



**ANNUAL REPORT**  
2017 – 2018



# PICAC

## CHAIR'S REPORT

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Carmel Coate

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I AM VERY PROUD OF WHAT PICAC HAS ACHIEVED IN THE YEAR TO JUNE 30, 2018. PICAC CONTINUED TO DELIVER THE HIGH-QUALITY TRAINING OUTCOMES WHICH HAVE BEEN THE HALLMARK OF THE PICAC MODEL FOR NEARLY A DECADE.

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In April 2018 I succeeded Earl Setches. I consider it a great privilege to serve the Industry in this capacity and look forward to continuing the outstanding work that Earl and the Board has undertaken. Under Earl's leadership, PICAC has transformed from an idea to a proven success story, delivering world class, award winning training to hundreds of students throughout Australia. PICAC is delivering high-quality, industry relevant training and will continue to do so for generations to come. Earl Setches' contribution to the Industry as Chair of PICAC has been enormous and I am very pleased he will continue to serve on the Board.

In FY 2017-18 PICAC maintained its strategic trajectory of measured growth, adding to its physical training infrastructure, its trainer capability and its corporate capacity and driving forward nationally consistent training frameworks for the various elements of the Industry. For example, PICAC with its partner Fire Industry Training (FiT) is now the sole provider of Fire Protection apprenticeship training for most of Australia. In New South Wales we have begun to deliver Fire Protection training and a range of workplace safety training. Vitally important in ensuring PICAC fulfils its commitment to delivering the best training for our Industry, is PICAC's strategy of building new training infrastructure in the places where the demand for training is highest.

Last year, PICAC Geelong was completed and opened. This year it became fully operational, gradually increasing the volume and scope of training available with Master Plumbers delivering the first of its courses in October 2017. As Geelong and the surrounding regions continue to grow, the campus is becoming an increasingly important regional industry hub and will deliver crucial Industry specific training in the years ahead.

Additionally, together with IAPMO (The International Association of Plumbing and Mechanical Officials), PICAC commenced construction of a third Victorian campus. In January 2018 construction work commenced

on the training and research facility. PICAC Narre Warren will be a unique entity - part training centre, part research facility and part centre of excellence. IAPMO is the leading industry research and standards setting and assessment body, and the joint facility at Narre Warren enhances industry alignment, bringing together industry training, industry employment needs and opportunities, sector research and development in a co-ordinated and planned way.

Another major development for PICAC in FY 2017-18 occurred in Queensland. In the growth belt between Brisbane and the Gold Coast, a site has been selected and acquired, and planning significantly progressed, on a new Industry training facility in Beenleigh.

During the year PICAC secured development funding from the Queensland Government, and other industry partners to commence a new and exciting project that will bring PICAC's award winning quality industry training to potentially tens of thousands of Queensland students. PICAC Beenleigh will deliver Centre of Excellence training in the trade sectors of sanitary plumbing, fire protection and mechanical services (air-conditioning).

Thank you to the Board, the Chief Executive Officer, Shayne La Combre, the training, corporate and facilities staff in Victoria, Queensland and New South Wales. Your hard work in FY 2017-18, and every year, has made PICAC the great success it has become, and will be key to PICAC's continued success in the future.

# PICAC

## CHIEF EXECUTIVE OFFICER'S REPORT

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**Shayne La Combre**

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### DELIVERING AND FACILITATING VERY HIGH-QUALITY INDUSTRY TRAINING FOR THE PLUMBING AND FIRE PROTECTION INDUSTRY IS PICAC'S CORE BUSINESS.

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In 2017-18, together with our partner entities, PICAC continued to deliver and continuously improve its training delivery and outcomes. PICAC delivered hundreds of thousands of hours of industry informed, relevant, tailored training to students at all stages of their career life cycle in more places than ever before.

Through its strategic partnerships, established industry networks and international affiliations, PICAC leveraged the best training intelligence, techniques and facilities in the world.

