

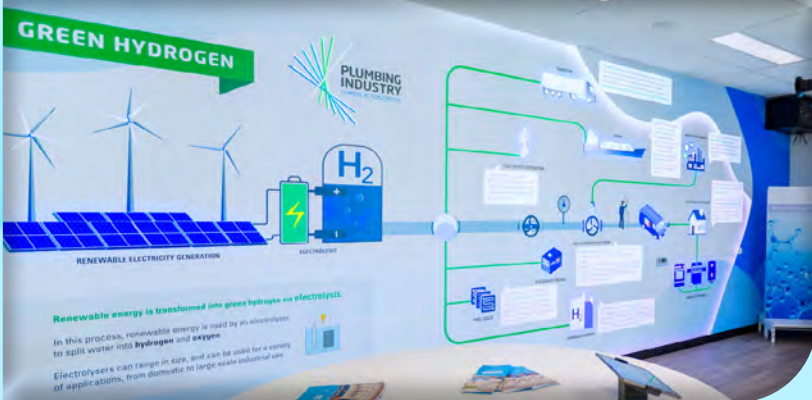
# PLUMBING INDUSTRY

CLIMATE ACTION CENTRE



## ANNUAL REPORT

FY 2022-2023





## **Acknowledgement of Country**

The Plumbing Industry Climate Action Centre acknowledges the  
Traditional Owners of the land on which we work, learn and live:

The Wurundjeri Woi Wurrung and Bunurong peoples (Brunswick and  
Narre Warren Campus), the Wadawurrung people (Geelong Campus),  
the Yugambah people (Beenleigh campus) and the Darug people  
(Glenwood Campus).

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## PICAC Campuses

BEENLEIGH  
6 QUINDUS ST  
BEENLEIGH  
QLD 4207

BRUNSWICK  
6/306 ALBERT ST  
BRUNSWICK  
VIC 3056

GEELONG  
66 TANNER ST  
BREAKWATER  
VIC 3219

GLENWOOD  
1000 WINDSOR RD  
GLENWOOD  
NSW 2768

NARRE WARREN  
7-11 FULLARD RD  
NARRE WARREN  
VIC 3805

# Message from the PICAC Chair and CEO



Carmel Coate  
PICAC Chair



Shayne La Combre  
PICAC CEO



It is with great pleasure that we present the Plumbing Industry Climate Action Centre's (PICAC) Annual Report for the Financial Year 2022-2023 (FY22-23). This report highlights some of the accomplishments from the past year, offering a window into the implementation of PICAC's Strategic Plan as the Organisation seeks to move forward from the impacts of the COVID-19 Pandemic.

At PICAC, we maintain a commitment to fostering opportunities that amplify growth, employment prospects and investments in the Australian Plumbing and Fire Protection Industry. Our approach is underpinned by robust Industry collaborations, with a focus on innovation aimed at addressing the evolving needs of the workforce.

A shining testament to this commitment was the inauguration of the Hydrogen Centre of Excellence at the PICAC Beenleigh campus during FY22-23. This cutting-edge training

facility, opened by Queensland Premier Annastacia Palaszczuk MP in November 2022, stands ready to empower Queensland's gasfitting workforce to unlock the potential of renewable hydrogen. Supported by a substantial \$20 million investment by the Queensland Government, this transformative project will enable PICAC Beenleigh to offer a range of new training to assist in Australia's energy transition.

Across our VIC, NSW, and QLD campuses, FY22-23 witnessed a remarkable accomplishment, with over 8,400 apprentices and post-trade learners benefitting from more than 432,000 hours of training. This significant feat represents the highest number of training hours recorded in PICAC's history and is particularly noteworthy given the formidable challenges faced by the Australian Construction Industry in the post pandemic environment.

The resilience demonstrated by PICAC's trainers, administrative

personnel, and operational staff in the face of the pandemic's lingering effects is truly commendable. This adaptability has allowed PICAC to deliver exemplary training that yields tangible employment outcomes for both apprentices and the Industry as a whole.

In FY22-23 several new initiatives were launched in line with PICAC's mission of offering training programs that prepare our Industry for future job demands. One significant initiative focused on enhancing skill sets for the evolving energy landscape. In collaboration with Solar Victoria, PICAC introduced a specialised training program designed to equip Victorian plumbers with the necessary expertise to design and install energy-efficient heat pumps and solar hot water systems. This program plays a crucial role in ensuring that our Industry maintains a leading position in the renewable and clean energy sectors.



