



ANNUAL REPORT FOR THE YEAR ENDED  
30 SEPTEMBER 2020



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### PICAC CAMPUSES

#### **BRUNSWICK**

UNIT 6/306 ALBERT STREET  
BRUNSWICK VIC 3056

#### **GEELONG**

66 TANNER STREET  
BREAKWATER VIC 3219

#### **NARRE WARREN**

7-11 FULLARD ROAD  
NARRE WARREN VIC 3805

#### **BEENLEIGH**

6 QUINDUS STREET  
BEENLEIGH QLD 4207

**1300 222 727**  
**WWW.PICAC.EDU.AU**





Carmel  
Coate

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FINANCIAL YEAR (FY) 2019-20 WILL BE REMEMBERED AS ONE OF THE MOST EXCITING, AND ONE OF THE MOST CHALLENGING. IT WAS A YEAR IN WHICH THE AUSTRALIAN PLUMBING INDUSTRY, LED BY PICAC, HOSTED HUNDREDS OF MEMBERS OF THE INTERNATIONAL PLUMBING COMMUNITY AT THE HIGHLY SUCCESSFUL WORLD PLUMBING CONFERENCE IN MELBOURNE IN SEPTEMBER OF 2019.

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It was also the year in which a once in a hundred-year pandemic forced the Australian community and the economy into a shutdown, placing enormous financial and emotional strain on many of our partners and all industry participants.

It is testament to the resilience of our sector, and the individuals and the organizations involved, that the Industry has remained operational throughout the COVID-19 crisis. In support of the industry vital training continued to be delivered to ensure we continued to make the essential investments needed for the future.

The first half of the FY delivered three of the most significant highlights in PICAC's decade long history. The first was the World Plumbing Conference in Melbourne in September, which represented the culmination of several years of work by the team at PICAC. The event brought together over 600 industry professionals from more than 20 countries for what was widely regarded as the best conference the World Plumbing Council has held.

Timed to coincide with the Conference, enabling international visitors to attend, was the opening of the state of the art PICAC campus in Narre Warren. PICAC Narre Warren is an awe-inspiring facility and Australia's first Net Zero Energy training facility. It is the product of collaboration between PICAC and IAPMO, a world leader in plumbing and related product testing and standards writing, bringing together under one roof product innovation, testing, and training.

Shortly after the official opening of PICAC Narre Warren in September 2019, Queensland Premier the Honourable Annastacia Palaszczuk MP opened PICAC's newest campus located in Beenleigh in December 2019. 200 industry stakeholders joined the Premier at the opening of the brand new, purpose built, fully industry owned training centre. Strategically located to maximize student access, the new facility will change the training landscape for plumbing and fire protection in Queensland.

Since the COVID-19 outbreak, every part of the economy, including our sector has had to adjust to new ways of doing things. Training at PICAC was interrupted, but continued with appropriate measures in place, which is vitally important for our students, especially apprentices. It is also vital for the economy, which will rely on skills like plumbing and fire protection to enable construction to lead and drive the recovery from the COVID-19 contraction.

On behalf of the PICAC Board I want to thank CEO Shayne La Combre and all the PICAC team, our collaborators and stakeholders for their outstanding work and support in 2019-20. They did a remarkable job to deliver some very significant highlights this year, and also displayed great commitment and agility in adapting to the COVID-19 crisis.

## PICAC CHIEF EXECUTIVE OFFICER'S REPORT



**Shayne  
La Combre**

Despite the challenges posed recently by the COVID-19 pandemic, FY 2019-20 is a year in which PICAC continued to expand its training capability and to facilitate and deliver high quality industry-led training.

In the 12 months to 30 June 2020, PICAC delivered on several major projects, hosted the World Plumbing Conference, and expanded its training reach and its network of partnerships and collaborations.

Major highlights in FY 2019-20 included the completion and opening of two new campuses, one in Queensland and one in Victoria. The stakeholder relationships that underpin PICAC enabled these projects to proceed quickly from concept to reality. At PICAC Narre Warren, stakeholders including the Plumbing and Pipe Trades Employees Union (PPTU), Master Plumbers and Mechanical Services Association of Australia (MPMSAA) and International Association of Plumbing and Mechanical Officials (IAPMO) were, through their support, instrumental in ensuring that this facility would represent the future of our industry. An exciting feature

of this campus is that occupancy is shared with IAPMO. This co-location brings together PICAC's training excellence with IAPMO's expertise in product innovation and standards development. This means new industry training can, for the first time in Australia, be directly informed by the emerging innovations in product design and development.

PICAC Beenleigh was next to officially open with Queensland Premier, the Honourable Annastacia Palaszczuk MP unveiling the ceremonial plaque in December. This is a solid demonstration of PICAC Beenleigh's significance to the Queensland industry and broader economy. PICAC Beenleigh can train hundreds of apprentices in both plumbing and fire protection, providing a huge boost to the capability of the local regional economy. Once more, this achievement is testament to the strong stakeholder relationships that have been developed in Queensland with the PPTU Queensland, Master Plumbers Association of Queensland (MPAQ), National Fire Industry Association of Australia (NFIA) and the Air Conditioning and Mechanical Contractors Association (AMCA).

In a further highlight, in May 2020 the Queensland Government committed an additional \$20M to PICAC Beenleigh's expansion. The funding will enable PICAC to develop the Queensland Apprenticeships Centre, which among other things will allow existing and new plumbing and gas professionals to train in the skills they will need to take advantage of the potential rapid expansion of the hydrogen energy sector.

The World Plumbing Conference in Melbourne in September 2019 was the leading highlight in a year

of exciting industry developments. As Chair of the WPC and as CEO of PICAC, I was extremely proud of the success of the event. The organization and planning that went into bringing over 600 people together from all around the world, and a great panel of international experts and guest speakers, was daunting. The event proved to be a great opportunity to build relationships across the international plumbing community, to share knowledge and discuss common issues and challenges. Thank you to all those PICAC team members who worked so diligently to make sure the Conference was the success it was, and to all PICAC's partners and to those who supported the event through sponsorship.