PICAC's medium term strategic objectives, which centre on the establishment of a national series of networked training centres delivering nationally consistent curriculae, were significantly progressed in the year to 30 June 2018.

The partnership between PICAC and STC, in its second year, was consolidated and the shared corporate and governance operating model was refined and evolved over the course of 2017-18. The efficiencies of the model are being realised and will continue to deliver benefits to the Industry in Queensland and Victoria for many years to come.

Progress was also made in the development of the exciting new facility in Beenleigh, Queensland. The significance of this development cannot be overstated. For the first time in that State's history, Queensland will be home to a Plumbing and Fire Protection Centre of Excellence. As well as access to the best sanitary, fire protection and mechanical services training in Australia, the Industry will have a genuine home, a hub around which to organise, innovate and respond to the challenges and opportunities of a changing economy and a changing climate.

PICAC has simultaneous major projects underway in the north and south of the country.

In partnership with IAPMO, PICAC is developing one of the most innovative buildings in Australia. It is Australia's first Net Zero Energy training facility and will train the first generation of Net Zero Energy professionals. The technology and complexity involved in the construction of this remarkable building is truly astonishing, and I believe the entire industry is truly looking forward to seeing the completed project in early 2019.

The sophistication and scale of the Narre Warren facility reflects and symbolises an organisation which is confident, forward looking, innovative and ambitious. That PICAC possesses these organisational attributes is in turn a reflection of the quality, dedication and commitment of the PICAC staff.

Thank you to all the members of the PICAC team for your support and dedication in FY 2017-18. On behalf of all the staff at PICAC I would also like to thank Earl Setches for his transformative contribution to the development of PICAC and the Industry more broadly. I am also very pleased to warmly welcome Carmel Coate to the role of Chair of PICAC and I look forward to working with Carmel as PICAC continues to pursue its objectives of making world class industry-based Plumbing and Fire Protection training available to as many Australians as possible.

## STC CHAIR'S REPORT

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Gary O'Halloran

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### THE FY 2017-18 ANNUAL REPORT IS REFLECTIVE OF THE BROADER EVOLUTION AND STRENGTHENING OF THE RELATIONSHIP BETWEEN STC AND PICAC.

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In FY 2017-18, and for the first time, the annual report on the activities of the Service Trades College (STC) Australia Limited forms part of the Annual Report of the Plumbing Industry Climate Action Centre (PICAC).

Reporting STC and PICAC's annual activities in one report is reflective of the broader evolution and strengthening of the relationship between the two entities. The year to June 2018 was the second full year of operations since the signing of the historic partnership agreement between PICAC and STC in December, 2015. Since then a more efficient operating model, one which reduces duplication and enhances training opportunities and outcomes for students, has gradually been adopted.

In establishing PICAC, a key goal of the Plumbing and Fire Protection Industry was to, as far as possible, drive nationally consistent training for the different streams of plumbing, which make up the industry. Key to that strategy is the establishment of a series of networked training facilities and Centres of Excellence across the country, delivering a consistent curriculum, informed by contemporary industry requirements, and delivered by trainers with specialist skills and knowledge.

STC, and its facilities at Salisbury and Brendale, is now a major part of that network. In the 12 months to 30 June 2018, STC in collaboration with our partner RTO's including CEPUTEC and FiT, trained over 1500 students and delivered just under 80,000 hours of high quality, industry training. Key to STC's expanded delivery capacity in 2017-18 was the consolidation of all of Queensland's Fire Protection training under the STC/PICAC/FiT delivery model.

The major highlight of the year was the excellent progress made on the new PICAC training centre at Beenleigh. Having acquired the site, the year to June 2018 was about progressing the development. And, our progress was significant, with extensive background work being completed around facility design, plant and equipment, funding and resources and stakeholder engagement. In the coming year

it is expected that the fit-out of the facility will be underway.

