

Your Industry. Your Network.
Your Advantage.



Building the Future-Ready Pavements Sector*

**AFPA 2025 ACHIEVEMENTS
AND 2026 OUTLOOK**

**The Voice
of Industry***

afpa@asn.au



A YEAR IN REVIEW

A year of purposeful renewal and growth*

2025 has been a landmark year for AfPA. Thanks to the ongoing commitment of our members, volunteers, technical committees, and industry partners, we have strengthened our role as the trusted national voice for flexible pavements.

With a reinforced leadership team, a major national conference that united the sector at scale, and continued progress in technical standards, safety, and sustainability, 2025 has been a year of purposeful renewal and growth. We delivered practical value and ensured members have access to strong support, capability development, and industry advocacy into the future.

Through strong cross-state engagement, growing national collaboration, and a focus on long-term performance, AfPA continues to support a more productive, safer, and more resilient flexible pavements sector.

This report presents summary of the standout highlights of 2025 – the moments, initiatives, and collaborations that made a real difference for our members and the broader industry. Thank you to every member, stakeholder, and partner who contributed to this work. These highlights reflect what our industry can deliver when we work collaboratively.



AfPA 2025

Leadership, Governance and Capability*

2025 saw a critical strengthening of AfPA's leadership and governance, reinforcing our stability and strategic focus.

Tony Aloisio stepped into the role of CEO, a former Chair of AfPA who brings deep industry experience, sector respect, and strategic vision. Peter Curl, CEO of Fulton Hogan Infrastructure Services and a respected industry leader, assumed the position of Board Chair, succeeding Rob McGuire, who stepped down as Chair but remains on the Board. George Panagiotou was elected Deputy Chair, and the Board also welcomed Cameron Nisbett, succeeding Thierry Madelon.

AfPA thanks Rob and Thierry for their outstanding commitment, governance, and service to the Association and industry.

This year, the Board met in Perth for the first time since the COVID-19 pandemic, building strong connections with local members and Main Roads WA to support future collaboration. A highlight of the year was the April Board meeting in Sydney, which included discussions with Jenny Aitchison, Minister for Roads and Regional Transport (NSW), and Matt Fuller, Deputy Secretary for Road Maintenance and Resilience (TfNSW). The meeting, attended by senior industry leaders from Australia and New Zealand, strengthened AfPA's highly collaborative relationship with government and reinforced the Association's role as the trusted voice of the flexible pavements sector.

This year also saw the strategic appointment of new capability within AfPA to ensure our members' voice remains central in every discussion and decision. Mark Horrocks, Director of Membership, Stakeholder Engagement and Communications, was appointed to embed member value, advocacy, and strong representation across AfPA's activities.

Tony Aloisio
Chief Executive Officer

*Addressing delegates at AfPA's 20th
International Pavements Conference, 2025.*

FLAGSHIP INDUSTRY EVENT

20th International Conference – Future Ready Roads*

Held at the Adelaide Convention Centre, the 20th International Conference was a tremendous success, bringing together more than 450 delegates, 50 speakers, and 40 exhibitors for three days of technical exchange, policy insight, and industry alignment.

The program, including technical presentations, research posters, and national forums on Safety

and Sustainability, delivered one of the most comprehensive agendas in the event's history.

Delegates engaged directly with leading practitioners on the sector's defining interconnected challenges: preventative maintenance, pavement performance and resilience, innovation and decarbonisation, digitally enabled delivery, and capability.



Jon Whelan
Chief Executive, South Australian Department for Infrastructure and Transport

Opening address at AfPA's 20th International Pavements Conference, 2025.





FLAGSHIP INDUSTRY EVENT

Keynote contributions reinforced that the sector is ready to accelerate progress, provided policy, procurement, and delivery remain aligned.

Beyond the technical program, events such as the AfPA Young Leaders Forum, the inaugural Bitumen Bolt charity fun run — which raised \$5,000 for the Little Heroes Foundation — and the National Gala Dinner & Awards strengthened networks and showcased industry talent.

Delegates gained access to new research, real-world case studies, and practical tools to support planning, design, and delivery in the year ahead. The two separate forums focused on safety and sustainability were held during the event and were well attended and highly regarded for relevance and fostering meaningful engagement on leading practice among participants.

The conference's success reflects a coordinated, solutions-focused sector committed to sustainable, long-term performance. It sets a clear benchmark for future AfPA conferences, with planning already underway for an even more ambitious 2027 event. Location and date information will be announced early in the new year.



National Proficiency Testing and Quality Assurance*

The National Proficiency Testing Round 2025 was a standout demonstration of AfPA's commitment to technical excellence and industry leadership. Coordinated by Melissa Lyons, Executive Director Technology, the program involved an extraordinary logistical effort, with more than 700 material samples prepared, collected, and distributed to laboratories nationwide to ensure accuracy and timeliness. The AfPA Proficiency Program is a cornerstone of industry confidence, providing independent verification of laboratory performance and material reliability. By reinforcing consistent material quality and testing across contractors and suppliers, it directly supports asset owners in delivering networks that are durable, sustainable, and cost-effective. The program also reflects AfPA's broader role as a credible, authoritative voice that not only develops guidance and specifications but ensures these standards are tested, validated, and embedded across practice nationwide.

