infrastructure. We have had our first one, with some robust honest conversations. It is very clear change is wanted; we are grateful to be part of the solutions.

Our biannual meeting between CCNZ, the four local councils and NZTA Waka Kotahi has been handed over to us to lead. The Northland Transportation Alliance has had two major reviews which we have had a voice on. The outcome is yet to be determined but the unease within staff is resulting in lots of movement, which in turn slows progress.

Our area is vast and engaging with some members is challenging with main road closures, travelling is time consuming to attend meetings. We have hosted meetings further north to include those who always travel. This has been received well.



# + Auckland.

It has been a busy and productive year for CCNZ Auckland Branch with a wide range of initiatives being delivered by the 31 strong committee. The branch is in good health with a growing membership base and bi-monthly Ellerslie meetings consistently attract over 300 attendees.



Chair: Hugh Goddard



## We cover a wide range of topics

at branch meetings, inviting speakers from politicians to experts on topical areas such as sustainability, health, safety and well-being, not to mention our compelling annual table quiz. We are creating numerous opportunities for member connection outside of these large branch meetings by way of smaller, more informal pub-nights, Young Contractors events, site visits and events and workshops for small to medium contractors, which are generally well-attended.

Like other regions across New Zealand, Auckland has experienced headwinds, with a slowdown in infrastructure spend across central and local government as well as private developers sitting on their hands waiting for better economic conditions to kick off projects. This has resulted in a small number of members facing significant challenges and a heightened focus on cashflow and profitability for most. It also means staff availability has become less of a

challenge in the short term. The SME subcommittee recently ran a survey, highlighting these issues and led the branch to organise a peer-to-peer workshop style networking event where key issues can be discussed, fostering knowledge among contractors to deal with these challenges, in a 'Chatham house rules' environment.

There was also a segment targeted at SME owners and leaders around looking after their wellbeing and mental health, an area often overlooked. The session forged new relationships, and many provided feedback they got great value from the session. We will look to build on this in future events.

Branch finances are solid, with term deposits managed to ensure financial stability, prudence and a long-term view. However, due to the current economic climate and challenges facing members we are looking into expanding our initiatives to utilise some of these

funds to benefit members, especially in training and development as well as events such as SME peer to peer workshops. An example we are considering is sponsoring a company to upskill an apprentice or two. In the current environment, training is often sacrificed to maintain financial sustainability at the expense of longer-term business goals. We see this as an excellent opportunity to highlight the benefits of being a member and support the contracting community to navigate the current challenges we are facing in the market.

Major branch achievements include establishment of a temporary traffic management subcommittee to inform and educate members regarding the changes in the TTM space, in addition to advocating to road controlling authorities in the region about how best to approach the new 'risk-based' approach.

The subcommittee is mostly comprised of contractor member owners and project manager level people who bring a pragmatic approach to the area of TTM, rather than leaving it to 'the TTM experts'. We hope to link in with CCNZ National Office on this subject more proactively going forward. We see the Young Contractors and SME subcommittees as being major positive developments in the branch with strong interest, enabling significant growth in members, breaking down some of the perceptions that CCNZ is heavily focused on larger contractor interests.

Our annual awards were a real highlight and showcase of the excellent work done by members in the region. The events sub-committee, once again, worked their magic to produce an epic event fitting of the quality work our members do in the field every day.

We see the current economic climate to be a real challenge for the branch and its members. Therefore, our focus as a committee has been to foster a sense of collaboration and team spirit to tackle the challenges head on, supporting members to the best of our abilities and developing new events and initiatives to connect members and get the most out of membership.

I want to say a big thank you to all committee members for their hard work and dedication, as well as our Regional Manager Calum Twist. In particular, the stellar work of local staff Joyce and Kimiora warrants special mention. Their professionalism, hard work, dedication and attention to detail is second to none and contributes in no small part to the recent success and growth of the branch. It's a pleasure to work with a team who are so passionate, supportive and committed to improving our industry.

# + Waikato.

CCNZ Waikato Branch is in good shape, with an increase over the past year in both members and associates. The executive committee remains stable and supportive of each other. Members appear to be in reasonable spirits, and we have in place a schedule of events for the year with effort being put into more opportunities to socialise and maintain human interaction.



## In terms of market conditions

for public and private clients, the new government is finding its feet and seeks a change in direction for some of the local councils. This has been disruptive for members, in particular around water reform, with numerous projects shelved and directives to allocate funding elsewhere.

NZTA has also held briefings in the Waikato. Whilst this is a welcome change to the lack of pipeline visibility, they were spending money on safety improvements at the time, and again there has been a change of direction since, so it remains to be seen how long work will take to come to market. Hamilton City Council and Waipa District Council are associate members and are keen to support the industry.

Private clients are providing some opportunities out there at the moment, with Te Awa lakes and Sleepyhead Village continuing to move forward. Light commercial is very quiet,

housing development remains slow with the current high interest rates. The final pieces of the Peacocke subdivision jigsaw puzzle are falling into place with Whatakooruru Drive being the final piece that remains to be awarded.

Major works are underway in the region, including the Ruakura inland port, which continues to grow, ongoing construction of the new Waikato River crossing, arterial roads and development of the Peacocke area, Te Awa Lakes, Sleepyhead Village, Piarere roundabout and Coromandel recovery panel.

Financially, the branch is in the black. Funds remain parked in a number of term deposits. There is often discussion on how to put this money to good use, and we have sub-committees working on initiatives such as scholarships and funding for youth leadership.

Our budget for next year shows a deficit. This assumes we will commence some of the funding initiatives we have been working on. We also completed a branch committee restructure, now bedded in with position descriptions in place for committee members.

Waikato Branch has taken many events to the next level. The annual awards dinner in August has grown to accommodate 300 people. This year's event was great, supported by most of the movers and shakers in the Waikato construction industry. We saw awesome support for our industry from Hamilton Mayor Paula Southgate, and members of CCNZ National Executive.

Our continued support and encouragement in the industry for operator skill and profile is resolute with the funding and running of the Regional Excavator Competition each year. Our Regional Excavator Operator Competition was a roaring success. It



Chair: Adam Plimmer

spanned three days, and we saw 31 talented operators show us their skills in our continued joint venture with CCNZ Bay of Plenty Branch. An annual golf day was held for the second time in March and was well supported by the industry and hailed as a great event by all who attended.

Unfortunately, there is a lack of visibility of the pipeline of work, and this is getting worse. We are also seeing busy clients delegating contract negotiations to lawyers and/or consultants who have no intention of building relationships or partnering for long term growth, and a lack of appetite from clients to partner and/or explore more creative ways of letting contracts. Members are yet to see contracts come to the market with the 2023 version of 3910. We continue to see clients lawyering up to push risk onto contractors, some of whom still don't read fully what they've been asked to sign.

Mental health issues are discussed regularly at meetings. We have encouraged 'Mates in Construction' to attend events, provide social opportunities for members and are developing a strategy for the Regional Manager to regularly contact smaller members directly, especially those that do not attend meetings.

Thanks to the loyal executive committee members, sub-committee members and the branch secretary/treasurer, who continue to do the mahi behind the scenes.

Due to personal circumstances, Emma Hart has had to resign her post as secretary. She brought unrivalled energy, pace, enthusiasm and a get-stuff-done approach which has seen us up the ante with everything we do. She has left big boots to fill, and we are looking forward to having Vikkey Gonnano on board as secretary for the coming year.

# + Bay of Plenty.

The Bay of Plenty Branch is in good health, and we have had good attendance at events held over the past year.



## We have a good, enthusiastic committee

that is dedicated to supporting the branch, and I'd like to thank everyone that has put their time, effort and energy into building the branch up – not least Vice Chair Mike Speed, Regional Manager Calum Twist, and Branch Secretary Kat Chantler.

Our major clients have some interesting changes coming up. In Tauranga, commissioners are still in place through to July this year when there will be elections held for Mayor and councilors. This will be a four-year term outside of the normal three-year voting cycle. The funding the city has enjoyed is on hold while the National Government reviews budget.

In the Western Bay of Plenty, there is continued investment in the urban growth area north of Tauranga (Ōmokoroa). They have removed themselves from the Westlink partnership with NZTA and are looking at a local model for their road maintenance later this year.

NZTA projects include Takitimu Drive (Northern Link), Tauriko West State Highway 29 Improvements, Papamoa Interchange and SH

30 Improvements through Rotorua. In Rotorua, investment in core infrastructure means they are bucking the trend with building consents approved for social housing. Whakatane continues to invest in core infrastructure.

Quayside Holdings is developing a large-scale Commercial area East of Tauranga. Residential development has dropped off considerably. Tauriko West is a couple of years away from development and Te Timu at the Papamoa end is several years away.

Speaking with Land Development Consultants there are small developments in the pipeline which may come to market 24/25 season. Commercial work – demand for commercial land and development – is still fairly strong.

Branch finances at year end are healthy, and we have started several new successful events. Bay of Plenty Branch held its second awards evening at Classic Flyers in Tauranga in late 2023. The night was a huge success, with a large number of sponsors, entries and attendees.

Chair: Gerry McLaughlan



Our involvement with Mates in Construction continues to be strong, with ongoing training sessions. We are holding another Construction Golf Challenge, raising funds for Mates and the challenge is to surpass the \$30k we raised at the first event.

We achieved a goal of staging a site visit to the Ōpotiki Harbour Project which included our Members in Whakatane and Ōpotiki areas. The annual CCNZ BOP Fishing Competition will be held on 20 April 2024. This is well supported by both members and sponsors and is a great networking opportunity.

The annual CCNZ Waikato – Bay of Plenty Regional Excavator Operator Competition was again well supported by businesses throughout the region. With a new site, we had a lot of the general public viewing the competition (especially the bottle opening discipline.) We would like to extend thanks to the Waikato Branch for helping accommodate our participation in their event at the Mystery Creek Fieldays.

We are again involved in a community project with The Daily Café, which we have helped previously with a small community project in Te Puke. They are waiting on consent to move into new premises so they can expand their programme of school lunches and feeding the needy. On top of this they are training staff with cooking and food handling. We expect this to be a valuable investment of our time, and another great team building event.