PICAC's agility and responsiveness was demonstrated in reaction to the COVID-19 pandemic. PICAC staff quickly embraced remote work and the need to significantly increase the protections for on-site training delivery. In a very short time span it was necessary to transition to online training delivery where possible and amending delivery schedules and class sizes to ensure staff could teach and students could continue to learn in a safe setting.

FY 2019-20 has presented ongoing unforeseen challenges. The pandemic and associated shutdown has tested our resilience. I am very proud and grateful for the spirit in which the PICAC team, and our training delivery partners who have responded to those challenges and worked collaboratively to find ways to continue to deliver high quality training while ensuring they and the students remain safe. I look forward to PICAC continuing to respond positively to the opportunities and challenges ahead in 2020-21.

# STC CHAIR'S REPORT



Gary  
O'Halloran

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FINANCIAL YEAR 2019-20 WILL BE ONE WHICH ENDURES IN THE MEMORIES OF EVERYONE WHO LIVED THROUGH IT. I AM EXTREMELY PROUD OF THE WORK OF THE STC TEAM IN 2019-20.

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It was my great honour to serve as Chairman in a period in which - by working collaboratively with one another, partners, and industry stakeholders - STC successfully:

- opened a "game changing" state of the art training facility in Beenleigh;
- met the COVID-19 challenge head on by quickly adapting our training offerings to reflect the COVID-19 restrictions; and
- laid the foundation to obtain government funding support to progress the development of a Queensland Apprenticeships Centre focusing on Hydrogen.

The key highlight for the first half of the year was the opening of the Beenleigh facility. As set out in detail within this Annual Report, PICAC Beenleigh has been designed to deliver world-class training in the trade sectors of sanitary plumbing, fire protection and mechanical services (air-conditioning).

It was my great privilege to host the Honourable Anastacia Palaszczuk MP, Premier of Queensland and Minister for Trade, and, Melissa McMahon MP, Member for Macalister as well as key leaders from across the Plumbing and Fire Protection industries at the official opening of the new campus in September 2019.

In January Queensland began reporting cases of COVID-19 and over the following weeks and months through to almost the end of the reporting period, our focus was on apprentices. COVID-19 restrictions meant limitations on class sizes and drove a shift to online training delivery. It is a highly significant achievement – for the individual apprentices and the industry – that STC apprentice training continued through the pandemic.

As well as doing everything it could to ensure apprentice training continued through the COVID-19 crisis, STC was focused on the future, undertaking the planning work, and seeking funding support for, a dedicated hydrogen training facility in Queensland.

It is becoming increasingly apparent that hydrogen energy will be part of the energy mix for Queensland and Australia in the years and decades to come. The skills needed to work safely in the emerging hydrogen sector are very closely linked to plumbing and gasfitting skills and the proven PICAC industry training model can deliver the requisite training, guarantee it is high quality, and deliver at scale.

In 2019-20 the STC team did significant work towards progressing a funding partnership with the Queensland government to build a dedicated Hydrogen Centre of Excellence at Beenleigh in the coming year. The foundational work done in 2019-20 has STC well placed to receive the required funding support to equip the Queensland economy to become the hydrogen training capital of Australia.

I want to thank my fellow board members, the leadership team, the training, administration and facilities management teams for their outstanding efforts this year. Thanks to your dedication, creativity and flexibility the STC was able to negotiate the pandemic crisis, ensure all our apprentices had the chance to complete their training, and keep focus on the future training needs of our dynamic sector.

# STC

## GENERAL MANAGER'S REPORT



**Adrian  
Shackleton**

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**FOR THE SERVICE TRADES COLLEGE (STC) 2019-20 WAS A YEAR FULL OF GREAT CHALLENGE, AS IT WAS FOR THE ENTIRE CONSTRUCTION INDUSTRY AND THE ECONOMY OF QUEENSLAND MORE BROADLY.**

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Thanks to investments made in recent years to improve our digital and human capability, and the skills and dedication of its staff, STC was able to pivot in response to COVID-19, reshaping our training calendar and revamping our delivery systems to accommodate remote learning.

It was also a year in which our industry took a huge step forward, with the new facility in Beenleigh opening in December of 2019. The facility accommodates 400 – 500 fire protection and plumbing apprentices, 100 mechanical services

or HVAC apprentices and 100 pre-apprenticeship trainees. The new facility transforms the trades training landscape in Queensland, providing a permanent, wholly industry owned centre dedicated to training excellence.

Beenleigh will be the focal point for the plumbing and fire protection industry in Queensland for generations to come. The significance of this cannot be overstated. The Queensland economy is changing, growing, and diversifying all the time. It needs to have available to it the skills in traditional services sectors – like plumbing, gas, fire protection and air conditioning; but it also needs new economy skills, in emerging new sectors such as solar and hydrogen. It needs skilled professionals able to take advantage of ever more efficient heating, ventilation and cooling systems, new technologies for the capture, use and re-use of water and better ways of managing flooding and stormwater. These are the skills Beenleigh will deliver, equipping the industry and enabling the Queensland community to adapt to a changing climate.

As well as opening and operationalising Beenleigh, in 2019-20 STC commenced the planning and development stage of the next phase of the development – a Hydrogen Centre of Excellence. That process has progressed particularly well, and I hope to be reporting next year that in 2020-21 we secured government funding support and have commenced detailed design work.

I want to take this opportunity to thank all the team at STC for their remarkable efforts in this extraordinary year. At the start of the year we were still completing the move from our rented premises at Salisbury to Beenleigh and fitting out the new facility with the latest state of the art equipment. By year's end we had completed that major undertaking. And, throughout all this STC were managing a pandemic, and all the implications for training delivery, for scheduling, for trainer availability for employers and for apprentices.