And what we will create is something unique to Queensland and an invaluable asset to the industry and the Queensland economy for generations to come. PICAC Beenleigh will be a world-class training facility that will deliver the highest quality training in sanitary plumbing, fire protection and mechanical services (air-conditioning). When fully operational, the new facility will be able to accommodate 400-500 fire protection and plumbing apprentices, 100 mechanical services apprentices and 100 pre-apprenticeship trainees – about 700 places in total.

That is great news for the Industry, and it's great news for the Logan region, one of the fastest growing areas in the country and easily accessible to Brisbane and the Gold Coast.

I am very proud of the progress of the development at Beenleigh, and all we have achieved at STC over the 2017-18 year. I wish to thank all our stakeholders and partners for their support this year. I also want to acknowledge and thank Adrian Shackleton, General Manager at STC, all the Board Members of STC and PICAC, and the training, administrative and other staff for all their effort and dedication, and I look forward to continued success in 2018-19.

# STC

## GENERAL MANAGER'S REPORT

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**Adrian Shackleton**

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### IT WAS A PARTICULARLY SIGNIFICANT YEAR FOR STC AND FOR THE PLUMBING AND FIRE PROTECTION INDUSTRY IN QUEENSLAND.

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2017-18 was the second year in which STC has operated under the PICAC model, which seeks to drive national consistency in training content and quality across the Plumbing and Fire Protection Industry. Amalgamating operations with those of PICAC has significantly strengthened STC's financial and governance capability and set STC on a sustainable financial footing.

STC expanded the scope of its course delivery, with more than 20 different courses over the year in everything from First Aid to Working at Heights to the full suite of Plumbing and Fire Protection Certificate III courses. Significantly, STC continued to broaden and deepen the delivery of its Certificate III training in Plumbing and was the exclusive provider of Fire Protection apprenticeship training in Queensland, training hundreds of apprentices and maintaining a 90 per cent success rate.

The 2017-18 year commenced very shortly after the June 2017 fire in the Grenfell building in London. Early in the year Federal Opposition Leader Bill Shorten, visited the STC Salisbury facility along with local Queensland Senators to see first-hand how well equipped and trained the next generation of fire protection professionals in Queensland are.

However, it is not only fire prevention and management that brought industry stakeholders to STC in 2017-18. As part of STC's close industry partnerships with the Queensland plumbing industry, several association meetings were held at the Salisbury campus throughout the year. The Backflow Prevention Association of Australia Queensland Chapter (BPAAQ), Institute of Plumbing Inspectors Queensland (IPIQ), and the Association of Hydraulic Services Consultants Australia (AHSCA) all held meetings, which demonstrate the way in which STC has become not only an industry-led training centre, but also a genuine industry hub.

The most significant highlight for the year was the progress of the new development at Beenleigh. Central to that progress was the announcement in November 2017, by the Queensland Government of a commitment to provide \$4 million towards the development of PICAC Beenleigh.

It is going to be a very exciting time in the next 12 months at STC as this development plan takes place and I must thank my great team who have been working so hard on this shared vision.



## THE PLUMBING AND FIRE PROTECTION INDUSTRY IS ONE OF THE MOST DYNAMIC IN THE ECONOMY.

New products, more advanced systems for water transport, capture, treatment, recycling, re-use and so on are emerging every day.

The diversifying products market and rapid level of innovation in systems design, combined with strong population and economic growth in much of Australia, means that Industry training that remains current and relevant has never been more important.

In 2017-18 PICAC delivered thousands of hours of industry led training, to hundreds of students across several campuses and in multiple States of Australia. PICAC not only delivered volume, it delivered excellence in terms of the:

- currency and relevance of the industry informed training delivered or facilitated by PICAC;
- availability of world class training equipment and facilities;
- knowledge, experience and communication skills of PICAC trainers;

- fostering of a positive teaching and learning environment which caters for women and men of all ages, from a range of cultural backgrounds and with a variety of skills, experience and learning styles;
- provision of access to more students than ever before to the most contemporary and sophisticated industry led training available in Australia.