Calum's involvement within the Branch is appreciated. We welcomed the new Government, but need to see spending as market conditions is very m

# + Taranaki.

CCNZ Taranaki has a wide range of contracting members, from operator only businesses to large contractors, and it has been great to see all members including themselves in different ways throughout the year.



**Chair: Joe Ingram**



## We have seen all members in some way,

whether that is coming along to site visits or being involved in the excavator competition, and it is great to see them benefiting from being a member.

Branch member numbers have grown, and new members are still popping up, and new faces at meetings. We have noticed a downturn in work over the past 12 months with contractors finding it tougher to keep a steady ongoing workflow. Delays with either consenting issues or meeting budgets seem to be a regular occurrence where we are all finding it more difficult than ever to get jobs over the line.

There appears to be a reasonable amount of work in the pipeline. Pricing work is starting to pick up, but meeting client expectations with budgets seems to be holding things back. New Plymouth District Council is currently undertaking a large restructure, and it seems they are holding jobs back for the moment. In South Taranaki there seems to be a large

amount of tenders for the same work, which tells you there is just not enough to go around. With compounding interest rates, it is clear it is not only the civil construction industry struggling. Cost of living, housing affordability and fuel increases is a constant challenge.

Projects include the Mount Messenger Bypass and several roundabout construction works, as well as some highway safety improvements. Notably, a lot of smaller contractors have been helping some of the large contractors with certain contracts which isn't normally seen. Subdivision and commercial works have slowed, with banks not lending and interest rates making things difficult to make developing land worthwhile.

The branch is in a healthy financial position. We are lucky to have local members who put up their hands to sponsor meetings without the need for the branch to pay for costs. The branch has taken on board the message that money in the branch is there to be spent on things the members will find value in. We are hoping to hold some more social type events in the coming year and may also look at paying some secretary wages also.

Our excavator competition was a great success. Although the weather was not great, we surprisingly had a lot of public interest with the location being beside the state highway, as there appeared to be a lot of people just calling in to see what was going on. Many thanks to the members involved in helping out in some way and make the event what it was.

We had 20 people in van loads for a site visit to Mount Messenger where a group of construction managers took us through where the project was at to date, the challenges they were experiencing and what the goals were in the next 12 months. We were able to get an overview of the extreme terrain and working conditions they are experiencing, and we are looking forward to another site visit in this coming year.

This year we held meetings in many different locations. Our AGM was held at the BNZ Partners Centre for the first time, as well as bi-monthly meetings at other company workplaces throughout the year. This appeared to inject some positive member engagement, bringing a fresher look to things and it is something we would like to continue doing.

# + Hawke's Bay East Coast.



Between pandemics and natural disasters, the last few years have been wrought with challenges to say the least, it's hard to believe that cyclone Gabrielle is over a year ago.

## It feels like life has stood still

over this time and we have so far to go. I reflect on a year that has brought massive workloads on contractors with unrealistic targets and then bust, we are out of money again. This is the theme we seem to go through, money, then no money, money then none again. It's hard to get any direction or continuity of workloads, it's an anxious time for our members.

The branch has a healthy bank balance with a positive outcome for our financial position and we are looking to start spending our surplus in the industry with some good ideas coming forward on how this is best spent. We are significantly up on membership with 17 new members, and we are up 4 associate members also, so now have a total of 68 Contractors and 17 associate members.

We had several social events throughout the year, but it was hard for contractors to find the time, we held our Terra Cat annual evening with a great turn out at East Pier. We ran our first REOC in three years due to the pandemic, this was fiercely contested and was won by Thomas Perston from QRS who represented Hawke's Bay East Coast at Nationals in Fielding.

We held our first fishing competition in Mahia with a great turnout with competitors and sponsors alike. We held a quiz night that was a great distraction after the cyclone and good to see some people put down the tools and have a break.

We held our annual awards night a little earlier in the year and hosted a massive evening with 230 attendees. We had a record number of awards entrants with some amazing projects to showcase. We were nervous for the awards as we felt no one had built anything post the cyclone but were pleasantly surprised and blown away at the standard and complexities of the projects. We had Jeremy Corbett as our MC, and this was a great twist making it for a fun filled evening.

As a branch we are strong, as a region we are strong, but we are facing some tough times ahead, for some it will be feast and for some it will be famine.



Chair: Bart Mulder

We are seeing inconsistent pipelines of work; our committee are working hard with councils and government agencies to coordinate and make sure we are bringing enough work to market, but also making sure we don't flood it. We are seeing private enterprise slow significantly but hope the commercial sector stays strong which all hinges on funding for our region for cyclone rebuild.

This year has been very challenging on a professional level as chairman of the branch, between running a SME myself with massive workloads and trying to balance running the branch I have to acknowledge Grant our Regional Manager's contribution and also Kristina our Branch Secretary, without these two people with our committee we would have struggled with the task at hand.

As a branch we are looking forward to what the year ahead brings, we seem to have had the kitchen sink thrown at us, so feel we are up for anything. We are looking down the barrel of a gun for the next few years in our rebuild and hope all our members are in steady work and successful in delivery, growth and training the people needed for this massive endeavour.

# + Manawatū Whanganui.

Branch membership has been on the rise again in the last twelve months.



Chair: Greg Lumsden



## The last 12 months have been very busy

for the branch once again, with the Regional Excavator Operator Competition and the National Excavator Operator Competition.

The branch has another charity golf day in the pipeline as well as a fishing competition, an awards night and race day planned for this year and early next year. Branch financial health is sound with a good surplus on the balance sheet.

Being the 30 years, we put in a lot more effort to make this year's nationals super special.

We had a major setback with the NEOC container broken into and all equipment and tools taken. This made for a lot of extra expense and difficulty replacing everything we needed. Many thanks to the lads at Fulton Hogan for the engineering of the special tools required.

The giant Connect-4 style game and ice cream scoop challenge were massive hits, and having the Prime Minister attend and have a go in the 13-ton Hitachi digging and then testing out the new Connect 4 setup on the competition course was really something special.

Branch meetings are going well with guest speakers and good turnouts, which bodes well for new members. The merger with Whanganui has been a good decision for both branches and

attendance has improved significantly. The local market has continued to grow with regards to subdivision work and local authority expenditure has increased. There are quite a few funded shovel-ready projects in the Manawatū area awaiting a start date. And there are still the large projects south of the region ongoing that will require our region's resources and manpower.

The new Manawatū Gorge bypass has started and is hiring local people and contractors with another year before completion date. This bodes well for future work with locals and contractors. Hopefully the Ōtaki to North of Levin bypass will happen this year or early next year. The Hawke's Bay recovery is ongoing and there is ongoing support for this with our members' involvement.

In the next few years the region will continue to see a lift in industry activity from the impact of road investments that will link the region with Wellington and the Hawke's Bay. A major challenge for members is attracting and retaining skilled staff to resource the work coming through.

Another challenge is to find ways to get branch involvement from the larger companies in the region. This is still an ongoing challenge for the branch, although Fulton Hogan has definitely had more input and involvement this year.

Unfortunately, our secretary Maree Keelty has resigned due to a work location shift, and a new secretary/treasurer, Hayley Sellars, has taken the reins. We wish Maree all the best in her new role and look forward to working with Hayley.

# + Wellington Wairarapa.



While the winds of change are blowing, Wellington Wairarapa Branch remains in good health with member numbers, both contractor and associate, increasing during the year.

## The committee retains a mix of representatives

across the company sizes as well as associate representation. The committee and branch are fortunate to have had the ongoing support of Laura Hae Hae as secretary.

Bi-monthly meetings and one-off events, annual awards evening, quiz evening and Regional Excavator Operator Competition have all been well attended and supported.

As referenced above, local market conditions experienced a significant change in the latter part of calendar year 2023 with the substantial reduction of local council funding to Wellington Water resulting in the cancellation of significant three waters infrastructure work. In addition to the above, central and local government projects have also been constrained.

Branch finances are in a very sound position. A surplus was recorded for the year (thanks to sponsor contributions), with the annual awards evening and branch meeting sponsorship being significant contributors.

Branch event highlights of the year were the annual awards evening in July 2023 and the Regional Excavator Operator Competition in February 2024. The awards were sold-out, with the largest attendee numbers ever and with an amazing range of projects entered into the various categories. This was a great event, led by MC Dave Letele.

The branch REOC was held in February 2024 at Brewtown, Upper Hutt. With 15 entrants it was a full-on day, and the change of venue has certainly increased spectator numbers. The planners and managers of the event are to be congratulated for their efforts and the success of the day. The new branch Young Contractors Group gained traction during the year with two well attended meetings.

In general terms, the pressure of staff shortages decreased from the previous year although skilled personnel continue to be in short supply. Cleanfill disposal has become the perennial Wellington/Wairarapa issue. Local and regional council attitudes with respect to the provision of cleanfill sites have changed little if at all during the year. If not for the privately owned/operated T & T Landfill, the Wellington situation would be dire.

The reliability of local council owned sites has declined, with Silverstream cancelling previous approvals to dump as contaminated soil disposal capacity issues have been encountered and confusion over what Kiwi Point will accept. Added to this is the prospect of a lengthened timeframe restricting winter tipping.

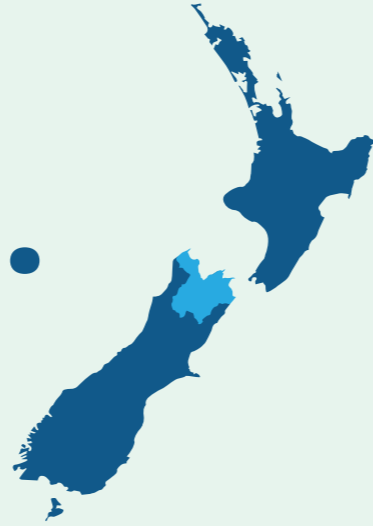
A separate cleanfill working group has been established to promote to local/regional councils the need to address this issue and promote potential solutions.

CCNZ Wellington Wairarapa Branch remains in good heart. The financial situation, membership levels, associate support, executive committee and National Office support are all positives. Through 2024 and into 2025 there will be challenges. While several projects have been deferred recently, more will return. Local and regional council funding issues are creating significant problems with essential infrastructure, and achieving better local government understanding of contractor needs will be a focus in the next 12 months.

Chair: Noel Sulzberger



# + Nelson Marlborough.



The past 12 months have certainly been challenging in the top of the South.