Driving Sustainability*

In 2025, AfPA continued to embed sustainability across the sector with an updated Sustainability Framework for Pavements (SF4P) and ongoing development of the Lifecycle Assessment (LCA) and Environmental Product Declaration (EPD) tools. These initiatives support circular-economy practices, life cycle thinking, and measurable performance in asphalt procurement and project delivery. Targeted briefings and webinars accelerated adoption. The tools now help councils, contractors, and producers make evidence-based decisions on recycled content, carbon reduction, and long-term performance, positioning the sector to meet net-zero goals while improving transparency and capability.



Technical Leadership and Innovation*

In 2025, AfPA advanced the sector's technical capability through a wide range of new specifications and guidance material. A key initiative was the release of the Crumb Rubber Modified Dense Graded Asphalt (CRM DGA) Model Specification – Light to Medium Duty Roads, developed with Tyre Stewardship Australia. This specification fills a long-standing gap for local government and lighter-duty networks, enabling councils to confidently adopt crumb rubber-modified asphalt, support circular-economy objectives, and extend pavement life.

More broadly, our technical program delivered tangible outcomes, including the National Proficiency Testing Round 2025, updates to Pavement Work Tips with Austroads, a webinar on emulsion primes, and project reports such as SSROC's Paving the Way with Rubber (Part 2). Together, these initiatives strengthen consistency, capability, and practical guidance across Australia's flexible pavements sector.

National Health & Safety Leadership*

AfPA's National Health & Safety Committee (NHSC), convened by Mark Piorkowski, Executive Director QLD/NT, maintained monthly meetings throughout 2025, advancing critical safety initiatives.

A key achievement was the development of an industry-wide safety data collection tool, with data now populated from major contractors for the 2024/25 financial year, enabling evidence-based identification of trends and patterns. The NHSC coordinated the National Safety Forum delivered at AfPA's 20th International Conference and progressed training package development for exclusion zones and spotters.

A significant focus emerged around the December 2026 change to the Workplace Exposure Limit (WEL) for asphalt fumes. The NHSC established a Fuming Working Group, led by Melissa Lyons, to develop industry understanding of compliance requirements and practical strategies for meeting the new standard, ensuring the sector is prepared for regulatory change while maintaining worker safety as the priority.

Under the leadership of the Committee the development of the data and data collection tool was completed and populated. Through the NHSC common classifications and definitions for the safety data were achieved across Boral, Ventia, Fulton Hogan and Downer which included the development of an agreed AfPA risk matrix equivalency which can be used as a proxy by any member.



AfPA 2025

Engagement, Outreach and Regional Forums*

AfPA's national program of engagement remained a central pillar of our 2025 activities, connecting members, industry partners, and government stakeholders. Regional road forums, industry breakfasts, and state-based events provided practical insights, facilitated knowledge sharing, and strengthened professional networks.



Queensland Strategic Alliance*

Queensland's flexible pavements sector continued to demonstrate national leadership through its Strategic Alliance between industry and the Department of Transport and Main Roads (TMR). This partnership model, now regarded as the benchmark for industry-government collaboration nationally, delivered measurable progress across safety, sustainability, technical innovation, workforce development, and delivery transparency. Key achievements included comprehensive live-traffic incident analysis, successful warm-mix asphalt implementation across more than 225,000 tonnes, technical modernisation through PQI protocols and development of an Employee Value Proposition to support workforce attraction as Queensland prepares for unprecedented infrastructure demand from the \$9b Bruce Highway Programme, 2032 Olympics, and population growth.

Technical Committees*

The National Technology and Leadership Committee (NTLC) focused this year on reinforcing AfPA's technical reputation and credibility. This included engagement across jurisdictions and saw the committee convene in Perth for the first time in over six years. Alongside strong outcomes from all national and state-based Technical Committees, AfPA re-established the Victoria Technical Committee, which convened throughout the year, revitalising state-level technical engagement and creating a direct channel for industry input into AfPA's national work.

The Regional Road Forum*

AfPA education and training led regional gatherings in New South Wales, South Australia, and Victoria. The Regional Road Forum, co-hosted with AustStab, brought together practitioners, councils, and contractors to discuss emerging challenges and solutions for local and state road networks.

AfPA Queensland Branch*

In partnership with the Centre for Pavement Engineering Education, co-hosted the "Resilient, Sustainable, and Future-Ready Roads" forum in Brisbane in March 2025. The event brought together professionals across industry with sessions focused on climate adaptation, sustainable materials, smart infrastructure, and financing innovations for future-ready road networks. The Branch also collaborated with the Local Government Association of Queensland in holding another Regional Forum in Cairns in June 2025 focused on leading practice and building more sustainable and resilient roads networks.