The unique aspect of PICAC, and the key to its ability to deliver excellence in services, is that it is part of the Industry in which it is training students to be successful participants. PICAC training is designed, developed and delivered by the Industry, for the Industry.

# EXCELLENCE IN SERVICES



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TO MAINTAIN ITS EXCELLENCE IN SERVICE DELIVERY, PICAC ENSURES ITS TRAINING FACILITIES GIVE STUDENTS THE BEST OPPORTUNITY TO GAIN THE MOST CURRENT, INDUSTRY-REQUIRED SKILLS.

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In 2017-18 PICAC continued to pursue its medium-term strategy of measured growth, putting in place a corporate, financial and governance structure which allows managed growth while expanding the reach and scope of its training offerings.

Underpinning PICAC's approach is the understanding that for the Australian Industry to take advantage of the rapidly evolving range of new products, systems, and materials entering the global market, it is vital that industry professionals, both new and existing, are trained to use them. The realisation of that opportunity, for the industry, for Australian consumers, the environment and the economy, requires investment in modern training facilities capable of practically demonstrating the very latest innovations and techniques.

The ability to plan confidently for, and develop and deliver, such facilities requires a solid and sustainable

resource base. PICAC's prudent investments made in previous reporting periods; its sound financial management; robust governance structures; and efficient corporate processes; have provided PICAC the opportunity to invest for its future, both in terms of people and equipment.

The highlights of PICAC's activities for FY 2017-18 relating to the development of a sustainable resource base are set out on following pages.



## A SUSTAINABLE RESOURCE BASE

## HIGHLIGHTS



### GEELONG

2017-18 was the first full year of operations at Geelong, PICAC's second Victorian campus.

The Geelong campus features a multipurpose training space that is flexible enough to deliver a range of specialised training. Through its Geelong campus, PICAC can re-train hundreds of retrenched or displaced workers who have had to bear the brunt of a declining manufacturing industry. For existing qualified

tradespeople including welders, metal fabricators, machinists, fitters and turners, customised industry led training can provide a real opportunity to re-enter the workforce with promising job prospects.

Master Plumbers delivered the inaugural course at Geelong in October 2017.



### NARRE WARREN

In January 2018 construction work commenced on the \$30M plus plumbing and related skills training and research facility. The facility is in Victoria's south eastern suburban growth corridor, the heart of one of Australia's fastest growing regions. It will be accessible by the Monash Freeway and within walking distance from the metropolitan train network.

PICAC Narre Warren will bring world class industry training opportunities to thousands of current and future students for decades to come. It is being purpose-built to deliver the specific skills the Victorian and Australian economies and communities need now, and will increasingly need in future, if they are to continue to grow economically and



make best use of increasingly scarce water and increasingly expensive energy.

When completed in 2019, PICAC Narre Warren will be Victoria's first Net Zero Energy training facility and will train the first generation of Net Zero Energy professionals. The facility has been designed to utilise the very latest technological advances in water reticulation, heating and cooling systems. It will incorporate world leading facilities in welding and gas fitting, allowing both students and product developers access to develop their skills and new and innovative products and techniques.

PICAC Narre Warren is a partnership, a joint initiative by the Plumbing Industry Climate Action Centre (PICAC) and the International Association of Plumbing and Mechanical Officials (IAPMO).

It is a training centre, a research facility and a Centre of Excellence. It is the physical representation of the unrivalled level of cooperation which exists within the Plumbing and Fire Protection Industry - an industry in which training is continuously evolving to ensure it aligns with the needs and opportunities that are available.



## HIGHLIGHTS

### BEENLEIGH

PICAC Beenleigh will be a world-class training facility capable of delivering Centre of Excellence training in the trade sectors of sanitary plumbing, fire protection and mechanical services (air-conditioning).

The development of PICAC Beenleigh is a partnership between industry employers and employees represented by the Plumbing and Pipe Trades Employees Union (PPTU), Master Plumbers Association of Queensland (MPAQ), the National Fire Industry Association (NFIA) and the Air Conditioning and Mechanical Contractors' Association (AMCA)..