## Changes in Government

have meant funding allocation and projects have been pulled, priorities have changed, and councils have been put on the back foot.

Through the post-Covid boom, people saw opportunity in our region and set up shop or moved into town. There certainly was enough work to go around with low interest rates driving development and Shovel-ready projects coming out of councils.

With the development market slowing down and changes in Government putting a stop to projects as they are reconsidered, there are more contractors in the open market looking for a piece of the seemingly smaller pie.

While the workload out of councils has been steady, it has not been enough to keep our members in this market busy. Often times, contractors may have no council projects on the books and are relying on the private sector and previous relationships to keep busy. A silver lining of sorts has been recovery works from the August 2022 flood event in Nelson. With designs now coming out of the consultants, this has brought projects onto the table and kept some contractors occupied.

With the Three Waters reforms now repealed, it seems this has given councils some direction. They are realising they will have to dig deep to keep funding the aging infrastructure under our streets. We are advocating for them to work with us to bring these projects forward through early contractor involvement processes and direct engagement.

Gravel extraction has become more challenging recently. While at least the slowdown in some areas may be easing the burden slightly, things like seal renewals are still full steam ahead. It's looking like in the future, river gravels will need to be trucked quite some distance which is only going to drive up costs and cause further emissions issues.

With changes in legislation filtering down from Central Government and at least one Council pushing new clean fill guidelines, our Class 3, 4, 5 landfill operators are walking a fine line of risk vs reward with compliance. There are many unknowns around what class of fill is being disposed of at which site.

As a group, our branch is trying to work with councils to come up with a solution for this, but in the short term it appears the only 100% compliant place to dump is our regional Class 1, 2 landfill (and the exorbitant rate that goes with it). We have heard of jobs not going ahead due to the cost.

In terms of branch events, it's fair to say our bi-annual awards was a very successful event and a highlight of the past 12 months after selling out one of the largest venues in our region and gaining the most entries we have ever received. A big thanks to Bruce, Peter, Megan and the rest of the subcommittee for their efforts with this.

Going forward, we would like to focus on bringing members together more often, with casual events they can come along to, listen and learn and have a drink with their peers.

A big thank you to all of our committee members for the contributions they have made to our branch. This is what keeps us progressing, alongside the Strategic Plan set by Head Office.

Chair: Luke Donaldson





# + Canterbury Westland.



Through the latter part of 2023 and into 2024, we've observed a significant decline in project releases in the Canterbury region across both transport and three waters projects.

## There's been considerable

investment from local councils in vertical construction, such as the new Te Kaha Stadium and the Metro Sports recreation centre.

This shift has raised concerns about the survival of small businesses and the possibility of upcoming restructures. We have promptly communicated these concerns through our council sub-committees, hoping for some emergency works to support the construction sector.

Despite the decrease in project releases, there's still strong community support in our region for CCNZ, and our social events continue to see good representation from members.

The branch experienced ups and downs in 2023, but has entered 2024 with strength, buoyed by great ideas from our committee and surveys on how to invest surplus cash into our members. We have a robust committee comprised of business owners and high-level managers, fostering valuable discussions on achievable goals.

The current market conditions are challenging. Some contractors are moving out of the region for better opportunities. However, we anticipate significant projects like the Burnham New Zealand Defence Force upgrade, Halswell Road NZTA upgrade, and Te Kaha surrounding streets, which combined will inject approximately \$130m into the market. We are hopeful for an increase in land development come spring.

Branch financials are strong, and we are projecting another profitable year for FY23/24. This will allow us to reinvest in our young members and offer more free workshops for the region.

Canterbury celebrated another successful year at the national awards, with Isaac Construction winning Category 1 for the Matipo Street rail crossing and Ryan Thom of Utilities Infrastructure NZ being named NZ's Emerging Leader. Additionally, our regional awards night was a huge success, marking our first use of the new convention centre (Te Pae).

The challenge of providing value to our members in exchange for their membership fees has been heightened by financial tightening. Despite welcoming new members last year, we've seen resignations due to budget cuts.

Addressing this, we have discussed offering more free events at our monthly meetings to support all members in the region.

We would appreciate more support in communicating with local authorities to release work to the industry and strengthen our ongoing conversations.

Delays in consents from entities like ECan and the iwi authorities are causing significant pain points for contractors and exacerbating the scarcity of work in the market.

Chair: Harley Haywood



# + Otago.

It's been a busy year for Otago Branch, with great engagement across the region in both Central and Coastal Otago. The past 12 months have been steady in terms of membership.



Chair: Chris Hasler



## Engagement at events is up

across the region and we expect another successful awards night in May will be attended by over 300 people. The coming year will be tough for many, so it's important the committee maintains connection with members to ensure we don't see a significant drop in membership.

The Otago market is a 'tale of two stories'. The first half of FY24 remained positive. There was optimism a steady flow of work would come from both the public and private sector. There has been a noticeable downturn in the second half of the year. It seems many clients are unsure about committing to funding projects. They face the same challenges as contractors. Issues include inflation, the cost of borrowing, finding good people, new housing demand and affordability, material cost increases and uncertainty around central government funding (especially water projects).

The Dunedin Hospital build is underway with demolition complete, ground improvements and site clearance progressing. Indications are this project will boost the Dunedin economy by hundreds of millions of dollars and employ thousands of workers (including local subcontractors) during the four-year build timeline.

The other project of note is the Queenstown Lakes Alliance (Kā Huanui a Tāhuna). Work on the CBD and Brecon Street is complete, and the Lakeview commercial subdivision is due to be completed as I write this. The alliance will now focus on completing the arterial project (scheduled for the end of 2024) and the SH6 improvement projects.

A cooling of the private market in Otago is evident. Developers are struggling to come to terms with the significant cost increases of building infrastructure and the benefit cost ratio for subdivision

work has been eroded somewhat. Now the change in government has been confirmed and Three Waters legislation (in its current form) has been repealed, the pipeline of work for this stream is in flux.

Most local authorities have taken the government's option of delaying Long Term Plans for 12 months (QLDC has delayed by 3 months). Until these are confirmed, the pipeline is uncertain. However, we know networks around the region are non-compliant currently and work will need to be done. It will be interesting to see if councils are brave enough to fund this work through rate rises!

In terms of branch activities, we have had huge support from national and local suppliers. It's been a busy year of events for the Otago Branch with a mix of "Contractors' Catch Ups" (General meetings) and site visits. We have been increasing our social media presence

by posting on our Facebook page more often and are receiving lots of 'likes' on posts.

What has been pleasing is we are seeing a significant increase in attendance to events, including awards, excavator operator competitions, branch meetings, NZTA sessions and social gatherings. With more than 20 members at each event, it's evident connections and networking with other contractors is important to members in the current market.

Otago always faces the challenge of recruiting and retaining regional labour at all levels. This is especially true for Central Otago, where the cost of living is similar to Auckland and wages have not quite caught up. Like the rest of NZ our region is suffering from the availability of rental housing stock, so if contractors do find staff, a lot of times they can't find accommodation.

I expect FY25 to be tough for many of our members, all indications are the pipeline of work will be disrupted and projects delayed as clients come to terms with the increased costs of doing work and the change in policy direction of the new coalition government.

A special thanks to previous Otago Chair Steve Osbourne, who sadly had to resign part way through the year due to personal reasons. Thanks, Steve, for all your time and commitment over the years for the branch.

We would also like to acknowledge our current secretary Anna Pawsey who will resign after the awards in May. Anna is the driving force behind the branch and keeps the committee on task! You will be missed, and we hope your replacement will be as dedicated. Thank you to my fellow Branch committee members for your time, without it we simply could not continue.

# + Southland.

It's 'steady as she goes' in the south for the civils industry. The branch has been busy with some small changes in our structure, leading to a couple more events happening, helping up the engagement of members and our profile with local government.



**Chair: Regan McRandle**



## We're in realatively good health

for a small branch. At our last AGM the branch was put up on the 'blocks' for a minor overhaul after running on flats for last few years post-COVID. We had a mini restructure, reducing the size of our committee and instigating a number of sub-committees.

This has helped to spread the workload and allowed us to run a number of successful events, careers days, technical and social evenings, it's been a good effort from those on the sub-committees and we have received positive feedback from the members who attended. We have had three new members join and lost one. An area we will be concentrating on will be local associates and how we can encourage new ones.

Feedback from members is, 'there is tucker on the plate, a bit in the fridge, but the freezer is empty.' This is mirrored with feedback from the local councils that they will just be undertaking routine maintenance and renewal work. Year to year, there doesn't appear to be much increase in project volume or scale on the horizon, as the councils settle into business as usual without pots of stimulus money... although Great Uncle Shane is back in the hot seat, so this could change!

As a branch, we have started to re-engage with the local councils. We're still finding each other out but getting more positive. We are also encouraging local members and councils to meet. Local councils are struggling with resources to get work out to market, and we believe there is an opportunity for the branch and members to work with councils to help this situation.

Private development is still relatively low in the region, as has been the norm for several years, with a few members scratching out some work. The rural sector helps sustain a healthy market but can fluctuate dramatically on the international markets.

The branch is in a strong financial position with long-term savings maintained and untouched for many years, although we did out-spend our income last year and forecast (-\$9k) this year, this was in part due to the number of events we helped finance, the beer isn't cheap.

Sub-committee events have been well attended. We held a successful Regional Excavator Operator Competition at Southern Field Days.

Consistent flow of tenders and work to the market with a solid pipeline of work. Traffic Management: the Webinars from the steering groups trying to get members on board with the changes, put most to sleep. Appears to still be focusing on the complex jobs. The message needs simplified for it to do better.

Hearing "Road of National Significance" mentioned again is very concerning and will be to all regions outside of the major centres. The regions spent 15 years subsidising these over-budgeted blowouts. We got told they were done, and that Government was going to fund fixing all the roads that got left to rot, now the Government wants to bring them back!

Looking forward, the branch is doing well. Sub-committees are starting to hit their stride, creating a number of events for members. We will continue to engage and strengthen our connection with local government and start to engage with our national government representatives. Thanks to all our members, sponsors, associates, committee, and CCNZ. Together we continue to make great positive change in our industry.

We are looking forward to having the National Conference in Invercargill. If you're coming South, make sure you take some time to see the rest of Southland too!