A joint effort by all the team members and team leaders enabled STC to switch from face to face to Zoom based teaching, ensured the safety and well-being of all teachers and students and meant that apprentices were not left stranded mid apprenticeship.

In particular, I want to thank, and acknowledge the outstanding contribution of Administration Manager Mirjana Obradovic. Mirjana's organizational and leadership skills and her capacity to find solutions to complex challenges were key factors in STC's ability to successfully negotiate the COVID-19 crisis.

# HIGHLIGHTS



# UA International Apprentice Skills Contest

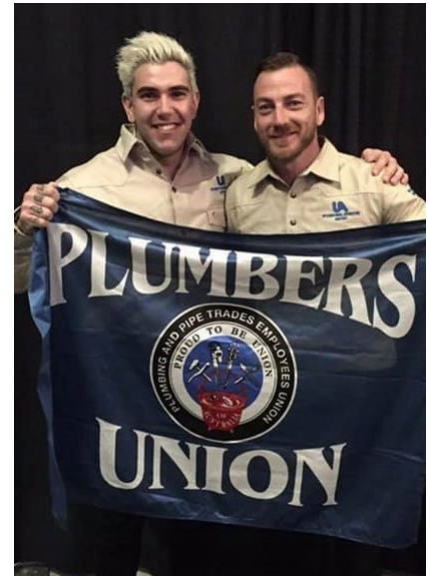
In August 2019, plumbing apprentice Patrick Wright and sprinkler-fitting apprentice Nicholas Frydas travelled to Ann Arbor, Michigan USA to compete in the United Association's International Apprentice Skills Contest.

Patrick and Nicholas were both finalists in the annual World Plumbing Day Apprentice Skills Contest held at PICAC Brunswick in March 2019, which qualified them to take part in the interview process for eligibility in the overseas competition. Both apprentices stood out for their professionalism, integrity and commitment, making them ideal ambassadors to represent PICAC and Australia at the UA International Apprentice Skills Contest.

The UA International Apprentice Skills Contest is a five-day intensive competition which tests a range of

industry related skills. Competing against the Australians were a number of highly skilled apprentice plumbers, pipefitters, sprinkler fitters, mechanical service technicians and welders from Canada, Ireland and the United States.

Patrick and Nicholas both performed very well and earned the respect of their international counterparts. Since returning to Australia, both contestants have continued to act as ambassadors for their trades. In March 2020, Nicholas returned to PICAC's World Plumbing Day Apprentice Skills Contest to serve as mentor for the next wave of competitors.



August 2019, Ann Arbor USA







**PICAC NARRE WARREN IS AUSTRALIA'S FIRST NET ZERO ENERGY EDUCATION AND RESEARCH FACILITY.**

*September 2019, Narre Warren, VIC*

## PICAC Narre Warren Opening

PICAC's Narre Warren campus opened its doors in September 2019 with an inauguration event celebrating the brand-new state-of-the-art training facility. International delegates from the World Plumbing Conference were in attendance to mark the special occasion. Classes commenced at the purpose built centre in March 2020.

PICAC Narre Warren combines the knowledge and resources of industry partners PICAC, the Master Plumbers, the Plumbing and Pipe Trades Employees Union and the International Association of Plumbing and Mechanical Officials, providing a meaningful link between training and

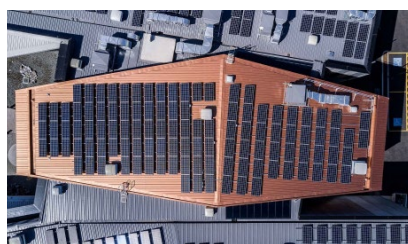
product certification and research. IAPMO and PICAC have worked in parallel towards the advancement of the plumbing industry for several years. PICAC Narre Warren represents the culmination of these efforts and gives both organisations access to world-class facilities and resources.

PICAC Narre Warren is Australia's first Net Zero Energy education and research facility. The building generates all the energy it needs to support the operation of the facility through the incorporation of several renewable energy technologies, including geothermal, solar and rainwater reticulation.

PICAC Narre Warren is a model facility, demonstrating to the industry how energy-smart technologies can be integrated into building design. It is a working example of the latest developments in plumbing and fire

protection systems and technologies. The comprehensive building services are reticulated on display throughout the open structure, illustrating these technologies to the students who will be learning at the campus.

The PICAC Narre Warren facility is shared with IAPMO R&T Oceana, who are housing their research centre and product testing laboratory at the facility. PICAC's students and the extended plumbing industry will benefit from the arrangement as training needs associated with innovation and evolving technologies can be directly identified as they progress through the IAPMO certification process. This uniquely positions PICAC to proactively address industry training needs early in the life-cycle of new plumbing products and technologies.



# World Plumbing Conference

The 12th Annual, three-day industry convention was an exciting opportunity for the global plumbing community to come together for knowledge sharing, networking and professional development. PICAC played a central role as the local host in the conception, design and execution of the conference.

Attracting 642 people from 20 countries over three days to the Melbourne Convention Centre, the conference featured keynote addresses and sessions from global experts and key national industry figures. The Conference theme was built around the Four Pillars of Plumbing: Participation, Products, Practices and Protection. Each plenary session was divided into the four pillar themes, inspiring many motivating discussions surrounding technical development, practical skills and business innovation.

The program was designed with a distinct global focus, featuring breakout sessions providing opportunities for delegates to share knowledge and expertise without borders. The Conference provided a meaningful way for local industry to showcase developments and learn from the world. The three-day event included a Welcome Reception hosted at the General Assembly and the World Plumbing Conference Gala Dinner, which was combined with the Plumbing and Fire Industry Awards, attracting over 720 attendees.