Throughout FY22-23, our campuses nationwide have hosted numerous events and sessions to support PICAC's commitment to collaborate with local Industry and communities. These initiatives span a wide spectrum, encompassing endeavours like navigating the energy transition, empowering women in plumbing, fostering the mental well-being of young apprentices and supporting flood rehabilitation. These partnerships reinforce PICAC's pivotal role in creating connections well beyond the campus.

Furthermore, FY22-23 marked a resurgence of in-person festivities commemorating World Plumbing Day in March 2023. This year, PICAC campuses in Victoria, NSW, and Queensland played host to a range of Industry events aimed at honouring the numerous contributions made by skilled plumbing professionals and underscoring the vital role plumbing plays in upholding societal well-being.

A standout feature of this occasion was the Apprentice Skills Contest, which

saw 12 apprentices from Victoria, QLD and NSW compete for the titles of best Plumbing and best Sprinkler Fitting apprentice. The finalists from this competition then went on to vie in the United Association International Skills Competition in Ann Arbor, Michigan in August 2023, showcasing the best of Australia's Plumbing and Sprinkler Fitting Industry on a global stage.

In FY22-23, PICAC celebrated its third full year of delivering Plumbing Apprenticeship and post-trade training in NSW at the PICAC Glenwood Campus in Sydney. PICAC Glenwood is set to grow into a world-class training facility for the NSW Plumbing and Fire Protection Industries, thanks to a \$25 million investment from the NSW Government earmarked for campus expansion. This funding will play a crucial role in allowing STC to meet the increasing training demand in the burgeoning hydrogen sector and address the ever-growing need for skill development in the years ahead.

It was extremely pleasing to see continued growth in our developing operations in Sydney with both Plumbing and Fire Protection apprenticeships now firmly established and growing. PICAC Glenwood is proud to be NSW's only medical gas training provider, ensuring that those working in this vital area have the skills and competencies needed to work safely.

PICAC eagerly anticipates another year of collaborative efforts with our dedicated staff and Stakeholder partners as we forge ahead in the journey defined by our strategic vision. We would like to extend our thanks to the PICAC Board for their leadership and direction during FY22-23 and to our staff and Industry partners for their dedication and hard work throughout a demanding year.

PICAC's dedication to expanding access to world-class Plumbing and Fire Protection training remains as strong as ever. We look forward to driving our commitment to excellence onwards in the forthcoming Financial Year.

# Message from the STC Chair & Operations Manager



Gary O'Halloran  
STC Chair



Mirjana Obradovic  
STC Operations Manager



**The Financial Year 2022-2023 (FY22-23) marked a significant period of transformation and progress for The Service Trades College (STC). Throughout these twelve months, STC adeptly navigated the post-covid landscape with an eye towards the future. We are very proud to lead such a forward-thinking, proactive, and inclusive training organisation. The spirit of Industry advancement and student achievement has helped define STC in FY22-23.**

A defining milestone of FY22-23 was the inauguration of the Hydrogen Centre of Excellence at the PICAC Beenleigh Campus in November 2022. The Hydrogen Centre of Excellence was officially opened by Queensland Premier Anastacia Palaszczuk MP, who was joined by Queensland Treasurer and Minister for Trade and Investment Cameron Dick MP, Minister for Energy, Renewables and Hydrogen Mick de Brenni MP and Minister for Training and Skills Development

Di Farmer MP. The Centre is an Industry-first training facility that will allow STC to train and reskill the Queensland clean energy and clean manufacturing workforces of the future.

The new Centre consists of state-of-the-art training areas, with separate zones where vocational training can be undertaken safely on regulated supplies of hydrogen. The facility also boasts environmentally conscious technology enhancements including a rooftop PV solar array, specialised fire systems and state-of-the-art training spaces for apprentices and post-trade learners. With the new facility open, PICAC Beenleigh stands as a shining example of a world-class training institution and will help ensure that the Queensland Plumbing

and Fire Protection Industry stays at the cutting edge of the transitioning energy sector.

The PICAC Hydrogen Centre of Excellence represents a shared vision between Industry and Government around the significance of the green hydrogen opportunity.