# + Financial statements.

**Civil Contractors New Zealand  
Incorporated  
Financial statements  
for the year ended 31 March 2024**

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# Independent auditor's report

## To the Members of Civil Contractors New Zealand Incorporated

### Opinion

We have audited the general purpose financial report of Civil Contractors New Zealand Incorporated (the 'Parent') and its subsidiary (together, the 'Group') which comprise the financial statements on pages 6 to 23 and the service performance information on pages 2 to 5. The complete set of financial statements comprise the statement of financial position as at 31 March 2024, the statement of comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying general purpose financial report presents fairly, in all material respects:

- the financial position of Civil Contractors New Zealand Incorporated as at 31 March 2024, and (of) its financial performance,
- and its cash flows for the year then ended; and
- the service performance for the year ended 31 March 2024 in that the service performance information is appropriate and meaningful and prepared in accordance with the entity's measurement bases or evaluation methods

in accordance with Public Benefit Entity Standards Reduced Disclosure Regime (PBE Standards RDR).

### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)) and the audit of the service performance information in accordance with the ISAs (NZ) and New Zealand Auditing Standard (NZ AS) 1 (Revised) *The Audit of Service Performance Information*. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the general purpose financial report section of our report.

We are independent of Civil Contractors New Zealand Incorporated in accordance with Professional and Ethical Standard 1 (Revised) 'Code of ethics for assurance practitioners' issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than our capacity as auditor we have no relationship with, or interests in, Civil Contractors New Zealand Incorporated.

### Responsibilities of Executive Council for the General Purpose Financial Report

Executive Council is responsible on behalf of Civil Contractors New Zealand Incorporated for:

- a) The preparation, and fair presentation of the general purpose financial report and service performance information in accordance with the applicable financial reporting framework;
- b) The selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present service performance information that is appropriate and meaningful in accordance with PBE Standards RDR;

- c) The preparation and fair presentation of service performance information in accordance with the entity's measurement bases or evaluation methods, in accordance with PBE Standards RDR;
- d) The overall presentation, structure and content of the service performance information in accordance with PBE Standards RDR; and
- e) such internal control as Executive Council determine is necessary to enable the preparation of the general purpose financial report and service performance information that are free from material misstatement, whether due to fraud or error.

In preparing the general purpose financial report, Executive Council are responsible for assessing the Civil Contractors New Zealand Incorporated's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Executive Council either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

### Auditor's Responsibilities for the Audit of the General Purpose Financial Report

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole, and the service performance information are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and NZ AS 1 (Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this general purpose financial report.

A further description of the auditor's responsibilities for the audit of the general purpose financial report is located at the XRB's website at

<https://www.xrb.govt.nz/standards/assurance-standards/auditors-responsibilities/audit-report-14/>

This report is made solely to the members of Civil Contractors New Zealand Incorporated. Our audit has been undertaken so that we might state to the members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the members, for our audit work, for this report, or for the opinions we have formed.

Moore Markhams

Moore Markhams Wellington Audit | Qualified Auditors, Wellington, New Zealand  
24 July 2024

**Statement of Service Performance**

Note: this year's Statement of Service Performance has been amended to match the updated CCNZ Strategic Plan, which was ratified at the Annual General Meeting in August 2023. The previous strategies are noted below against last year's outcomes.

**Why we exist.**

**Our vision:** Quality people delivering quality infrastructure in a safe and sustainable industry.

**Our mission:** To promote a trusted and sustainable civil construction industry.

**Our values:** Trusted; Professional; Reliable; Collaborative.

**Our strategies:**

**Provide proactive industry leadership to support a successful and sustainable NZ civil construction industry**

(Measured against 22-23 objective: 'Provide proactive industry leadership'.)

Year ended 31 March 2024	Year ended 31 March 2023
<ul style="list-style-type: none"> <li>Led contractor feedback on review of NZS3910, with two representatives on the review panel, informed by a contractor committee, providing input into review of NZ's standard construction contracts. The standard contract was revised, with the new version released in November 2023</li> <li>Worked with construction industry associations to articulate the role of Workforce Development Councils to incoming coalition government, resulting in retention of WDCs.</li> <li>Advocacy on:                             <ul style="list-style-type: none"> <li>Government Policy Statement for Land Transport structure and investment</li> </ul> </li> <li>Significant engagement and input around RMA reform, including fast-track process and need to look at projects as part of their regions</li> <li>Improving immigration pathway to bring in migrant civil construction workers.</li> <li>Led contractor feedback on National Engineering Design Standards for water construction</li> </ul>	<ul style="list-style-type: none"> <li>Active participation in review of NZS3910.</li> <li>Worked with other industry association CEOs to develop an attraction campaign to encourage workers to come to NZ.</li> <li>Advocacy on:                             <ul style="list-style-type: none"> <li>need for increased capital and maintenance investment in roads.</li> <li>continued investment on water assets during the Three Waters transition.</li> <li>Response to floods and cyclones with Emergency Management, Civil Defence, Local authorities.</li> </ul> </li> <li>Improving immigration pathway to bring in migrant civil construction workers, resulting in residence pathways.</li> </ul>

<ul style="list-style-type: none"> <li>Initiated development of a civil construction career roadmap</li> </ul>	
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**Be recognised as the primary voice for our NZ civil construction industry members**

(22-23 objectives: 'Work with asset owners' and 'Raise the positive profile of the industry and CCNZ')

Year ended 31 March 2024	Year ended 31 March 2023
<ul style="list-style-type: none"> <li>544 Contractor members</li> <li>291 Associate members</li> <li>Construction Industry Survey shared with members, industry stakeholders and decision makers in central and local government</li> <li>83% of survey respondents rated CCNZ membership as valuable (38%), very valuable (34%), or extremely valuable (11%)</li> <li>Initiated project to archive and map out the organisation's 80 years of history</li> <li>Increased media recognition of CCNZ CablePrice National Excavator Operator Competition, with attendance from Prime Minister and publication in at least 35 national and regional news media articles, radio reports and television appearances</li> <li>Presented briefing to incoming government on the state and needs of the civil construction industry, met with relevant ministers and opposition parliamentarians</li> </ul>	<ul style="list-style-type: none"> <li>480 Contractor members</li> <li>281 Associate members</li> <li>Construction Industry Survey shared with members, industry stakeholders and decision makers in central and local government</li> <li>80% of survey respondents rated CCNZ membership as valuable (29%), very valuable (34%), or extremely valuable (17%)</li> <li>Increased media coverage and recognition of CCNZ CablePrice National Excavator Operator Competition, with publication in at least 33 national and regional news media articles, radio reports and television appearances</li> </ul>

**Support a healthy and safe industry to lift accessibility, quality and capability of safe work practices and workplace wellbeing initiatives**

(22-23: 'Support a healthy and safe industry, including promoting the CCNZ healthy industry statement'.)

Year ended 31 March 2024	Year ended 31 March 2023
<ul style="list-style-type: none"> <li>Worked on Enforceable Undertaking with members to create TTM Practice</li> </ul>	<ul style="list-style-type: none"> <li>Work with government, Infrastructure Commission, Construction Sector</li> </ul>



<p>Note: <i>Protecting Vulnerable Road Users Around Work Sites</i>, presented at 2024 TTM Roadshows</p> <ul style="list-style-type: none"> <li>• Advocated for fair allocation of work under the Three Waters reforms.</li> <li>• Continued to support and promote MATES in Construction.</li> <li>• Number of Civil Trade certifications increased by 15% to 931.</li> <li>• A 42.5% increase in CCNZ Group Health Plan policies, which now has 503 active policies (up from 353)</li> <li>• Trade discounts to members via the n3 card scheme reduced to \$4.95m, despite spend increasing from \$12.5m to \$13.6m</li> <li>• Z fuel discounts totalled \$262,125 from \$5,517,605 spend</li> <li>• Scoped business support package to support CCNZ members, including expanding member benefits to include financial advice, immigration support and business mentoring</li> </ul>	<p>Accord, and asset owners on having confidence in a future pipeline.</p> <ul style="list-style-type: none"> <li>• Advocated for fair allocation of work under the Three Waters reforms.</li> <li>• Input into review of government procurement practices.</li> <li>• Continued to support and promote MATES in Construction.</li> <li>• Number of Civil Trade certifications increased by 9% to 813.</li> <li>• \$5.3m in trade discounts to members via the n3 card scheme (\$12.5m spend).</li> </ul>
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**Promote and roll out a sustainability framework to our members and to external stakeholders as the benchmark standards for our industry**

**(22-23: 'Promote sustainability and environmental excellence'.)**

Year ended 31 March 2024	Year ended 31 March 2023
<ul style="list-style-type: none"> <li>• Designed prototype 'Trackr' tool for subcontractors to measure and report on project carbon emissions</li> <li>• Launched bi-monthly 'CCNZ Sustainability Series' webinars, with an initial two webinars presented.</li> </ul>	<ul style="list-style-type: none"> <li>• Promoted CCNZ Environmental Guide</li> </ul>

**Continue to engage with our members through increased collaboration and information sharing**

**(22-23: 'Engage with members', and 'Promote diversity, inclusion, and fun'.)**

Year ended 31 March 2024	Year ended 31 March 2023
<ul style="list-style-type: none"> <li>• 25% increase in CCNZ website visits to 90,573 visits (from 54,147 visitors).</li> <li>• Total across all CCNZ sites (including EPIC and Civil Trades) was 116,687 visits from 74,862 users.</li> <li>• CCNZ mailing list grew to 6,177 (24% increase).</li> <li>• Increased branch outreach using social media, email and regional newsletters</li> <li>• Monthly columns in Contractor and LG magazines.</li> <li>• 29 media releases.</li> <li>• CCNZ comments featured in more than 100 news media stories</li> <li>• Hirepool Excellence Awards with 32 finalists from 50 project entries.</li> <li>• Regional Manager, Chief Executive, President attendance at branch meetings.</li> <li>• CCNZ conference in Auckland – 1069 delegates registered for conference and social functions.</li> <li>• Average fortnightly Civil Talk newsletter fortnightly readership 2,424 people (38% increase).</li> <li>• Presented webinars on relevant industry changes, including retentions, 3910 contract review and more</li> <li>• Increased attendance at branch meetings and awards</li> </ul>	<ul style="list-style-type: none"> <li>• 10% increase in CCNZ website visits to 72,141 visits (from 45,877 visitors).</li> <li>• Total across all CCNZ sites (including EPIC and Civil Trades) was 95,871 visits from 65,418 users.</li> <li>• Social media followers grew by 34% to 17,500.</li> <li>• CCNZ mailing list grew to 4,972.</li> <li>• Monthly columns in Contractor and LG magazines.</li> <li>• 29 media releases.</li> <li>• Hirepool Excellence Awards with 32 finalists from 46 project entries.</li> <li>• Full programme of regional and national excavator operator competitions returned after pandemic restrictions</li> <li>• Leadership awards to encourage and reward emerging leaders.</li> <li>• Young contractor group established in Auckland.</li> <li>• Regional Manager, Chief Executive, President attendance at branch meetings.</li> <li>• CCNZ - HIANZ joint conference in Christchurch – 817 delegates.</li> <li>• Average fortnightly Civil Talk newsletter readership 1,749 people.</li> </ul>