AfPA Golf Days*

Our social and networking program expanded with successful Golf Day events in Queensland, Western Australia, and Victoria. These events reinforced ties across the supply chain in a relaxed, informal setting, strengthening the community fabric and supporting peer networking.



State-Level Engagement Industry Breakfast*

AfPA's South Australia Industry Breakfast, featuring Jeremy Conway, CEO of Infrastructure SA, outlined the state's 20-year infrastructure strategy and future investment trajectory. It provided members with direct insight into pipeline opportunities, helping align planning, resourcing, and proposals with state infrastructure objectives.

In Queensland, AfPA welcomed Kirsty Chessher-Brown, CEO of the Urban Development Institute of Australia (UDIA) Queensland, to share insights on South East Queensland's evolving infrastructure and development landscape. In 2025 Queensland also hosted the Director General (DG) Sally Stannard from the Department of Transport and Main Roads (TMR) once again for her annual "DG's Budget Breakfast" as well as hosted the new TMR Minister The Honourable Brent Mickelberg MP at a small function where he was able to tell Branch Executives about the priorities and key deliverables for his Department.

Workforce Inclusion*

Our commitment to workforce inclusion was reinforced through International Women's Day events across Victoria, New South Wales, Queensland, and South Australia. These gatherings celebrated women, fostered professional networks, and showcased pathways for leadership and skills development.

Across all events, AfPA focused on delivering practical value: insights into best practice, access to technical guidance, and opportunities to influence policy and industry standards.





RECOGNISING EXCELLENCE

National and State Awards★

In 2025, AfPA continued its national series of State Awards dinners (SA, WA, NSW/ACT, VIC, QLD, and TAS), culminating in the National Awards Gala Dinner during our 20th International Conference. Throughout the year, state based winners were honoured for excellence in safety, innovation, project delivery, and leadership.

At the National Gala Dinner in Adelaide, state winners came together for national recognition of outstanding contribution, innovation, and delivery. In addition, AfPA welcomed David Smale as a life time member in recognition of his sustained contribution to the flexible pavements industry.

The program underscores AfPA's commitment to promoting excellence: supporting innovation that reduces environmental impact, worksites that prioritise safety, projects that deliver community benefit, and leaders who advance our industry.

This Australia wide awards tour strengthened our network and reminded members that sustainable, safe, and high quality pavement practice is valued and visible.



A FUTURE-READY INDUSTRY

Training and Capability Building*

2025 was one of AfPA's most successful years for training, with strong attendance across the sector from all states and territories. A highlight was the launch of the Asphalt Paving Essentials Workshop, developed in close collaboration with industry to provide foundational knowledge in asphalt design, construction, and maintenance. The course was specifically designed for engineers, supervisors, technical officers, and sales staff new to the industry, delivering highly relevant, practical, and directly implementable content.

The success of the training program reflects the quality and expertise of the practitioners leading it — professionals and valued members of the AfPA community who bring deep industry experience. Through these initiatives, the Association continues to build technical capability across the shared workforce, ensuring projects meet best-practice standards while supporting career growth and the consistent delivery of durable, safe, and sustainable pavements nationwide.





BIGGER AND BETTER THAN EVER

Thank You – and What's Ahead*

AfPA extends its sincere thanks to every member, partner, volunteer, committee member, and stakeholder who contributed their time, expertise, and passion throughout 2025. Your engagement underpins everything AfPA stands for and enables the sector to continue advancing safely, sustainably, and innovatively.

Looking ahead to 2026, our Association will continue to build on this critical work by:

- Advancing industry readiness for the new Safe Work Australia bitumen fume Workplace Exposure Limit (WEL), coming into effect on 1 December 2026, through monitoring, guidance, and collaborative initiatives to support compliance and worker safety.
- Continuing to strengthen training and education services to industry through delivery of the National Worker on Foot training, the Paving Essentials course, bitumen safety training, and development of a Spray Seal Essentials program, among others.
- Embedding conference outcomes into practical guidance, new courses, and training opportunities.
- Expanding proficiency testing and technical programs to improve quality assurance and industry standards.
- Supporting broader uptake of sustainability frameworks, recycled materials, and circular economy practices through training, demonstration projects, and collaboration with asset owners.
- Growing participation in regional forums and state level technical committees, ensuring all corners of Australia's flexible pavement industry have a voice in shaping best practice and future priorities.

As we enter 2026, AfPA remains committed to delivering tangible value for members, fostering collaboration across the supply chain, and providing leadership that strengthens the sector's performance, capability, and influence nationwide.

We wish the AfPA community a safe and restful holiday season and look forward to supporting our members and advancing Australia's flexible pavements industry in 2026.



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