The development of the facility has been made possible by a \$20 million investment by the Queensland Government and represents a successful Industry partnership between STC, PICAC, the Plumbing and Pipe Trades Employees Union QLD (PPTU), the Master Plumbers' Association of Queensland (MPAQ) and the National Fire Industry Association (NFIA).

In the wake of the enduring effects of the COVID-19 pandemic on our Industry amid Australia's post-pandemic recovery, STC remained steadfast in its commitment to providing top-quality training services for Queensland and NSW. While STC is not shielded from the global trends and Industry challenges, it remains unwavering in its dedication to consistently achieve exceptional results and set a standard of excellence.

In FY22-23, STC continued its focus on enhancing the student experience and facilitating their progression, all

with the overarching goal of securing the future of its Industry. During this period, STC successfully delivered more than 29,000 hours of training to apprentices in Queensland and 14,000 hours at the PICAC Glenwood Campus in New South Wales, marking a record achievement in the State.

As we transition into the new Financial Year, STC's commitment remains steadfast – to deliver high-quality training and foster skills growth and career achievements in the Plumbing Industry. STC would like to thank its dedicated trainers, administration and operational staff for their tireless efforts during FY22-23. It also extend its gratitude to the STC Board and Leadership Team for their dedication in guiding and supporting the College through a transformative year defined by growth, innovation and evolution.



We are confident that our focus during FY22-23 positions STC to thrive and drive positive change into the future. As we approach the next year, STC remains committed to embracing challenges and opportunities to ensure that we remain an Industry leader in skills excellence.



# FY2022-2023

## Snapshot



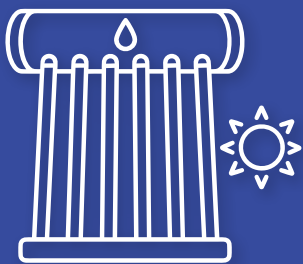
A record **432,000** contact hours of training delivered at PICAC campuses in FY2022-2023



Over **8,400** students enrolled at PICAC campuses in VIC, QLD and NSW in FY2022-2023



**World Plumbing Day** events held around Australia in March 2023



**Solar Hot Water and Heat Pump Upskilling Program** launched in FY2022-2023 at PICAC VIC Campuses



The **Hydrogen Centre of Excellence** opened in November 2022 at the PICAC Beenleigh Campus



Events supporting **Women in Plumbing** held in FY2022-2023 with information sessions and direct connections with employers





# 2021-2026 PICAC Strategic Plan



Read the full Strategic Plan

PICAC's commitment to fostering career advancement and Industry excellence has shaped our direction and impact since our inception. As a result, PICAC has grown into a world leading training hub, collaborating with Stakeholders to build on the strength of our Industry partnerships. **Our 2021-2026 Strategic Plan** aims to enhance PICAC's readiness to adjust, respond effectively and take a leadership role in driving change within our Industry.

## PICAC's Organisational Values



### Seeing it through

We relish ownership and are accountable in doing what we say with reliability, resilience, and perseverance



### Commitment to exceptional

We are driven by the excellence of our work, have pride in the esteem of all that we do and seek to exceed expectations



### Passion for impact

We are energised to leave the industry and workforce in a better place every day and care about the positive community and environmental benefits of our work



### Projecting the future

We are future focussed, energised by new ideas and excited by new opportunities that keep us ahead of the rest



### Together is better

We live collaboration and teamwork and the power of collective benefit from deeply understanding one another and working together



### Authentic and caring

We treat one another as we expect to be treated, genuinely care, and seek to help, understand, and welcome all our colleagues so everyone can be their best

## Principles of Stakeholder Commitment

Stakeholder collaboration is the bedrock of PICAC and the basis for its existence. The principles of Stakeholder commitment set the standards and expectations of what Stakeholders give to the collaboration and can expect from one another.

# HIGHLIGHTS

FY 2022-2023

PLUMBING  
INDUSTRY  
CLIMATE ACTION CENTRE

## World Plumbing Day 2023

10 March 2023

World Plumbing Day is a globally celebrated annual event held on 11 March to raise awareness about the crucial role of plumbing and sanitation systems in safeguarding our health, communities and environment.

In honour of World Plumbing Day, PICAC organised a range of events on Friday, 10 March 2023 at our campuses in Victoria, NSW and QLD to commemorate the significance of plumbing and the work of licensed plumbers.