Civil Contractors New Zealand Incorporated  
Statement of comprehensive income  
For the year ended 31 March 2024

Notes	Group		Parent		
	2024 \$	2023 \$	2024 \$	2023 \$	
Revenue	4	5,978,376	5,714,307	4,640,477	4,477,279
Publishing related expenses		(690,000)	(607,212)	-	-
Depreciation & amortisation	5	(22,000)	(40,129)	(19,377)	(34,711)
Loss on disposal of property, plant and equipment		-	(1,156)	-	(1,156)
Other expenses	5	(4,947,409)	(4,789,705)	(4,453,327)	(4,301,841)
Finance income (costs) - net	6	177,639	66,668	154,840	61,172
<b>Surplus before income tax</b>		<b>496,606</b>	<b>342,773</b>	<b>322,613</b>	<b>200,743</b>
Income tax expense	7	(73,176)	(60,234)	-	-
<b>Surplus from continuing operations</b>		<b>423,430</b>	<b>282,539</b>	<b>322,613</b>	<b>200,743</b>
<b>Surplus is attributable to:</b>					
Equity holders of Civil Contractors New Zealand Incorporated	16	392,908	255,366		
Surplus attributable to non-controlling interest		30,522	27,173		
		<b>423,430</b>	<b>282,539</b>		
<b>Total comprehensive revenue and expenses for the year is attributable to:</b>					
Equity holders of Civil Contractors New Zealand Incorporated	16	392,908	255,366		
Surplus attributable to non-controlling interest		30,522	27,173		
		<b>423,430</b>	<b>282,539</b>		

For and on behalf of the Board.



President

Date: 24/07/2024



Chief Executive Officer

Date: 24/07/2024

The above statement of comprehensive income should be read in conjunction with the attached notes.

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Civil Contractors New Zealand Incorporated  
Statement of changes in equity  
For the year ended 31 March 2024

Group	Reserves	Retained earnings	Non-controlling interest	Total equity
	\$	\$	\$	\$
<b>Balance as at 1 April 2022</b>	417,584	2,745,736	87,678	3,250,998
Surplus for the year	-	255,366	27,173	282,539
Dividends paid	-	-	(16,200)	(16,200)
<b>Balance as at 31 March 2023</b>	<b>417,584</b>	<b>3,001,102</b>	<b>98,651</b>	<b>3,517,337</b>
<b>Balance as at 1 April 2023</b>	417,584	3,001,102	98,651	3,517,337
Surplus for the year	-	392,908	30,522	423,430
Dividends paid	-	-	(16,200)	(16,200)
<b>Balance as at 31 March 2024</b>	<b>417,584</b>	<b>3,394,010</b>	<b>112,973</b>	<b>3,924,567</b>
<b>Parent</b>	<b>Reserves</b>	<b>Retained earnings</b>	<b>Total equity</b>	
	\$	\$	\$	
<b>Balance at 1 April 2022</b>	417,584	2,339,028	2,756,612	
Surplus for the year	-	200,743	200,743	
<b>Balance as at 31 March 2023</b>	<b>417,584</b>	<b>2,539,771</b>	<b>2,957,355</b>	
<b>Balance as at 1 April 2023</b>	417,584	2,539,771	2,957,355	
Surplus for the year	-	322,613	322,613	
<b>Balance as at 31 March 2024</b>	<b>417,584</b>	<b>2,862,384</b>	<b>3,279,968</b>	

Total recognised income and expense for the year is attributable to:

Notes	Group		Parent		
	2024 \$	2023 \$	2024 \$	2023 \$	
Members of Civil Contractors New Zealand Incorporated	16	392,908	255,366	322,613	200,743
Non-controlling interest		30,522	27,173	-	-
		<b>423,430</b>	<b>282,539</b>	<b>322,613</b>	<b>200,743</b>

The above statement of changes in equity should be read in conjunction with the accompanying notes.

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Civil Contractors New Zealand Incorporated  
Balance sheet  
As at 31 March 2024

Notes	Group		Parent		
	2024 \$	2023 \$	2024 \$	2023 \$	
<b>ASSETS</b>					
<b>Current assets</b>					
Cash and cash equivalents	8	1,141,806	1,008,613	808,121	779,228
Trade and other receivables from exchange transactions	9	485,221	414,110	274,185	203,086
Inventories		8,093	9,802	8,093	9,802
Current tax receivables		5,600	5,600	5,600	5,800
Term deposits		2,092,632	1,811,818	1,792,632	1,471,818
Conference prepayments		1,187	22,042	1,187	22,042
		<u>3,734,539</u>	<u>3,271,985</u>	<u>2,889,818</u>	<u>2,491,576</u>
Non-current assets classified as held for sale	10	888,415	888,415	888,415	888,415
Total current assets		<u>4,622,954</u>	<u>4,160,400</u>	<u>3,778,233</u>	<u>3,379,991</u>
<b>Non-current assets</b>					
Property, plant and equipment	11	33,319	26,341	28,955	18,981
Intangible assets	12	44,750	51,263	24,760	31,263
Shares in Contrafed		-	-	22,400	22,400
Deferred tax assets	13	18,978	18,276	-	-
Total non-current assets		<u>97,047</u>	<u>95,880</u>	<u>76,105</u>	<u>72,644</u>
<b>Total assets</b>		<u>4,720,001</u>	<u>4,256,280</u>	<u>3,854,338</u>	<u>3,452,635</u>
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
Trade and other payables	14	504,827	551,750	340,287	371,720
Current tax payables		15,249	26,636	-	-
Deposit received	10	208,000	108,000	208,000	108,000
Income in advance		67,358	42,557	26,083	15,560
Total current liabilities		<u>795,434</u>	<u>738,943</u>	<u>574,370</u>	<u>495,280</u>
<b>Total liabilities</b>		<u>795,434</u>	<u>738,943</u>	<u>574,370</u>	<u>495,280</u>
<b>Net assets</b>		<u>3,924,567</u>	<u>3,517,337</u>	<u>3,279,968</u>	<u>2,957,355</u>
<b>EQUITY</b>					
Reserves	15(a)	417,584	417,584	417,584	417,584
Retained earnings	15(b)	3,394,010	3,001,102	2,862,384	2,539,771
		<u>3,811,594</u>	<u>3,418,686</u>	<u>3,279,968</u>	<u>2,957,355</u>
Non-controlling interest		112,973	98,651	-	-
<b>Total equity</b>		<u>3,924,567</u>	<u>3,517,337</u>	<u>3,279,968</u>	<u>2,957,355</u>

The above balance sheet should be read in conjunction with the accompanying notes.

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Civil Contractors New Zealand Incorporated  
Statement of cash flows  
For the year ended 31 March 2024

Notes	Group		Parent		
	2024 \$	2023 \$	2024 \$	2023 \$	
<b>Cash flows from operating activities</b>					
Receipts from customers		5,941,954	5,349,222	4,509,838	4,063,009
Payments to suppliers and employees		(5,684,712)	(5,249,708)	(4,470,457)	(4,184,562)
Interest received		177,797	66,687	154,840	61,172
Income taxes paid		(85,265)	(80,211)	-	-
Net GST received (paid)		2,935	(34,421)	(2,316)	(35,872)
Interest paid		(158)	(19)	-	-
<b>Net cash inflow/(outflow) from operating activities</b>		<u>352,551</u>	<u>51,550</u>	<u>191,905</u>	<u>(96,253)</u>
<b>Cash flows from investing activities</b>					
Payments for property, plant and equipment	11	(16,772)	(10,792)	(16,772)	(10,792)
Payments for purchase of investments		(280,814)	(613,797)	(320,814)	(413,797)
Payments for intangible assets	12	(6,066)	-	(6,066)	-
Dividends received		494	400	80,640	80,640
Deposit received		100,000	108,000	100,000	108,000
<b>Net cash outflow from investing activities</b>		<u>(203,158)</u>	<u>(516,189)</u>	<u>(163,012)</u>	<u>(235,949)</u>
<b>Cash flows from financing activities</b>					
Dividends paid		(16,200)	(16,200)	-	-
<b>Net cash outflow from financing activities</b>		<u>(16,200)</u>	<u>(16,200)</u>	<u>-</u>	<u>-</u>
<b>Net increase in cash and cash equivalents</b>		<u>133,193</u>	<u>(480,839)</u>	<u>28,893</u>	<u>(332,202)</u>
Cash and cash equivalents at the beginning of the financial year		1,008,613	1,489,452	779,228	1,111,430
<b>Cash and cash equivalents at end of year</b>	8	<u>1,141,806</u>	<u>1,008,613</u>	<u>808,121</u>	<u>779,228</u>

The above statement of cash flows should be read in conjunction with the accompanying notes.

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## 1 Summary of significant accounting policies

Civil Contractors New Zealand Incorporated (the Parent) and its subsidiary, Contrafed Publishing Co Limited, (together the Group) is an Incorporated Society.

### (a) Basis of preparation

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the periods presented, unless otherwise stated.

#### Entity reporting

The financial statements for the Parent are for Civil Contractors New Zealand Incorporated as a separate legal entity.

The consolidated financial statements for the Group are for the economic entity comprising Civil Contractors New Zealand Incorporated and its subsidiary, Contrafed Publishing Co Limited. Control exists due to Civil Contractors New Zealand Incorporated being a majority shareholder.