The new facility will offer students the opportunity to utilise state of the art facilities, which are currently not available to Queensland students, including:

- medical gas training room
- plant room
- unique 6 Star rated demonstration house
- specialised courses in Type A gas
- advanced welding facilities.



PICAC Beenleigh will offer the only industry endorsed licence level qualification in fire protection. When operational, the new facility will be able to accommodate 400-500 fire protection and plumbing apprentices, 100 mechanical services or HVAC apprentices and 100 pre-apprenticeship trainees – about 700 places in total. Going forward these skills will be crucial to the Queensland Construction Sector, and the economies of Queensland and South East Queensland in particular.

Post trade training will be a feature of this new facility with a strategic plan to professionally develop qualified Fire Protection Specialists to ensure that their skills and knowledge remain current, future focused and reflect world's best practice.



World-class training – training which utilises leading edge technologies such as Robotics and Virtual Reality to train students on the most contemporary and high-tech fire protection systems in the world – requires world class equipment. That is why PICAC is investing in highly sophisticated training equipment including Virtual Reality integrated classrooms that will allow students to enter a simulated environment to understand installations, surveying and fault finding. PICAC training will equip Queenslanders for generations to come with the skills they need to take advantage of the world leading technologies entering the Industry.





The industry connectedness which characterises PICAC and differentiates its training quality and depth from other providers, is brought about by its extensive industry partnerships. PICAC is an industry partnership between the key national industry employee and employer bodies, the Plumbing and Pipe Trades Employees Union (PPTU), Master Plumbers and Mechanical Services Association of Australia (Master Plumbers), Master Plumbers Association of Queensland (MPAQ), National Fire Industry Association (NFIA), Air Conditioning and Mechanical Contractors' Association (AMCA)

and the United Association (UA). PICAC's partnerships provide its students with an unmatched level of local industry connectivity, and also help bring the Australian Industry and the international plumbing community together. For example, through its strong links to the World Plumbing Council, PICAC students and industry stakeholders have a link to international developments in terms of key global plumbing related issues like water scarcity and disease control, and the role that good quality plumbing has in addressing them.

The affiliation between the PPTU and the UA from the United States and Canada, provides a connection point between the Australian Industry and developments in North America, particularly with respect to training innovation and facilities.

Through PICAC's partnerships with international standards and skills bodies like IAPMO and WorldSkills, PICAC students and trainers stay at the leading edge of product and skills development.



## EXTENSIVE INDUSTRY PARTNERSHIPS

## HIGHLIGHTS

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### PARTNERING WITH IAPMO TO DEVELOP NARRE WARREN

PICAC Narre Warren is a partnership, a joint initiative by the Plumbing Industry Climate Action Centre (PICAC) and the International Association of Plumbing and Mechanical Officials (IAPMO).

IAPMO has grown to be recognised the world over for its Uniform Codes. With offices in 12 States in the United States and 13 countries, IAPMO has assisted with code development all

over the world, and provisions from its Uniform Plumbing Code protect more than half the world's population. IAPMO works in concert with government and industry for safe, sanitary plumbing and mechanical systems.

IAPMO's strengthening involvement with the Australian Industry is reflected in their commitment to partner with PICAC to establish the unique Narre Warren PICAC facility. IAPMO's presence at PICAC Narre Warren, places the Australian Industry right on the developing edge for new materials, technologies and process.



### UNITED ASSOCIATION ANN ARBOR INTERNATIONAL APPRENTICE SKILLS CONTEST

- Rowan Morton and Andrew Fabb  
represent Australia



In August 2017, Andrew Fabb, a Sprinkler Fitter apprentice from Victoria (Fire Industry Training) and Rowan Morton, a plumbing apprentice from Queensland (Service Trades College) travelled to Ann Arbor, Michigan for the annual UA International Apprentice Skills Contest.