### Victoria

PICAC's Brunswick Campus hosted a morning tea to celebrate Women in Plumbing in honour of World Plumbing Day. The event featured inspiring guest speakers who shared their stories and knowledge of all things plumbing.

One of the highlights of the event was a panel discussion featuring Jackie Sims-Coutts, a licensed plumber, and Amy Kosterman, a licensed sprinkler-fitter, who both discussed their personal experiences in the Plumbing and Fire Protection Industries. They emphasised the importance of

breaking down barriers for women entering the Industry and highlighted the long-lasting and fulfilling career opportunities available in plumbing and fire protection.

To wrap up the World Plumbing Day morning tea, Reece presented five female apprentices who were embarking on their plumbing journey with comprehensive toolkits. This would help ensure that they had the necessary tools and equipment to start their apprenticeships successfully. PICAC would like to thank event partners Women Onsite, PPTU VIC, RAW GTO and PICAC World Plumbing Day supporters, Incolink and Reece.

### New South Wales

PICAC's Glenwood Campus commemorated World Plumbing Day by hosting a luncheon that celebrated the crucial role played by licensed Plumbers and Sprinkler Fitters. More than 90 Industry participants, apprentices, and notable guests, including the then NSW Leader of the Opposition, Chris Minns MP, were in attendance.

PICAC Glenwood also hosted a Plumbing and Sprinkler Fitting Skills Competition for apprentices. PICAC congratulates Cayden Herps, a Plumbing apprentice from Doolan Plumbing, and Matthew Cincotta, a Sprinkler Fitting apprentice from Precision Fire Protection, for taking home the top prize in each event.

### Queensland

PICAC's state-of-the-art campus in Beenleigh, QLD hosted a special luncheon to celebrate World Plumbing Day. The event saw an impressive turnout of over 110 attendees, including apprentices, staff and Industry members. The participants





were treated to a variety of activities and engaging speeches that highlighted the vital role plumbing plays in our society.

The keynote speeches were delivered by the PPTU Queensland and the MPAQ. The speakers highlighted the rewarding and diverse career pathways that exist within the Plumbing and Fire Protection Industries and highlighted the vital role plumbing plays in the health, safety and sustainability of our communities.

The World Plumbing Day lunch was sponsored by Caroma, and PICAC would like to express its gratitude for their generous support. The event provided an excellent opportunity to showcase the latest innovations and technologies in the Plumbing Industry and promote the importance of ongoing education and training for plumbers.



## 2023 Apprentice Skills Contest

At our Brunswick Campus, PICAC hosted the annual World Plumbing Day Apprentice Skills Contest which brought together six Plumbing and five Sprinkler Fitting apprentices from Victoria, Queensland, and New South Wales. The competition commenced bright and early on World Plumbing Day, and it was a fiercely fought contest to the very end. PICAC extends a big thank you to all who competed and congratulates the finalists in both competitions.

All finalists had the opportunity to be interviewed by a judging panel to be selected to compete at the United Association's International Skills Competition in Ann Arbor, USA. Jack Keogh from Queensland (Plumbing) and Steve Barbeta from Victoria (Sprinkler Fitting) were the finalists selected to represent PICAC and Australia at the Contest in August 2023.

### **PLUMBING COMPETITION FINALISTS**

**1ST PLACE** Justin Jongsma – Shiners Plumbing (VIC)

**2ND PLACE** Jordan Tait – NSG Plumbing (VIC)

**3RD PLACE** Jack Keogh – Axis Plumbing (QLD)

### **SPRINKLER FITTING COMPETITION FINALISTS**

**1ST PLACE** Daniel Roberts – SRD Fire Protection (VIC)

**2ND PLACE** Tyson Heathcote – Fireline Fire Protection (VIC)

**3RD PLACE** Jack Dillaway – ARA Fire (QLD)

# Opening of the Hydrogen Centre of Excellence at PICAC Beenleigh

16 November 2022

PICAC was thrilled to have Queensland Premier, the Hon Anastacia Palaszczuk MP officially open the Hydrogen Centre of Excellence on 16 November 2022 at the PICAC Beenleigh Campus.

The PICAC Hydrogen Centre of Excellence stands as a pioneering establishment within the Industry, designed to enhance the expertise of gas plumbing professionals. The purpose-built training facility will equip the Queensland workforce with the necessary skills for embracing a future centred around clean and sustainable hydrogen energy.