Highlights of WPC 2019 included keynote speeches from futurist and researcher Mark Pesce, General President of the United Association Mark McManus, Chase & Tyler Foundation founder Vanessa Robinson, and Re-think Sustainability Executive Director Rob Gell. There were also insightful seminars on topics such as Legionella, Women in Plumbing, Backflow Prevention and the Fire Protection.

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**642 PEOPLE FROM  
20 COUNTRIES**

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WPC 2019, Melbourne



# Plumbing and Fire Industry Awards 2019

The fifth annual Plumbing and Fire Industry Awards (PFIA) was held on Friday 13 September 2019 at the Melbourne Convention Centre. Over 720 local and international plumbing and fire protection industry participants, partners, friends and family members attended the event. The awards ceremony was combined with the World Plumbing Conference Gala Dinner, providing an unforgettable conclusion to the three-day industry event.

The PFIA is a joint initiative driven by key industry stakeholders PICAC, Master Plumbers, PPTU, AHSCA and NFIA. PFIA recognises



and celebrates excellence in the training and development achievements of individuals and companies across various sectors of the plumbing and fire protection industries.

A highlight of the night, Jack Carter from Combined Fire Systems of South Australia accepted the inaugural Lou Maglio Australian Apprentice of the Year Medal, a new honour established by the NFIA to recognise the legacy of industry champion Lou Maglio.

Distinguished guests at the event included Mark McManus, General President of the United Association (UA), the Executive Board of the World Plumbing Council, Commissioner Carmel Coate of the Victorian Building Authority and Sue Eddy, CEO of the Victorian Building Authority.



## CONGRATULATIONS TO ALL THE FINALISTS AND WINNERS AT THE 2019 PLUMBING AND FIRE INDUSTRY AWARDS.

### PROJECT OF THE YEAR JOINT WINNERS

**WINNER:** WILSON PLUMBING AND DRAINAGE - FOR MELBOURNE AND OLYMPIC PARK REFURBISHMENT

**WINNER:** GEELONG FIRE SERVICES - FOR AUSTRALIA 108

### LOU MAGLIO APPRENTICE OF THE YEAR MEDAL AWARD

**WINNER:** JACK CARTER, COMBINED FIRE SYSTEMS (SA)

### THE ANDREW LETTEN GOLD MEDAL AWARD

**WINNER:** BRANDON BRESOLIN, PLUMBING APPRENTICESHIPS VICTORIA

### WILLIAM P. HITE LEADERSHIP EXCELLENCE AWARD

**WINNER:** MARK MCMANUS, UNITED ASSOCIATION (USA)

### EXCELLENCE IN EDUCATION AND TRAINING AWARD

**WINNER:** JAKE CRANNY, PPTU

### EXCELLENCE IN OCCUPATIONAL HEALTH AND SAFETY AWARD

**WINNER:** WAYNE CHEQUER, ALLSTAFF AIR-CONDITIONING

### TRADELINK WOMEN IN PLUMBING ROSE CURTIS AWARD

**WINNER:** KIMBERLEY SMYTH, HEY SISTA PLUMBING

### INDIGENOUS PROFESSIONAL AWARD

**WINNER:** JAMES KINNIBURGH, RAW RECRUITMENT

### EXCELLENCE IN SUSTAINABILITY AWARD

**WINNER:** COMMERCIAL HOT WATER AND MAINTENANCE

### NFIA APPRENTICE AWARD

**WINNER:** DYLON REED, LEEMARK FIRE PROTECTION

### EXCELLENCE IN FIRE PROTECTION AWARD

**WINNER:** EWAN DOWNES, GEELONG FIRE SERVICES

### AHSCA TOM CLEMENTS CONSULTANT OF THE YEAR AWARD

**WINNER:** BRUCE CLEMENTS, CLEMENTS CONSULTING GROUP

### AHSCA COMMERCIAL PLUMBING AFFILIATE OF THE YEAR AWARD

**WINNER:** COOKE & DOWSETT

### AHSCA SALES REPRESENTATIVE OF THE YEAR AWARD

**WINNER:** GREG BRITTAIN, ZIP INDUSTRIES

### MECHANICAL SERVICES AWARD

**WINNER:** VICTORIA TOMKINS, PLUMBING APPRENTICESHIPS VICTORIA

### FRANK MASKELL GENERAL PLUMBING AWARD

**WINNER:** BRANDON BRESOLIN, PLUMBING APPRENTICESHIPS VICTORIA

### NA SMITH GAS AWARD

**WINNER:** JOEL ANDERSON, COMMERCIAL HOT WATER AND MAINTENANCE

PFIA, 13th September 2019, Melbourne



# PICAC Beenleigh Opening

In September 2019, PICAC opened the doors to its brand-new Queensland training facility. Situated in the growth corridor between Brisbane and the Gold Coast, PICAC Beenleigh will deliver world-class training in the trade sectors of sanitary plumbing, fire protection and mechanical services. The new permanent, industry-owned premises at Beenleigh will enable the growth of training in Queensland and will facilitate the sustainable delivery of consistently high-quality outcomes for students and employers for decades to come.

On Tuesday 3 December 2019 over 200 plumbing and fire protection industry members gathered to celebrate the opening of PICAC's brand new campus. The Honourable Annastacia Palaszczuk MP, Premier of Queensland and Minister for Trade unveiled a commemorative plaque alongside stakeholders from the Plumbing and Pipe Trades Employees Union Queensland branch, Master Plumbers Association of Queensland

## OVER 200 PLUMBING AND FIRE PROTECTION INDUSTRY MEMBERS GATHERED TO CELEBRATE THE OPENING OF PICAC'S BRAND NEW CAMPUS.

and the National Fire Industry Association.