Andrew and Rowan were both finalists in the annual World Plumbing Day Apprentice Skills Contest held at PICAC Brunswick in March, which qualified them to take part in panel interviews and present about why they should represent Australia and PICAC in the UA contest. Both Rowan and Andrew stood out for their professionalism, integrity and commitment which made them ideal Ambassadors to represent PICAC and Australia in the US.

Andrew and Rowan both performed very well and gained the respect of their counterparts from the USA, Canada and Ireland, who were all represented in the Contest.

Upon returning to Australia, they have continued to act as Ambassadors for their trades. They actively encourage younger apprentices to take advantage of the opportunities around them and both of them returned to PICAC in March 2018 to act as Mentor's during the 2018 World Plumbing Day Apprentice Skills Contest.

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SEEING OUR BEST APPRENTICES  
COMPETE AGAINST THE BEST  
IN THE WORLD IS ALWAYS A  
HIGHLIGHT FOR THE AUSTRALIAN  
INDUSTRY AND FOR PICAC.

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## HIGHLIGHTS

### PLUMBING AND FIRE INDUSTRY AWARDS 2017

On Saturday 5 August, 2017 the Plumbing and Fire Protection Industry came together for the third annual Plumbing and Fire Industry Awards (PFIA).

Held at the very sophisticated and glamorous Grand Hyatt Melbourne, the PFIA is a joint initiative driven by key industry stakeholders including PICAC. The aim of the Awards is to recognise excellence in the training and development achievements of individuals and companies and

acknowledge professionals at every stage of their career and across the various disciplines.

This year over 500 people celebrated the achievements of their peers at the sold-out event. In attendance at the gala event were several high-profile guests, including Labor Senator Kimberly Kitching and the Hon. Senator Kim Carr, who was there representing the Leader of the Opposition, the Hon Bill Shorten.

The Awards cover a broad range of industry activities and contributions, and recognise Indigenous and female industry professionals, excellence in OHS, education and sustainability, and outstanding contributions from the fire protection industry.



Congratulations to all the finalists and winners, especially to the late Lou Maglio who received the prestigious William P. Hite Leadership Excellence Award. Sadly Lou, who made a great contribution to the Industry, passed away later in the year.

#### 2017 PFIA - WINNER AND FINALISTS

##### AHSCA Commercial Plumbing Affiliate Award

###### Winner

- NSG Plumbing

##### AHSCA Corporate Sponsors Award

###### Winner

- Dean Rowlands - SpecRep Services

##### AHSCA Tom Clements Consultant of the Year Award

###### Winner

- Bruce Clements

##### Mechanical Services Award

###### Winner

- Mark Pasini

##### Excellence in Education and Training Award

###### Winner

- Lucas Blyth

##### Excellence in Fire Protection Award

###### Winner

- Leemark Fire Protection

##### Excellence in Occupational Health and Safety Award

###### Winner

- Terry Smart

##### Excellence in Sustainability Award

###### Winner

- NSG Plumbing

##### Frank Maskell General Plumbing Award

###### Winner

- Matthew Mullarvey

##### Indigenous Professional Award

###### Winner

- Robbie Peden

##### NA Smith Gas Award

###### Winner

- Hassan Barakat

##### Project of the Year Award

###### Winner

- Cooke & Dowsett for the Simonds Stadium

##### Rose Curtis Award

###### Winners

- Tahley and Kelsey Houghton

##### Victaulic NFIA Apprentice Award

###### Winner

- Ryan Cox

##### The Andrew Letten Gold Medal Award

###### Winner

- Mark Pasini

##### William P Hite Leadership Excellence Award

###### Winner

- Lou Maglio



## HIGHLIGHTS

### WORLD PLUMBING DAY 2018

The 2018 World Plumbing Day (WPD) event was held at PICAC in Brunswick on Friday 9 March. PICAC was buzzing with activity, which included apprentice skills competitions, a massive trade show, and a very informative industry forum.