The Centre consists of state-of-the-art training areas, with separate zones where vocational training can be undertaken safely on regulated supplies of hydrogen. The PICAC Hydrogen Centre of Excellence represents a shared vision between Industry and Government around the significance of the green hydrogen opportunity.

At the opening event, the Queensland Premier was joined by Queensland Treasurer and Minister for Trade and Investment Cameron Dick MP, Minister for Energy, Renewables and Hydrogen and Minister for Public Works and Procurement, Mick de Brenni MP, Minister for Employment and Small Business and Minister for



Training and Skills Development, Di Farmer MP and Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence, Shannon Fentiman MP, amongst over 150 Industry participants, apprentices and post-trade learners. The development of the facility has been made possible by a \$20 million investment by the Queensland Government





and represents a successful Industry partnership between PICAC, the PPTEU Queensland, MPAQ and the NFIA.

This advanced facility holds the key to shaping the upcoming generation of hydrogen experts specialising in renewable energy. Annually, more than 1,000 trainees and apprentices in Queensland can access this cutting-edge training centre. Its offerings include specialised equipment for gas training, technology upgrades promoting reduced carbon footprint, elevated

work platforms for roof access, and state-of-the-art training rooms, all contributing to a world-class learning experience.

With the opening of the Hydrogen Centre of Excellence, PICAC is providing training with real, long term employment outcomes and creating a great legacy for future generation of skilled Plumbing and Fire Protection professionals right across Australia.

# Plumbing and Fire Industry Awards 2023

10 March 2023

On 10 March 2023, the Plumbing and Fire Industry Awards (PFIAs) were held at the Crown Palladium in Melbourne. The event celebrated the exceptional accomplishments of professionals and apprentices who have made remarkable contributions to their industry or company.

The PFIAs cover a wide range of industry activities and contributions, including Indigenous and female professionals, excellence in occupational health and safety, education and sustainability, and outstanding contributions from the Fire Protection Industry.

The sold-out event was attended by over 500 people who came to celebrate the achievements of their peers. Comedian and MC Lehmo entertained guests in style, and later in the night, the Motown supergroup Oz Boys delivered hit after hit.

PICAC was proud to have presented the prestigious William P. Hite Award to Andy Wallace, the final recipient of the 2023 PFIAs. This Award is the highest honour in our industry and recognises individuals who have excelled in leadership roles and have made significant contributions to the Plumbing, Fire Protection, HVAC, and Pipe Trades Industries.

The PFIAs is a collaborative effort of key industry stakeholders, including the Master Plumbers and Mechanical Services Association of Australia, the PPTEU, the NFIA, the Association of Hydraulic Service Consultants Australia, and PICAC.