#### Statutory base

Civil Contractors New Zealand Incorporated was incorporated under the Incorporated Societies Act 1908 on the 15th of August 1944.

The financial statements have been prepared in accordance with the requirements of the Incorporated Societies Act 1908.

The financial statements of the Parent and Group have been prepared in accordance with Tier 2 PBE Standards and disclosure concessions have been applied. The Group is eligible to report in accordance with Tier 2 PBE Standards because it does not have public accountability and it is not large.

Civil Contractors New Zealand Incorporated defines itself as a not for profit entity.

#### Method of consolidation

The Group financial statements consolidate the financial statements of subsidiaries using the purchase method. Subsidiaries are entities that are controlled, either directly or indirectly, by the Parent. All material transactions between subsidiaries or between the Parent and subsidiaries are eliminated on consolidation.

#### Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets as identified in specific accounting policies below.

#### Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which each of the entities operate ('the functional currency'). The consolidated financial statements are presented in New Zealand dollars (\$), which is the Parent and Group's functional and presentation currency, rounded to the nearest dollar.

### (b) Revenue recognition

#### Exchange transactions

Revenue comprises the amounts received and receivable for goods and services supplied to customers in the ordinary course of business. Membership subscriptions are recognised in the year of membership to which those subscriptions relate. Membership resignations received within 3 months of balance date are not recognised as revenue. For resignations after 3 months unpaid subscriptions are recognised as bad debts. Interest income is accounted for as earned. Rental income is accounted for as earned.

#### Non-exchange transactions

Non-exchange transactions are recognised when the payment is received and when the amount can be reliably measured.

#### Income in advance

Membership subscriptions relating to the following financial year and invoiced before balance date are recorded as income in advance in the financial statements.

## 1 Summary of significant accounting policies (continued)

### (c) Income tax

The income tax expense or revenue for the period is the total of the current income tax charge or credit based on the national income tax rate for each jurisdiction plus/minus any prior years' under/over provisions, plus/minus movements in the deferred tax balance except where the movement in deferred tax is attributable to a movement in reserves.

Movements in deferred tax are attributable to temporary differences between the tax base of assets and liabilities and their carrying amounts in the financial statements and any unused tax losses or credits. Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to apply when the assets are recovered or liabilities are settled, based on those tax rates which are enacted or substantively enacted. An exception is made for certain temporary differences arising from the initial recognition of an asset or a liability. No deferred tax asset or liability is recognised in relation to these temporary differences if they arose in a transaction, other than a business combination, that at the time of the transaction did not affect either accounting profit or loss or taxable profit or loss.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only to the extent that it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Income tax for the Parent is calculated using the principle of mutuality, whereby income received from members (i.e. subscriptions) are not taxable, while any associated expenses are not deductible. The allocation of expenses is based on an average of employee time spent on each income-earning activity.

### (d) Goods and services tax (GST)

The profit and loss component of the statement of comprehensive income has been prepared so that all components are stated exclusive of GST. All items in the balance sheet are stated net of GST, with the exception of receivables and payables, which include GST invoiced.

### (e) Leases

#### (i) Finance leases

Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased asset and the present value of the minimum lease payments. Each lease payment is allocated between the liability and finance charges so as to achieve a constant rate on the finance balance outstanding.

#### (ii) Operating leases

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases.

### (f) Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts.

### (g) Trade and other receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for doubtful debts.

### (h) Inventories

Inventories are stated at the lower of cost and net realisable value. Cost comprises direct materials and where applicable, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity. Cost is determined on a first in, first out basis and in the case of manufactured goods, includes direct materials, labour and production overheads. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

## 1 Summary of significant accounting policies (continued)

### (i) Non-current assets held for sale

Non-current assets (or disposal groups) are classified as assets held for sale when their carrying amount is to be recovered principally through a sale transaction and a sale is considered highly probable. They are stated at the lower of carrying amount and fair value less costs to sell. They are measured at the lower of their carrying amount and fair value less costs to sell, except for assets such as deferred tax assets, assets arising from employee benefits, financial assets and investment property that are carried at fair value and contractual rights under insurance contracts, which are specifically exempt from this requirement.

Non-current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as held for sale. Interest and other expenses attributable to the liabilities of a disposal group classified as held for sale continue to be recognised.

Non-current assets classified as held for sale and the assets of a disposal group classified as held for sale are presented separately from the other assets in the balance sheet. The liabilities of a disposal group classified as held for sale are presented separately from other liabilities in the balance sheet.

### (j) Financial instruments

#### (i) Classification

The Parent and Group classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through other comprehensive income, or through surplus or deficit) and
- those to be measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in surplus or deficit or OCI. For investments in equity instruments that are not held for trading, this will depend on whether the group has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

#### (ii) Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade date, being the date on which the Parent and Group commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Parent and Group has transferred substantially all the risks and rewards of ownership.

#### (iii) Measurement

At initial recognition, the Parent Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through surplus or deficit (FVSD), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVSD are expensed in surplus or deficit.

#### Debt instruments

Subsequent measurement of debt instruments depends on the Parent's and Group's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the Parent and Group classifies its debt instruments:

- **Amortised cost:** Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. A gain or loss on a debt investment that is subsequently measured at amortised cost and is not part of a hedging relationship is recognised in profit or loss when the asset is derecognised or impaired. Interest income from these financial assets is included in finance income using the effective interest rate method.



## 1 Summary of significant accounting policies (continued)

### (j) Financial instruments (continued)

#### (iv) Impairment

The Parent and Group assesses on a forward looking basis the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables, the Parent and Group applies the simplified approach permitted by PBE IPSAS 41, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

### (k) Property, plant and equipment

All property, plant and equipment is stated at historical cost less depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains/losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All costs are charged to the profit and loss component of the statement of comprehensive income during the financial period in which they are incurred.

The depreciation rates are as follows:

Furniture, fittings and office equipment	18.0 - 67.0%
Computer equipment	33.0 - 50.0%

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the profit and loss component of the statement of comprehensive income.

#### Revaluations

Civil Contractors New Zealand Incorporated's accounting policy was to revalue land and buildings every five years. It has been concluded that the continual revaluation of the land and buildings cannot be justified for cost-benefit reasons. The land and buildings were last revalued in December 2004. Since then Civil Contractors New Zealand Incorporated has been applying modified historical cost.

### (l) Intangible assets

Goodwill represents the excess of the purchase consideration over the fair value of net assets, acquired at the time of acquisition. Goodwill is tested annually for impairment. Brand names are recognised at cost. They are regarded as having indefinite useful lives as there is no foreseeable limit to the period they are expected to be useful. Brand names are tested annually for impairment.

Separately acquired trademarks are shown at historical cost. They are regarded as having an indefinite useful life and are tested annually for impairment.

Website costs are capitalised on the basis of the costs incurred to acquire and bring to use the website. These costs are amortised over their estimated useful life of 4 years.

### (m) Changes in accounting policies

There have been no significant changes in accounting policies during the current year. Accounting policies have been applied on a basis consistent with prior year.



## 2 Critical accounting estimates and judgements

### Critical accounting estimates and assumptions

The Group makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

#### Deferred tax asset on carried forward tax losses

The Group and Parent have tax losses carried forward of \$322,179 (2023: \$229,751). Deferred tax has only been recognised on these losses up to the value of the deferred tax liabilities of the Parent on the basis that it is not probable the remaining losses will be utilised against future taxable income. As a result, there is an unrecognised deferred tax asset of \$90,210 (2023: \$64,301) in relation to unused tax losses, see notes 7 and 13.

## 3 Financial instruments

### Financial instruments by category

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
<b>Financial assets at amortised cost</b>				
Cash and cash equivalents	1,141,806	1,008,613	808,121	779,228
Trade and other receivables	430,462	339,869	226,322	135,936
Term deposits	2,092,632	1,811,818	1,792,632	1,471,818
	<u>3,664,900</u>	<u>3,160,300</u>	<u>2,827,075</u>	<u>2,386,982</u>
<b>Financial liabilities at amortised cost</b>				
Trade and other payables	330,018	425,811	226,841	294,807
Deposit received	208,000	108,000	208,000	108,000
	<u>538,018</u>	<u>533,811</u>	<u>434,841</u>	<u>402,807</u>

## 4 Revenue

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
<i>Exchange revenue</i>				
Services	544,429	492,760	209,366	179,396
NEOC/REOC income	143,407	102,085	143,407	102,085
Sponsorship	329,178	298,083	329,178	298,083
Subscriptions income	2,413,666	2,209,670	2,413,666	2,209,670
Functions income	593,103	540,092	593,103	540,092
Awards income	43,826	39,050	43,826	39,050
Advertising income	1,082,921	1,003,729	-	-
Trade certification income	44,500	66,774	44,500	66,774
Conference income	713,993	950,510	713,993	950,510
Sundry income	68,859	11,154	68,798	10,979
Dividends	494	400	80,640	80,640
	<u>5,978,376</u>	<u>5,714,307</u>	<u>4,640,477</u>	<u>4,477,279</u>