PICAC Beenleigh can accommodate 400-500 fire protection and plumbing apprentices, 100 mechanical services or HVAC apprentices and 100 pre-apprenticeship trainees. The Centre offers students the opportunity to utilise state-of-the-art facilities including:

- In ground drainage and trench shoring training sand pit
- Three level training tower simulating three high rise building levels
- Plumbing and Mechanical Services training facilities
- 14 stationed valve room with various valve types for service, test and maintain training
- Purpose built fire protection training bays
- Gaseous fire suppression systems training room
- Functional electronic and diesel pumps installation for maintenance and live testing training
- Functional control indication panels and warning alarm training area
- Advanced welding facilities
- Safety and High Risk Licence training areas for forklift, EWP under/over 11m, working at heights and on roofs, and boom lift)
- Confined space training

December 2019, Beenleigh, QLD



# World Plumbing Day 2020

World Plumbing Day is celebrated globally on March 11. It is a day to acknowledge and celebrate the vital contribution of skilled plumbing professionals and the essential role plumbing plays in societal health and wellbeing.



In 2020, PICAC marked the occasion with a special event focusing on the plumbing industry's next generation – students and apprentices. PICAC's Brunswick campus hosted an exciting array of interactive and informative workshops, all highlighting various opportunities for development and success within the plumbing industry.

Throughout World Plumbing Day, VET in Schools (VETiS) students from Harvester College and AGA Apprenticeships got the chance to tour our Brunswick campus and explore the programs, facilities and people that define PICAC's commitment to plumbing excellence. Students were able to hear from current and former apprentices, gaining valuable insight into their day to day experiences. The visiting students also participated in interactive workshops focusing on the latest in plumbing practice.



## Apprentice Skills Contest

A cornerstone of PICAC's World Plumbing Day celebrations, the Apprentice Skills Contest kicked off bright and early. Eight plumbing and five sprinkler-fitting apprentices competed for over seven hours, showcasing their skills and knowledge of their trade. It was a remarkably close result, and we wish to thank all the competitors, mentors and judges for their efforts.

### PLUMBING FINALISTS

- 1ST DANNY HOEKSTRA  
LASER PLUMBING
- 2ND NATHAN TABB  
NATIONAL PLUMBING
- 3RD HAYDEN SMITH  
COOK AND DOWSETT

### SPRINKLER FITTING FINALISTS

- 1ST MITCHEL ROSENLUND  
SELECT FIRE
- 2ND STUART GEORGE  
ENTIRE FIRE
- 3RD LUKE GREGORY  
ARA FIRE

March 11, 2020



## COVID-19 Pandemic

The 2020 coronavirus (COVID-19) pandemic has impacted almost every industry in the country and globally, causing unforeseen and unprecedented economic and social disruption with reverberating effects for communities and businesses.

PICAC acted swiftly in response to the pandemic to ensure the safety and wellbeing of staff and students. In response to social distancing requirements, a range of protective measures were implemented to safeguard facilities and training spaces. PICAC transitioned to online training delivery where possible and many classes were rescheduled or reconfigured to be compliant with physical distancing requirements. The Easter break period was extended from 9 – 28 April, enabling all facilities and teaching spaces to be thoroughly cleaned and disinfected.

The rapid emergence of COVID-19 represented a significant workplace health and safety issue. PICAC staff transitioned to working from home, coming into sites only where necessary. Daily contact was maintained with all staff via video/phone conferencing to support ongoing engagement. Students, staff and our business and industry partners were kept up to date with the latest communications through eNews, social media and website updates.

In Australia, stakeholders in the construction industry have united to make sure the sector stays open in order to protect jobs and the economy. Businesses, employer organisations, unions and government have worked together to limit disruption to our vital industry and keep workers safe on the job. Strategies and practices have been put in place to actively manage social distancing and hygiene measures on building sites.

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**AS THE COUNTRY RE-EMERGES FROM  
THE PANDEMIC, THE BUILDING AND  
CONSTRUCTION INDUSTRY WILL BE  
CRUCIAL IN THE PUSH TO REINVIGORATE  
THE ECONOMY.**

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# PICAC AND STC FINANCIAL INFORMATION (FY 2019-2020)

## AUDITOR'S INDEPENDENCE DECLARATION



### Auditor's Independence Declaration Under Section 307C of the Corporations Act 2001 to the Directors of the Plumbing Industry Climate Action Centre Ltd (PICAC)

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2020 there have been: –

- (i) no contraventions of the auditor independence requirements in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Stannards Accountants & Advisors  
1/60 Toorak Road, South Yarra VIC 3141



MB Shulman  
Registered Company Auditor (163888)  
Holder of Current Public Practice Certificate

Dated: 16 October 2020

Stannards Accountants and Advisors Pty Ltd  
A.C.N. 006 857 441  
Postal: PO Box 581, South Yarra, Vic 3141  
Level 1, 60 Toorak Road, South Yarra, Vic 3141  
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**stannards.com.au**

Liability limited by a scheme approved under Professional Standards Legislation

#### Partners

Marino Angelini, CA  
Michael Shulman, CA  
Nello Traficante, CPA  
Jason Wall, CA  
Peter Angelini, CA  
Nick Jeans, CPA



## STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 30 JUNE 2020

	The Group 2020 \$	The Company 2020 \$	The Group 2019 \$	The Company 2019 \$
PJTF Service Grant	4,841,315	4,841,315	4,313,026	4,313,026
Other Grants	703,099	85,114	930,604	349,534
Training Levy	1,065,578	-	1,287,053	-
Paid Training Income	153,559	-	335,207	-
Charge-back Income	741,384	-	988,512	-
Management Fees – Controlled Entities	-	309,810	-	479,169
Interest Income	6,824	-	109,233	56,445
Venue Hire	-	-	2,625	2,625
Other Income	660,479	510,433	80,808	33,830
<b>TOTAL INCOME</b>	<b>8,172,238</b>	<b>5,746,672</b>	<b>8,047,068</b>	<b>5,234,629</b>
Employment Costs	3,038,996	2,097,922	3,172,164	2,019,583
Marketing & Communications	161,270	146,158	232,603	219,218
Occupancy Costs	1,138,129	908,313	1,539,346	1,212,393
Accounting & Audit & Legal Fees	97,293	54,051	96,001	55,052
Sponsorships & Donations	37,908	15,465	62,849	18,800
Other Costs	3,462,561	2,694,798	5,145,051	2,010,025
<b>TOTAL EXPENSES</b>	<b>7,936,157</b>	<b>5,916,707</b>	<b>10,248,014</b>	<b>5,535,071</b>
Operating profit before income tax expense	236,081	(170,035)	(2,200,946)	(300,442)
Income tax expense	-	-	-	-
<b>Net Profit attributable to Members of the Group</b>	<b>236,081</b>	<b>(170,035)</b>	<b>(2,200,946)</b>	<b>(300,442)</b>

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	The Group 2020 \$	The Company 2020 \$	The Group 2019 \$	The Company 2019 \$
<b>ASSETS</b>				
<b>CURRENT ASSETS</b>				
Cash and Cash Equivalents	4,629,293	3,724,245	5,805,985	3,375,553
Trade and Other Receivables	4,084,402	1,581,253	3,776,558	2,431,231
<b>TOTAL CURRENT ASSETS</b>	<b>8,713,695</b>	<b>5,305,498</b>	<b>9,582,543</b>	<b>5,806,784</b>
<b>NON CURRENT ASSETS</b>				
Right of Use Asset	10,123,815	10,123,815	-	-
Property, plant and equipment	3,660,669	3,570,385	3,675,982	3,586,605
Financial Assets	-	1,024,976	-	1,024,976
<b>TOTAL NON CURRENT ASSETS</b>	<b>13,784,484</b>	<b>14,719,176</b>	<b>3,675,982</b>	<b>4,611,581</b>
<b>TOTAL ASSETS</b>	<b>22,498,179</b>	<b>20,024,674</b>	<b>13,258,525</b>	<b>10,418,365</b>
<b>CURRENT LIABILITIES</b>				
Trade and Other Payables	2,690,235	2,458,245	4,265,748	3,288,189
Employee Entitlements Provisions	274,420	233,249	251,844	185,854
Right of Use Liability	212,000	212,000	-	-
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,176,655</b>	<b>2,903,494</b>	<b>4,517,592</b>	<b>3,474,043</b>
<b>NON CURRENT LIABILITIES</b>				
Employee Entitlements Provisions	160,051	115,106	130,946	83,618
Borrowings	20,000	-	20,000	-
Right of Use Liability	10,315,405	10,315,405	-	-
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>10,495,456</b>	<b>10,430,511</b>	<b>150,946</b>	<b>83,618</b>
<b>TOTAL LIABILITIES</b>	<b>13,672,111</b>	<b>13,334,005</b>	<b>4,668,538</b>	<b>3,557,661</b>
<b>NET ASSETS</b>	<b>8,826,068</b>	<b>6,690,669</b>	<b>8,589,987</b>	<b>6,860,704</b>
<b>EQUITY</b>				
Retained Profits	7,315,627	5,180,228	7,079,546	5,350,263
Reserves	1,510,441	1,510,441	1,510,441	1,510,441
<b>TOTAL EQUITY</b>	<b>8,826,068</b>	<b>6,690,669</b>	<b>8,589,987</b>	<b>6,860,704</b>

## STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 30 JUNE 2020

	The Group 2020 \$	The Company 2020 \$	The Group 2019 \$	The Company 2019 \$
<b>Cash Flows from Operating Activities</b>				
Receipts from Service Grants	4,841,315	4,841,315	4,313,026	4,313,026
Receipts from Customers	3,023,079	1,755,335	1,865,868	515,674
Interest received	-	-	109,233	56,445
Payments to suppliers and employees	(8,027,091)	(5,269,570)	(10,132,455)	(8,778,615)
Net cash provided by operating activities	(162,697)	1,327,080	(3,844,328)	(3,893,470)
<b>Cash Flows from Investing Activities</b>				
Funding Receipts (Infrastructure)	-	-	759,018	674,399
Payments for plant and equipment and property, net of disposals	(324,407)	(288,800)	(176,708)	(176,708)
Net cash (used in) investing activities	(324,407)	(288,800)	582,310	497,691
<b>Cash Flows from Financing Activities</b>				
Borrowings - ROU Liability	(689,588)	(689,588)	-	-
Net cash provided by financing activities	(689,588)	(689,588)	-	-
Net increase/(decrease) in cash held	(1,176,892)	348,692	(3,262,018)	(3,395,779)
Cash and cash equivalents at the beginning of the Financial Period	5,805,985	3,375,553	9,068,003	6,771,332
Cash and cash equivalents at the end of the Financial Period	4,629,293	3,724,245	5,805,985	3,375,553



## Independent Audit Report To The Members of the Plumbing Industry Climate Action Centre Ltd (PICAC)

### Report on the Financial Report

#### Opinion

We have audited the accompanying financial report, being a general purpose financial report of the Plumbing Industry Climate Action Centre Ltd (PICAC) and its controlled entities (the Group), which comprises the Statement of Financial Position as at 30 June 2020, the Statement of Profit or Loss, the Statement of Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Directors' Declaration.

In our opinion, the accompanying financial report of the Company is in accordance with *the Corporations Act 2001* and *the Australian Charities and Not for Profit Commission Act 2013*, including:

- a. giving a true and fair view of the Company's financial position as at 30 June 2020 and of its financial performance for the year ended; and
- b. complying with *Australian Accounting Standards*, the *Corporations Regulations 2001* and *Division 60 of the Australian Charities and Not for Profit Commission Regulations 2013*.

#### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the Directors of the Company, would be in the same terms if given to the Directors as at the time of this auditor's report.

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

#### Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Directors' financial reporting responsibilities under the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Act 2013*. As a result, the financial report may not be suitable for another purpose.

#### Responsibilities of the Directors for the Financial Report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commissions Act 2013* and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is 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 Australian Auditing Standards 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 economic decisions of users taken on the basis of this financial report.

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#### Partners

Marino Angelini, CA  
Michael Shulman, CA  
Nello Traficante, CPA  
Jason Wall, CA  
Peter Angelini, CA  
Nick Jeans, CPA



## Independent Audit Report To The Members of Plumbing Industry Climate Action Centre Ltd (PICAC) (Cont'd)

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the auditing in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, determined whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report, or if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Company audit. We remain solely responsible for our audit opinion.

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Stannards Accountants and Advisors



Michael Shulman  
Partner  
Date: 16 October 2020

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Nello Traficante, CPA  
Jason Wall, CA  
Peter Angelini, CA  
Nick Jeans, CPA

## DIRECTORS' REPORT

### Directors' Report

The Directors of the Plumbing Industry Climate Action Centre Ltd (PICAC) and its controlled entities ('the Group') submit herewith the annual report for the financial period ended 30 June 2020. In order to comply with the provisions of the Corporations Act, the Directors report as follows:-

#### DIRECTORS

The names and particulars of the Directors of the Group during or since the end of the Financial Year are:

Name	Representation	No. of Directors Meetings Attended	No. of Directors Meetings Held
Carmel Coate (Chair)	Independent	5	5
Ken Gardner (Deputy Chair)	MPMSAA	5	5
Earl Setches	CEPU	4	5
Glenn Menzies	CEPU	5	5
Patrick McCrudden	CEPU	5	5
Sumit Oberoi	AMCA	5	5
Gary O'Halloran	CEPU (QLD)	4	4
Bruce Billson	Independent	4	4
Russ Chaney	Independent	2	5
Glen Chatterton	NFIA	1	1
Wayne Smith (now retired)	NFIA	5	5

The annual report and website contains details of the Directors' experience and qualifications. The names and particulars of the Members of the Finance, Risk and Audit Committee during or since the end of the Financial Year are:-

Name	Representation	No. of Finance, Risk and Audit Meetings Attended	No. of Finance, Risk and Audit Meetings Held
John Glasson (Chair)	Independent	5	5
Earl Setches	Union	2	5
Glenn Menzies	Union	5	5
Ken Gardner	Employer	5	5
Wayne Smith (now retired)	Employer	5	5

Mr Shayne La Combte is the Company Secretary at the end of the Financial Year.

#### PRINCIPAL ACTIVITIES

The Group's principal activities and its strategies in the course of the period were –

1. To provide training, education, assessment, research and development for Stakeholders of the Members, other employees in the industries and members of the public, which may be accredited or recognised by the relevant government and industry bodies (including but not limited to a qualification or Statement of Attainment recognised within the Australian Qualifications Framework or any replacement thereof), not necessarily accredited or recognised by government and industry bodies (by way of example only, in-house and product-based training), such that the Directors deem appropriate and convenient from time to time;
2. To further the objectives set out above by providing, without limitation, any one (1) or more of the following:
  - a. a response to the challenges of climate change;
  - b. resources for education, training and development in the Industries;
  - c. quality training and assessment in the Industries;
  - d. upskilling and specialist training (non-technical as well) or accreditation for registered plumbers;
  - e. training and demonstrations of new and sustainable technologies and systems;

## BOARD FY 2019 - 20



Carmel  
Coate



Ken  
Gardner



Russ  
Chaney



Paddy  
McCrudden



Glenn  
Menzies



Sumit  
Oberoi



Gary  
O'Halloran



Earl  
Setches



Wayne  
Smith



Bruce  
Billson



Glen  
Chatterton

PLUMBING  
INDUSTRY  
CLIMATE ACTION CENTRE



## STC AUDITOR'S INDEPENDENCE DECLARATION



### Auditor's Independence Declaration Under Section 307C of the *Corporations Act 2001* to the Directors of The Service Trades College Australia Limited

I declare that, to the best of my knowledge and belief, during the period ended 30 June 2020 there has been:-

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Stannard Accountants & Advisors

Michael Shulman  
Partner

Dated: 27 October 2020





## STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 30 JUNE 2020

	2020 \$	2019 \$
Revenue	2,189,510	2,791,415
Service provision expenses	(421,949)	(729,506)
Interest revenue	174	1,729
Employee benefits expenses	(941,074)	(1,152,581)
Depreciation and amortisation expense	(14,699)	(2,046,822)
Other expenses	(479,258)	(667,516)
<b>Current period surplus/(deficit) before income tax expense</b>	<b>332,704</b>	<b>(1,803,281)</b>
Income tax expense relating to ordinary activities	-	-
<b>Net current period surplus/(deficit)</b>	<b>332,704</b>	<b>(1,803,281)</b>
<b>Other comprehensive income</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>	<b>332,704</b>	<b>(1,803,281)</b>