## CONGRATULATIONS TO ALL THE FINALISTS AND WINNERS AT THE 2023 PLUMBING AND FIRE INDUSTRY AWARDS

**MECHANICAL SERVICES AWARD**  
Winner: Ryan Bridle from Entire Mechanical Services

**FRANK MASKELL GENERAL PLUMBING AWARD**  
Winner: Nathan Brien from Plumbing Apprenticeships Victoria

**NA SMITH GAS AWARD**  
Winner: Sean Anderson from Commercial Hot Water and Maintenance

**LOU MAGLIO GOLD MEDAL FOR APPRENTICE OF THE YEAR**  
Winner: Michael Loprete from Shield Fire Systems

**EXCELLENCE IN FIRE PROTECTION AWARD**  
Winner: Mark Buckley from Contractfire

**EXCELLENCE IN OCCUPATIONAL HEALTH AND SAFETY AWARD**  
Winner: Chris Bell, PPTEU

**EXCELLENCE IN EDUCATION AND TRAINING AWARD**  
Winner: John Arnel, FIT

**WOMEN IN PLUMBING ROSE CURTIS AWARD**  
Winner: Jessah Iliopoulos from Plumbing Apprenticeships Victoria

**INDIGENOUS PROFESSIONAL AWARD**  
Winner: Jackson Viney. RAW GTO

**EXCELLENCE IN ADMINISTRATIVE SUPPORT AWARD**  
Winner: Kathy Goodwin from McCarthy Plumbing

**AHSCA COMMERCIAL PLUMBING AFFILIATE OF THE YEAR AWARD**  
Winner: Geschke Plumbing

**AHSCA TOM CELEMENTS CONSULTANT OF THE YEAR**  
Winner: Mark Pearson

**AHSCA SALES REPRESENTATIVE OF THE YEAR**  
Winner: Greg Brittain from ZIP Water

**PROJECT OF THE YEAR**  
Winner: NSG Plumbing/Energy Smart Water

**EXCELLENCE IN SUSTAINABILITY AWARD**  
Sponsored by IAPMO  
Winner: Thermal Energy Solutions

**SMALL PLUMBING BUSINESS OF THE YEAR**  
Winner: T.J Coles Plumbing

**ANDREW LETTEN GOLD MEDAL**  
Sponsored by Master Plumbers  
Winner: Nathan Brien

**WILLIAM P HITE AWARD**  
Sponsored by PICAC  
Winner: Andy Wallace



# PICAC AND STC FINANCIAL INFORMATION

FY 2022-2023



# PICAC 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 2023 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*

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

A handwritten signature in black ink, appearing to read "MB Shulman".

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

Dated 01 September 2023



## PICAC STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 30 JUNE 2023

	<b>The Group 2023 \$</b>	<b>The Group 2022 \$</b>
Incolink Service Grant	7,623,286	6,420,590
Other Grants	999,265	633,425
Training Levy	1,879,200	1,626,017
Paid Training Income	390,013	168,253
Charge-back Income	911,388	791,388
Interest Income	285,826	(6,890)
Other Income	819,510	869,332
<b>Total Income</b>	<b>12,908,488</b>	<b>10,502,115</b>
Employment Costs	5,189,284	4,132,745
Marketing & Communications	132,497	47,560
Occupancy Costs	2,069,180	1,710,563
Accounting & Audit & Legal Fees	131,689	118,005
Sponsorships & Donations	185,099	69,562
Other Costs	4,967,460	3,929,850
<b>Total Expenses</b>	<b>12,675,209</b>	<b>10,008,285</b>
Operating profit before income tax expense	233,279	493,830
Income tax expense	-	-
<b>Net Profit attributable to Members of the Group</b>	<b>233,279</b>	<b>493,830</b>

# PICAC STATEMENT OF FINANCIAL POSITION

## FOR THE PERIOD ENDED 30 JUNE 2023

	Note	The Group 2023 \$	The Group 2022 \$
<b>Current Assets</b>			
Cash and Cash Equivalents	11(a)	10,142,361	9,635,471
Trade and Other Receivables	3	4,126,093	3,904,996
<b>Total Current Assets</b>		<b>14,268,454</b>	<b>13,540,467</b>
<b>Non Current Assets</b>			
Right of Use Asset	18	12,032,542	10,055,338
Property, plant and equipment	4	5,435,605	5,382,304
Financial Assets	13	-	-
<b>Total Non Current Assets</b>		<b>17,468,147</b>	<b>15,437,642</b>
<b>Total Assets</b>		<b>31,736,601</b>	<b>28,978,109</b>
<b>Current Liabilities</b>			
Trade and Other Payables	5	6,078,279	6,006,885
Employee Entitlements Provisions	6	436,270	378,466
Right of Use Liability	18	1,454,000	716,000
<b>Total Current Liabilities</b>		<b>7,968,549</b>	<b>7,101,351</b>
<b>Non Current Liabilities</b>			
Employee Entitlements Provisions	6	273,198	219,300
Right of Use Liability	18	12,271,887	10,667,770
<b>Total Non Current Liabilities</b>		<b>12,545,085</b>	<b>10,887,070</b>
<b>Total Liabilities</b>		<b>20,513,634</b>	<b>17,988,421</b>
<b>Net Assets</b>		<b>11,222,967</b>	<b>10,989,688</b>
<b>Equity</b>			
Retained Profits		9,712,526	9,479,247
Reserves		1,510,441	1,510,441
<b>Total Equity</b>		<b>11,222,967</b>	<b>10,989,688</b>