## 5 Expenses

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
<i>Depreciation (note 11)</i>				
Land and buildings	-	7,560	-	7,560
Fixtures and fittings and office equipment	4,728	10,977	2,105	5,559
Computer equipment	4,693	7,692	4,693	7,692
Total depreciation	<u>9,421</u>	<u>26,229</u>	<u>6,798</u>	<u>20,811</u>
<i>Amortisation (note 12)</i>				
Website & software	12,579	13,900	12,579	13,900
Total depreciation and amortisation	<u>22,000</u>	<u>40,129</u>	<u>19,377</u>	<u>34,711</u>
Accident compensation levy	3,090	2,775	1,905	1,773
Accounting fees	159,351	132,799	141,248	116,729
Advertising & promotion	42,599	35,435	40,265	25,674
Audit fees	29,884	40,586	24,000	24,000
Award costs	23,376	30,223	23,376	30,223
Bad debts	69,609	73,327	69,609	72,762
Bank fees & interest	6,601	6,767	5,850	6,293
Branch meeting expenses	146,897	95,603	146,897	95,603
Careers promotion	81,244	68,550	81,244	68,550
CEO expenses	13,814	20,578	13,814	20,578
Conference expenses	693,209	830,301	693,209	830,301
Contracted subscriptions	-	-	48,705	46,969
Council costs	54,157	42,228	54,157	42,228
Entertainment	2,443	1,819	-	-
Fringe benefit tax	38,226	34,998	38,226	34,998
Functions	675,590	640,813	675,590	640,813
General expenses	48,135	42,429	23,327	21,968
Hire of plant & equipment	5,022	5,222	-	-
Industry liaison	73,220	38,836	73,220	38,836
Industry projects	260	28,261	260	28,261
Insurance	52,716	41,621	43,931	31,739
IT costs	45,218	41,469	22,071	21,948
Kiwisaver employer contributions	35,446	33,893	35,446	33,893
Legal & consulting fees	23,375	28,685	23,375	27,393
N3 Benefits purchases	27,500	25,000	27,500	25,000
NEOC/REOC expenses	203,917	149,158	208,222	149,158
Office equipment & maintenance	34,097	36,495	33,424	35,759
Postage & couriers	14,256	6,714	10,960	3,935
Power & utilities	52,815	44,867	49,778	42,276
Printing & stationery	1,274	10,262	-	7,798
Publication costs	18,992	18,568	18,992	18,568
Regional and technical manager expenses	147,080	163,608	147,080	163,608
Rent	48,925	48,806	-	-
Roadshow expenses	54,599	27,498	54,599	27,498
Salaries	1,754,901	1,639,205	1,402,438	1,310,628
Sponsorship	39,143	54,695	39,143	54,695
Staff training & recruitment	47,757	86,405	44,982	84,111
Subscriptions	46,495	45,689	36,244	30,936
Telephone & internet	18,215	19,305	11,720	12,324
Trade certification expenses	47,200	46,542	47,200	46,542
Travel & accommodation	10,174	10,150	-	-
Website maintenance	20,919	16,927	5,652	4,880
Workforce development	35,668	22,593	35,668	22,593
	<u>4,947,409</u>	<u>4,789,705</u>	<u>4,453,327</u>	<u>4,301,841</u>



## 6 Finance (income) costs - net

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
<b>Finance costs</b>				
Interest expenses	158	19	-	-
Total finance costs	158	19	-	-
<b>Finance income</b>				
Interest income	(177,797)	(66,687)	(154,840)	(61,172)
Total finance income	(177,797)	(66,687)	(154,840)	(61,172)
Net finance (income) costs	(177,639)	(66,668)	(154,840)	(61,172)

## 7 Income tax expense

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
<b>(a) Income tax expense</b>				
Current tax	73,878	73,662	-	-
Deferred tax (note 13)	(702)	(13,428)	-	-
<b>Income tax expense</b>	73,176	60,234	-	-
<b>(b) Numerical reconciliation of income tax expense to prima facie tax payable</b>				
Surplus before income tax expense	496,605	342,773	322,612	200,743
Income tax at 28%	139,049	95,976	90,331	56,208
Less tax effect of permanent differences				
Non assessable income and expenses	(65,873)	(15,665)	(90,331)	(36,124)
Utilisation of tax losses for which no deferred tax asset had been recognised	-	(20,077)	-	(20,084)
<b>Income tax expense</b>	73,176	60,234	-	-
<b>(c) Unrecognised deferred tax balances</b>				
Unused tax losses for which no deferred tax asset has been recognised	90,210	64,293	90,210	64,293
<b>Unrecognised deferred tax balances</b>	90,210	64,293	90,210	64,293

## 8 Cash and cash equivalents

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Bank balances	1,141,806	1,008,613	808,121	779,228
	1,141,806	1,008,613	808,121	779,228

Cash at banks earns interest at floating rates based on daily bank deposit rates. Short-term deposits are made for varying periods, depending on the immediate cash requirements of the Group, and earn interest at the respective short-term deposit rates.

## 9 Trade and other receivables from exchange transactions

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
<b>Trade receivables</b>				
Trade receivables	332,430	305,007	128,290	101,074
Provision for expected credit losses	(28,155)	-	(28,155)	-
	304,275	305,007	100,135	101,074
<b>Prepayments</b>				
Prepayments	49,916	43,559	43,020	36,468
Accrued income	98,032	34,862	98,032	34,862
GST receivable	32,998	30,682	32,998	30,682
	485,221	414,110	274,185	203,086

Receivables are non-interest bearing and are generally on terms from 30 to 90 days. As at 31 March 2024, a provision for expected credit losses of \$28,155 (2023: nil) was recognised. No other receivables were impaired (2023: nil).

See note 20 for further details on the related party receivables.

## 10 Non-current assets classified as held for sale

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Land and buildings	888,415	888,415	888,415	888,415
	888,415	888,415	888,415	888,415

In September 2022, the Parent entered into a sale and purchase agreement to sell the Margan house property for \$4,000,000. A net deposit of \$208,000 (gross \$300,000, less agent commission \$92,000) has been received.

Refer to note 21 for further information.

11 Property, plant and equipment

Group	Land and buildings \$	Fixtures and fittings and office equipment \$	Computer equipment \$	Total \$
<b>At 1 April 2022</b>				
Cost	1,053,333	362,353	199,675	1,615,361
Accumulated depreciation	(164,247)	(329,612)	(189,065)	(682,924)
Net book amount	<u>889,086</u>	<u>32,741</u>	<u>10,610</u>	<u>932,437</u>
<b>At 31 March 2023</b>				
Cost	-	161,264	203,708	364,972
Accumulated depreciation	-	(144,129)	(194,502)	(338,631)
Net book amount	<u>-</u>	<u>17,135</u>	<u>9,206</u>	<u>26,341</u>
<b>Year ended 31 March 2024</b>				
Opening net book amount	-	17,135	9,206	26,341
Additions	-	16,772	-	16,772
Disposals	-	(373)	-	(373)
Depreciation charge (note 5)	-	(4,728)	(4,693)	(9,421)
Closing net book amount	<u>-</u>	<u>28,806</u>	<u>4,513</u>	<u>33,319</u>
<b>At 31 March 2024</b>				
Cost	-	138,171	40,602	178,773
Accumulated depreciation	-	(109,365)	(36,089)	(145,454)
Net book amount	<u>-</u>	<u>28,806</u>	<u>4,513</u>	<u>33,319</u>
Parent	Land and buildings \$	Fixtures and fittings and office equipment \$	Computer equipment \$	Total \$
<b>At 1 April 2022</b>				
Cost	1,053,333	258,257	199,675	1,511,265
Accumulated depreciation	(164,247)	(238,294)	(189,065)	(591,606)
Net book amount	<u>889,086</u>	<u>19,963</u>	<u>10,610</u>	<u>919,659</u>
<b>At 31 March 2023</b>				
Cost	-	57,168	203,708	260,876
Accumulated depreciation	-	(47,393)	(194,502)	(241,895)
Net book amount	<u>-</u>	<u>9,775</u>	<u>9,206</u>	<u>18,981</u>
<b>Year ended 31 March 2024</b>				
Opening net book amount	-	9,775	9,206	18,981
Additions	-	16,772	-	16,772
Depreciation charge (note 5)	-	(2,105)	(4,693)	(6,798)
Closing net book amount	<u>-</u>	<u>24,442</u>	<u>4,513</u>	<u>28,955</u>
<b>At 31 March 2024</b>				
Cost	-	73,939	40,602	114,541
Accumulated depreciation	-	(49,497)	(36,089)	(85,586)
Net book amount	<u>-</u>	<u>24,442</u>	<u>4,513</u>	<u>28,955</u>



12 Intangible assets

Group	Patents and other rights \$	Trademark \$	Website & Software \$	Total \$
<b>At 1 April 2022</b>				
Cost	22,892	16,580	65,002	104,474
Accumulated amortisation and impairment	(2,892)	-	(36,419)	(39,311)
Net book amount	<u>20,000</u>	<u>16,580</u>	<u>28,583</u>	<u>65,163</u>
<b>At 31 March 2023</b>				
Cost	22,892	16,580	65,002	104,474
Accumulated amortisation and impairment	(2,892)	-	(50,319)	(53,211)
Net book amount	<u>20,000</u>	<u>16,580</u>	<u>14,683</u>	<u>51,263</u>
<b>Year ended 31 March 2024</b>				
Opening net book amount	20,000	16,580	14,683	51,263
Additions	-	-	6,066	6,066
Amortisation charge (note 5)	-	-	(12,579)	(12,579)
Closing net book amount	<u>20,000</u>	<u>16,580</u>	<u>8,170</u>	<u>44,750</u>
<b>At 31 March 2024</b>				
Cost	22,892	16,580	71,068	110,540
Accumulated amortisation and impairment	(2,892)	-	(62,898)	(65,790)
Net book amount	<u>20,000</u>	<u>16,580</u>	<u>8,170</u>	<u>44,750</u>
Parent	Patents and other rights \$	Trademark \$	Website & Software \$	Total \$
<b>At 1 April 2022</b>				
Cost	-	16,580	65,002	81,582
Accumulated amortisation and impairment	-	-	(36,419)	(36,419)
Net book amount	<u>-</u>	<u>16,580</u>	<u>28,583</u>	<u>45,163</u>
<b>At 31 March 2023</b>				
Cost	-	16,580	65,002	81,582
Accumulated amortisation and impairment	-	-	(50,319)	(50,319)
Net book amount	<u>-</u>	<u>16,580</u>	<u>14,683</u>	<u>31,263</u>
<b>Year ended 31 March 2024</b>				
Opening net book amount	-	16,580	14,683	31,263
Additions	-	-	6,066	6,066
Amortisation charge (note 5)	-	-	(12,579)	(12,579)
Closing net book amount	<u>-</u>	<u>16,580</u>	<u>8,170</u>	<u>24,750</u>
<b>At 31 March 2024</b>				
Cost	-	16,580	71,068	87,648
Accumulated amortisation and impairment	-	-	(62,898)	(62,898)
Net book amount	<u>-</u>	<u>16,580</u>	<u>8,170</u>	<u>24,750</u>



13 Deferred tax assets/(liabilities)

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
The balance comprises temporary differences attributable to:				
Non-current assets classified as held for sale	(6,396)	(5,305)	(6,396)	(5,305)
Provisions	25,374	23,552	6,396	5,276
Other	-	29	-	29
Net deferred tax assets/(liabilities)	<u>18,978</u>	<u>18,276</u>	<u>-</u>	<u>-</u>