#### INDUSTRY FORUM

The day kicked off with the industry forum, at which the audience of 200 plus industry stakeholders heard several impressive presentations.

Deputy Premier of Victoria, the Hon James Merlino MP acknowledged the great work of PICAC to date and highlighted the need for continued growth in training places to meet the future needs of Victorians. He re-affirmed the State Government's commitment to PICAC, noting that it

had contributed millions of dollars in support funding for the development of PICAC in Brunswick and the new centre in Geelong, and that it is also financially supporting the development of the new facility under construction at Narre Warren.

In his capacity as Chair of the World Plumbing Council, Shayne La Combre spoke of the need for the four key elements of a safe and sustainable plumbing industry, the four pillars of plumbing, to be effective and efficient.

Earl Setches, Federal Secretary Plumbing and Pipe Trades Employees Union announced that he would be stepping down as Chair of PICAC and that Carmel Coate, VBA Commissioner would be taking his place.

Other speakers included the then newly appointed CEO of the Victorian Building Authority, Sue Eddy, and Aidan Ward who provided an overview of the Community Plumbing Challenge 2017 in Indonesia.



#### APPRENTICE SKILLS CONTEST

The annual World Plumbing Day Plumbing and Sprinkler Fitting Apprentice Skills Contest was, a great success. Sixteen 3rd and 4th year apprentices competed, with the finalists given the opportunity to be selected to compete in the United Association International Apprentice Skills Contest held later in the year in Ann Arbor, Michigan.

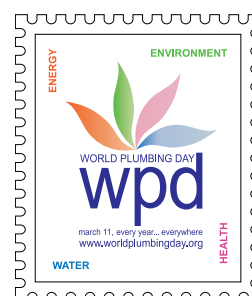
Well done to the finalists in their respective categories. Below are the finalists names and their places:

##### Plumbing

1st place - Luke Pettenon  
2nd place - Cody Hedge  
3rd place - Karly Tapner

##### Sprinkler fitting

1st place - Ryan Cox  
2nd place - Lachlan Burke  
3rd place - Joel Treeby





## HIGHLIGHTS

### MPAQ PLUMBING AND GAS INDUSTRY AWARDS

PICAC's STC trained apprentices again demonstrated the quality of our training and our people. At the 2017 MPAQ Plumbing and Gas Industry Awards, Plumbing Apprentice Adam Connolly from Cooke & Dowsett took home the BUSSQ Third Year Apprentice of the Year Award, while Chris Powell from Planet Plumbing cleaned up with the Service Trades College Australia Fourth Year Apprentice of the Year Award as well as the Reece Queensland Apprentice of the Year Award.



### STC APPRENTICE AWARDS

The STC Annual Apprentice of the Year Awards 2017 were held 8 December 2017. The Awards recognise Sanitary and Mechanical plumbing apprentices that have excelled in their training.

#### STC Mechanical Apprentice of the year 2017

- Justin Stroebe

#### STC Sanitary Apprentice of the year 2017

- Cody Hedge

#### STC Mechanical Apprentice encouragement award for the Year 2017

- Dani Patros

#### STC Sanitary Apprentice encouragement award of the year

- Ryan Messenger



## HIGHLIGHTS

### COMMUNITY PLUMBING CHALLENGE 2017

CPC2017 was held at an elementary school Sekolah Dasar Negeri 'SDN Cicau School 02' in Cicau Village, West Java, Indonesia. The challenge was undertaken in separate stages: Design Week (August), Construction Week (November) and followed up with a Legacy Week in March, 2018.

#### DESIGN WEEK - AUGUST 2017

Aidan Ward of Laser Plumbing Sale participated as a representative of PICAC in the Design Week team which developed a complete design for the project, including upgrading and increasing the number of toilets, designing climate appropriate hand washing facilities and more. Design week concluded 4 August 2017.