# PICAC STATEMENT OF CASH FLOWS

## FOR THE PERIOD ENDED 30 JUNE 2023

	Note	The Group 2023 \$	The Group 2022 \$
<b>Cash Flows from Operating Activities</b>			
Receipts from Service Grants		7,623,286	6,420,590
Receipts from Customers and Other Grants		4,778,819	11,743,196
Interest received		285,826	(6,890)
Payments to suppliers and employees		(10,459,356)	(24,491,388)
Net cash provided by operating activities	11b	2,228,575	(6,334,492)
<b>Cash Flows from Investing Activities</b>			
Proceeds – sale of vehicles		-	34,500
Payments for plant and equipment and property, net of disposals		(522,417)	(505,124)
Net cash (used in) investing activities		(522,417)	(470,624)
<b>Cash Flows from Financing Activities</b>			
Borrowings – ROU Liability		(1,199,268)	(501,850)
Net cash provided by financing activities		(1,199,268)	(501,850)
Net increase/(decrease) in cash held		506,890	(7,306,966)
Cash and cash equivalents at the beginning of the Financial Period		9,635,471	16,942,437
Cash and cash equivalents at the end of the Financial Period	11a	10,142,361	9,635,471

# PICAC INDEPENDENT AUDIT REPORT



## 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 2023, 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 Group 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 Group's financial position as at 30 June 2023 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 Group 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 Group 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.



**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 Group'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 Group 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 Group 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

A handwritten signature in black ink, appearing to read "Michael Shulman".

Michael Shulman  
Partner

Date 01 September 2023

# PICAC DIRECTORS' REPORT

## PICAC

### Directors' Report

The Directors of the Plumbing Industry Climate Action Centre Ltd (PICAC) and its controlled entities (the Group) present the annual report for the financial period 1 July 2022 to 30 June 2023. 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	4	4
Earle Setches	PPTEU	1	4
Glenn Menzies	PPTEU	3	4
Patrick McCrudden	PPTEU	3	4
Scott Williams	AMCA	4	4
Gary O'Halloran	PPTEU (QLD)	3	4
David Viola	Independent	1	4
Adrian Shackleton	NFIA	3	3
Scott Dowsett	MPMSAA	3	4

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	4	4
Earle Setches	Union	1	4
Glenn Menzies	Union	4	4
Ken Gardner	Employer	4	4
Adrian Shackleton	Employer	3	3

Mr Shayne La Combre 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;

# PICAC BOARD FY 2022-2023

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Carmel  
Coate



Paddy  
McCrudden



Glenn  
Menzies



Gary  
O'Halloran



Earle  
Setches



Adrian  
Shackleton



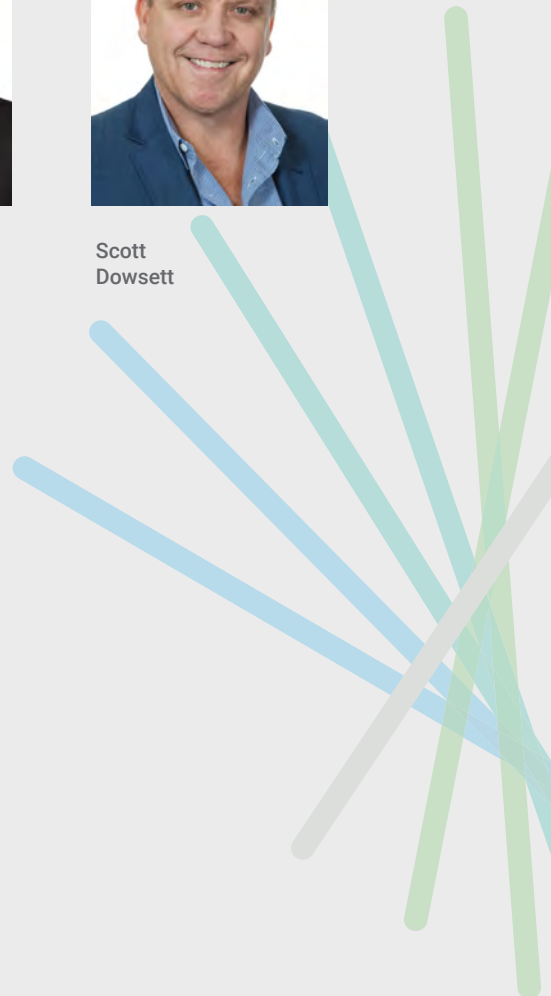
Scott  
Williams



Scott  
Dowsett



Dave  
Viola



# 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 2023 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

A handwritten signature in black ink, appearing to read "M Shulman", written over a horizontal line.