Movements - Group

	Property, plant and equipment \$	Non-current assets classified as held for sale \$	Provisions \$	Other \$	Total \$
At 1 April 2022 (Charged)/credited to the statement of comprehensive income	(9,732)	-	10,471	4,109	4,848
At 31 March 2023	<u>9,732</u>	<u>(5,305)</u>	<u>13,081</u>	<u>(4,080)</u>	<u>13,428</u>
At 1 April 2023 (Charged)/credited to the statement of comprehensive income	-	(5,305)	23,552	29	18,276
At 31 March 2024	<u>-</u>	<u>(6,396)</u>	<u>25,374</u>	<u>-</u>	<u>18,978</u>

Movements - Parent

	Property, plant and equipment \$	Non-current assets classified as held for sale \$	Provisions \$	Other \$	Total \$
At 1 April 2022 (Charged)/credited to the statement of comprehensive income	(9,732)	-	5,623	4,109	-
At 31 March 2023	<u>9,732</u>	<u>(5,305)</u>	<u>(347)</u>	<u>(4,080)</u>	<u>-</u>
At 1 April 2023 (Charged)/credited to the statement of comprehensive income	-	(5,305)	5,276	29	-
At 31 March 2024	<u>-</u>	<u>(6,396)</u>	<u>6,396</u>	<u>-</u>	<u>-</u>



14 Trade and other payables

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Trade payables	159,075	212,521	106,313	129,508
Employee entitlements	140,679	107,060	113,446	76,913
Accrued expenses	144,622	184,936	99,322	141,990
GST payable	34,130	28,879	-	-
Credit cards	26,321	28,354	21,206	23,311
	<u>504,827</u>	<u>561,750</u>	<u>340,287</u>	<u>371,720</u>

15 Reserves and retained earnings

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
(a) Reserves				
Property, plant and equipment revaluation reserve	417,584	417,584	417,584	417,584
Total reserves	<u>417,584</u>	<u>417,584</u>	<u>417,584</u>	<u>417,584</u>

(b) Retained earnings

Movements in retained earnings were as follows:

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Balance at 1 April	3,001,102	2,745,736	2,539,771	2,339,028
Net surplus for the year	392,908	255,366	322,613	200,743
Balance at 31 March	<u>3,394,010</u>	<u>3,001,102</u>	<u>2,862,384</u>	<u>2,539,771</u>



## 16 Members surplus/(deficit) for the year

	2024 \$	2023 \$
<b>National Office</b>		
Surplus before branch levies	396,127	267,119
Branch levies	(193,474)	(184,902)
National office surplus for the year	202,653	82,217
<b>Branches</b>		
Northland	(5,322)	6,999
Auckland	24,754	34,691
Waikato	21,013	(587)
Bay of Plenty	(8,876)	(4,847)
Hawkes Bay	17,371	12,229
Taranaki	4,774	3,690
Wanganui	-	2,924
Manawatu	(7,912)	14,708
Wellington/Wairarapa	17,844	20,523
Nelson/Marlborough	(5,549)	7,234
Canterbury	53,042	18,303
Otago	(7,111)	(3,675)
Southland	(12,646)	(5,681)
Total branches surplus for the year	91,382	106,511
Net effect of parent consolidation entries	28,577	12,015
<b>Parent surplus for the year</b>	<b>322,612</b>	<b>200,743</b>
<b>Subsidiaries</b>		
Contrafed Publishing Co Limited	255,631	222,670
Total subsidiaries surplus	255,631	222,670
Income tax expense	(73,176)	(60,234)
Surplus attributable to non-controlling interest	(30,522)	(27,173)
Net effect of group consolidation entries	(81,638)	(80,640)
<b>Group members surplus for the year</b>	<b>392,907</b>	<b>255,366</b>

## 17 Contingencies

As at 31 March 2024 the parent entity and Group had no contingent liabilities or assets (2023: nil).

## 18 Commitments

### Operating lease commitments

The Group leases equipment and vehicles. There is no option for renewal or purchase in respect of plant and equipment held by the Parent. Contrafed Publishing Co Limited leases its premises with a right of renewal at the end of the lease term.

	Group		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Within one year	49,044	54,470	36,653	54,470
After one year but not more than five years	19,198	56,503	30,939	56,503
Total	68,242	110,973	67,592	110,973



## 19 Investments

The Parent's investment in subsidiaries comprises shares at cost. Significant subsidiaries comprise:

Name of entity	Principal activities	Interest held by the Parent	
		2024 %	2023 %
Contrafed Publishing Co Limited	Publishing company	83.27	83.27

The reporting date of the Parent and Group is 31 March.

## 20 Related parties

Key management personnel of the Group consist of the CEO and senior management. The total remuneration of key management personnel is set out below:

	2024	2023
Total remuneration	\$423,596	\$474,836
Number of FTE	2	2

During the year, Civil Contractors New Zealand Incorporated have used Dentons Kensington Swan for legal work. Paul Buetow, a legal advisor to the Executive Council of Civil Contractors New Zealand Incorporated is also a partner at Dentons Kensington Swan (an associate member of Civil Contractors New Zealand Incorporated). Total legal fees paid to Dentons Kensington Swan during the year ended 31 March 2024 \$23,050 (2023: \$10,269).

Directors of Civil Contractors New Zealand Incorporated are also members of the society, and Civil Contractors New Zealand Incorporated has received income for the director's firms in the form of subscriptions, sponsorship and other income. All income has been received on an arm's length basis.

### Contrafed Publishing Co Limited (related party of the Parent)

Civil Contractors New Zealand Incorporated owns 22,400 shares (83.27% ownership) in Contrafed Publishing Co Limited (2023: 22,400, 83.27% ownership).

During the 2024 financial year Civil Contractors New Zealand Incorporated purchased subscriptions of \$48,705 (2023: \$46,969) and advertising services of \$39,190 (2023: \$19,032) from Contrafed Publishing Co Limited.

Civil Contractors New Zealand Incorporated has a facility agreement with Contrafed Publishing Co Limited dated 7 September 2009 and is secured by a first ranking General Security Deed of the same date. The term of the loan is that when the subsidiary bank account credit balance exceeds \$250,000, any excess above this amount is repayable to the lender. No interest is payable unless demanded by the lender at twelve months' notice.

## 21 Events occurring after the reporting period

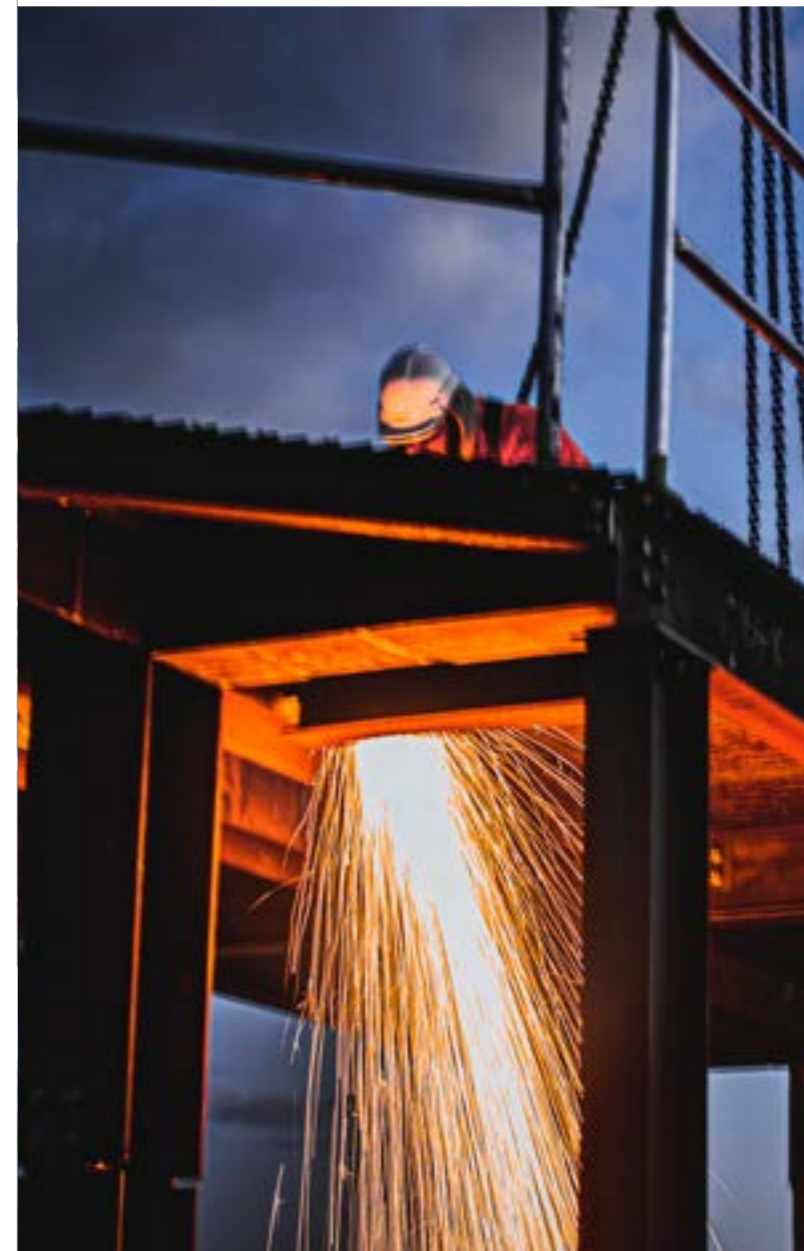
As noted in note 10, Margan House was subject to a Sale and Purchase Agreement dated 27 September 2022, with settlement due 5 May 2023. The purchaser subsequently requested and CCNZ agreed to a number of extensions to the settlement date. Settlement had still not occurred by balance date.

On 3 April 2024, CCNZ gave the purchaser notice that settlement was required by 17 April 2024. As settlement did not occur by that due date, a Property Law Act notice was issued. On 13 May 2024, CCNZ advised the purchaser that, as they had failed to settle in accordance with the notice, CCNZ now cancelled the agreement without prejudice to all its rights and remedies.

There were no other events occurring subsequent to balance date which require adjustment to or disclosure in the financial statements.









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