## STATEMENT OF FINANCIAL POSITION

### AS AT 30 JUNE 2020

	2020	2019
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	541,752	1,289,350
Trade and other receivables	21,913	109,814
Other assets	-	22,396
<b>TOTAL CURRENT ASSETS</b>	<b>563,665</b>	<b>1,421,560</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	88,523	85,514
Intangible assets	1,761	3,862
Receivables - Beenleigh JV	1,100,000	-
<b>TOTAL NON-CURRENT ASSETS</b>	<b>1,190,284</b>	<b>89,376</b>
<b>TOTAL ASSETS</b>	<b>1,753,949</b>	<b>1,510,936</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	163,863	137,352
Borrowings	115,116	204,366
Provisions	41,171	66,190
<b>TOTAL CURRENT LIABILITIES</b>	<b>320,150</b>	<b>407,908</b>
<b>NON-CURRENT LIABILITIES</b>		
Borrowings	20,000	20,000
Provisions	44,945	46,878
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>64,945</b>	<b>66,878</b>
<b>TOTAL LIABILITIES</b>	<b>385,095</b>	<b>474,786</b>
<b>NET ASSETS</b>	<b>1,368,854</b>	<b>1,036,150</b>
<b>EQUITY</b>		
Retained surplus	1,368,854	1,036,150
<b>TOTAL EQUITY</b>	<b>1,368,854</b>	<b>1,036,150</b>



## STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 30 JUNE 2020

	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	2,277,411	2,887,880
Payments to suppliers and employees	(1,820,326)	(2,552,075)
Interest received	174	1,729
<b>Net cash provided by/(used in) operating activities</b>	<b>457,259</b>	<b>337,534</b>
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for property, plant and equipment	(15,607)	(999)
<b>Net cash provided by/(used in) investing activities</b>	<b>(15,607)</b>	<b>(999)</b>
CASH FLOWS FROM FINANCING ACTIVITIES		
Funds provided to Beenleigh Joint Venture	(1,100,000)	
Drawing/(repayment) of borrowings	(89,250)	89,093
<b>Net cash provided by/(used in) financing activities</b>	<b>(1,189,250)</b>	<b>89,093</b>
Net increase/(decrease) in cash held	(747,598)	425,628
Cash at beginning of Financial Year	1,289,350	863,722
<b>Cash at end of Financial Year</b>	<b>541,752</b>	<b>1,289,350</b>



## STC INDEPENDENT AUDIT REPORT



**Independent Audit Report  
To The Members of The Services Trades College Australia Limited**

**Report on the Audit of the Financial Report****Opinion**

We have audited the accompanying financial report, being a general purpose financial report of The Service Trades College Australia Limited, ("the Company"), which comprises the Statement of Financial Position as at 30 June 2020, the Statement of Profit or Loss and Other Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Directors' Declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Regulation Act 2012*, including:

- a. giving a true and fair view of the Company's financial position as at 30 June 2020 and of its financial performance for the year ended; and
- b. complying with Australian Accounting Standards to the extent described in Note 1 and complying with the *Corporations Regulations 2001* and *Division 60 of the Australian Charities and Not for Profit Commission Regulations 2012*.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the Directors of the Company, would be in the same terms if given to the Directors as at the time of this auditor's report.

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

**Emphasis of Matter – Basis of Accounting**

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Directors' financial reporting responsibilities under the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Regulation Act 2012*. As a result, the financial report may not be suitable for another purpose.

**Responsibilities of the Directors for the Financial Report**

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Act 2012* and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

**Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is 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 Australian Auditing Standards 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 economic decisions of users taken on the basis of this financial report.

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**Partners**

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Michael Shulman, CA  
Nello Traficante, CPA  
Jason Wall, CA  
Peter Angelini, CA  
Nick Jeans, CPA



## STC INDEPENDENT AUDIT REPORT



**Independent Audit Report  
To The Members of The Services Trades College Australia Limited (Cont'd)**

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the auditing in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company internal control.
- Evaluate the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, determined whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report, or if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Company to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Company audit. We remain solely responsible for our audit opinion.

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Stannards Accountants and Advisors

Michael Shulman  
Partner

Date: 27 October 2020

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Jason Wall, CA  
Peter Angelini, CA  
Nick Jeans, CPA



## STC DIRECTORS' REPORT

### Directors' Report

Your Directors present their report on the entity for the financial period ended 30 June 2020.

The names of the Directors in office at any time during or since the end of the period are:

	No of Meetings attended	Possible no of meetings
Gary O'Halloran (Chairman)	5	5
Wayne Smith*	5	5
Glenn Menzies	5	5
Penelope Cornah	5	5
Michael Wiech*	2	3
Shayne La Combre	4	5
Graham MacKrill*	3	5
Rian Kelso	2	2

\*Retired during year

Directors have been in office since the start of the Financial Year to the date of this report unless otherwise stated.

### PRINCIPAL ACTIVITIES

The Service Trades College Australia Limited is an industry based not for profit Registered Training Organisation which delivers premium training in the fields of sanitary plumbing, fire protection and mechanical services (air-conditioning). The College delivers high quality trade and post-trade training. It relocated to premises in Beenleigh, Brisbane this year). The principal activities directly relate to the provision of training in the period covered by this report. In December 2015, the Plumbing Industry Climate Action Centre Ltd (PICAC) became the sole member of the Company following approval of the same.

Substantial support in kind was delivered by Industry particularly with the provision of advanced training technology and equipment for use during training programs.

### SHORT-TERM AND LONG-TERM OBJECTIVES

The entity's short-term objectives are to:

- Monitor industry trends to identify and respond to current and emerging training needs of the specialist trades
- Consult closely with employees, unions, employers and industry associations regarding training needs, particularly through Training Advisory Groups.

The entity's long-term objective is to:

- Lead the development and delivery of high quality, flexible, industry focused training of post trade and apprentices in the Service Trades Industries in Queensland, Australia and beyond.



## STC BOARD FY 2019 - 20



Gary  
O'Halloran



Penny  
Cornah



Shayne  
La Combre



Graham  
Mackrill



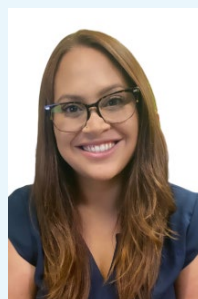
Glenn  
Menzies



Wayne  
Smith



Michael  
Wiech



Rian  
Kelso





**1300 222 727**

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