Michael Shulman  
Partner

Dated 25 October 2023



## STC STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Revenue	3	2,588,353	2,144,801
Service provision expenses			
Interest revenue		49,093	915
Employee benefits expenses		(1,393,656)	(1,122,487)
Depreciation and amortisation expense	2	(42,660)	(19,148)
Other expenses		(978,165)	(771,167)
Current period surplus/(deficit) before income tax expense		<b>222,965</b>	<b>232,914</b>
Income tax expense relating to ordinary activities	4	-	-
<b>Net current period surplus/(deficit)</b>		<b>222,965</b>	<b>232,914</b>
<b>Other comprehensive income</b>		-	-
<b>Total comprehensive income for the year</b>		<b>222,965</b>	<b>232,914</b>

## STC STATEMENT OF FINANCIAL POSITION FOR THE PERIOD ENDED 30 JUNE 2023

	Note	2023	2022
ASSETS		\$	\$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	1,920,715	1,693,032
Trade and other receivables	6	110,339	34,627
Other assets	7	5,385	-
<b>TOTAL CURRENT ASSETS</b>		<b>2,036,439</b>	<b>1,727,659</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	8	1,187,695	1,205,303
Intangible assets	9	-	-
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,187,695</b>	<b>1,205,303</b>
<b>TOTAL ASSETS</b>		<b>3,224,134</b>	<b>2,932,962</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	330,806	279,174
Borrowings	11	115,116	115,116
Provisions	12	74,096	74,149
<b>TOTAL CURRENT LIABILITIES</b>		<b>520,018</b>	<b>468,439</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	12	79,931	63,303
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>79,931</b>	<b>63,303</b>
<b>TOTAL LIABILITIES</b>		<b>599,949</b>	<b>531,742</b>
<b>NET ASSETS</b>		<b>2,624,185</b>	<b>2,401,220</b>
<b>EQUITY</b>			
Retained surplus		2,624,185	2,401,220
<b>TOTAL EQUITY</b>		<b>2,624,185</b>	<b>2,401,220</b>

## STC STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from customers		2,507,256	2,251,247
Payments to suppliers and employees		(2,303,614)	(1,864,833)
Interest received		49,093	915
<b>Net cash provided by/(used in) operating activities</b>	13	<b>252,735</b>	<b>387,329</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for property, plant and equipment		(25,052)	(2,672)
<b>Net cash provided by/(used in) financing activities</b>		<b>(25,052)</b>	<b>(2,672)</b>
Net increase/(decrease) in cash held		227,683	384,657
Cash at beginning of Financial Year		1,693,032	1,308,375
<b>Cash at end of Financial Year</b>	13	<b>1,920,715</b>	<b>1,693,032</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 2023, 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 2023 and of its financial performance for the year ended; and
- b. complying with Australian Accounting Standards 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.

#### 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.

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.



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

- 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

A handwritten signature in black ink, appearing to read "M Shulman".

Michael Shulman  
Partner  
Date 25 October 2023

# STC DIRECTORS' REPORT

## The Service Trades College Australia Limited

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### Directors' Report

Your Directors present their report on the entity for the financial period ended 30 June 2023.

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)	4	4
Rian Kelso	4	4
Glenn Menzies	4	4
Penelope Cornah	4	4
Shayne La Combre	4	4
Adrian Shackleton	2	2
Angela Olsen *	2	2
Matthew Cooper (retired during the year)	2	2
Mirjana Obradovic	2	2

\*Appointed 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 and continues to develop that site. The principal activities directly relate to the provision of training in the period covered by this report. In December 2015, 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 objectives are 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 2022-2023

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Gary  
O'Halloran



Penny  
Cornah



Shayne  
La Combre



Glenn  
Menzies



Rian  
Kelso



Adrian  
Shackleton



Angela  
Olsen



# PLUMBING INDUSTRY

CLIMATE ACTION CENTRE

## PICAC CAMPUSES

### BEENLEIGH

6 QUINDUS ST  
BEENLEIGH  
QLD 4207

### BRUNSWICK

6/306 ALBERT ST  
BRUNSWICK  
VIC 3056

### GEELONG

66 TANNER ST  
BREAKWATER  
VIC 3219

### GLENWOOD

1000 WINDSOR RD  
GLENWOOD  
NSW 2768

### NARRE WARREN

7-11 FULLARD RD  
NARRE WARREN  
VIC 3805