#### CONSTRUCTION WEEK - NOVEMBER 2017

Aidan was joined by Kade Preston, an apprentice plumber from Premier Plumbing Service Ballarat, Jon Wallace and Jasper Walnganhu, carpenters with Swinburne University of Technology, Matt O'Brien, bricklayer with Swinburne University of Technology and PICAC Team Leader Greg Tink all of whom became part of the international team which included participants from India, Indonesia, Ireland, Singapore and the USA.

During Construction Week, the team undertook to build and install the new handwashing and toilet facilities along with new elevated water tanks to improve water supply to the school and new wastewater facilities.



#### LEGACY PROJECT - MARCH 2018

Also known as Construction Week Phase 2, the Legacy Project aimed to complete the loose ends of CPC2017 and work more closely with the local tradespeople in a skills exchange project to ensure knowledge is passed on that will assist them to continue such projects throughout the community in the future.

Kade Preston and Matt O'Brien returned for the project along with two additional participants from Swinburne University of Technology - Steven Jeffrey, Carpenter and Jake McLaren, Bricklayer.

Following the conclusion of CPC2017, SDN Cicau School 02 now has:

- 8 new toilets
- New hand washing facilities
- Dedicated tap points in each toilet
- Improved ventilation and improved access to natural light
- 2 new water tanks
- New evapotranspiration absorption beds
- New widened pathways and improved access
- New litter disposal, sorting and collection point.

Well done to all who represented PICAC in completing another Community Plumbing Challenge!





**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 2018 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 4/9/18

# STATEMENT OF PROFIT AND LOSS

## FOR THE PERIOD ENDED 30 JUNE 2018

	The Group 2018 \$	The Company 2018 \$	The Group 2017 \$	The Company 2017 \$
PJTF Service Grant	4,350,000	4,350,000	3,900,000	3,900,000
Other Grants	6,292,867	5,487,850	3,263,719	1,395,813
Training Levy	1,718,300	-	1,816,818	-
Paid Training Income	303,815	-	706,894	-
Charge-back Income	778,072	-	-	-
Management Fees – Controlled Entities	-	428,774	-	375,183
Interest Income	79,045	39,531	47,103	16,824
Venue Hire	2,600	2,600	16,558	16,558
Other Income	263,441	147,210	283,947	192,903
<b>TOTAL INCOME</b>	<b>13,788,140</b>	<b>10,455,965</b>	<b>10,035,039</b>	<b>5,897,281</b>
Employment Costs	3,342,701	1,957,324	3,220,377	1,608,296
Marketing & Communications	200,272	193,793	199,363	187,237
Occupancy Costs	1,638,398	1,259,770	1,669,071	1,365,842
Accounting & Audit & Legal Fees	106,402	67,498	213,940	114,290
Sponsorships & Donations	124,151	59,333	206,982	28,430
Other Costs	3,047,264	1,789,320	3,027,482	1,858,203
<b>TOTAL EXPENSES</b>	<b>8,459,188</b>	<b>5,327,038</b>	<b>8,537,215</b>	<b>5,162,298</b>
Operating profit before income tax expense	5,328,952	5,128,927	1,497,824	734,983
Income tax expense	-	-	-	-
<b>Net Profit attributable to members of the Group</b>	<b>5,328,952</b>	<b>5,128,927</b>	<b>1,497,824</b>	<b>734,983</b>

# STATEMENT OF FINANCIAL POSITION

## AS AT 30 JUNE 2018

	The Group 2018 \$	The Company 2018 \$	The Group 2017 \$	The Company 2017 \$
<b>CURRENT ASSETS</b>				
Cash and Cash Equivalents	9,068,003	6,771,332	3,986,740	1,989,465
Trade and Other Receivables	2,017,617	1,597,691	1,642,868	1,156,410
<b>TOTAL CURRENT ASSETS</b>	<b>11,085,620</b>	<b>8,369,023</b>	<b>5,629,608</b>	<b>3,145,875</b>
<b>NON CURRENT ASSETS</b>				
Property, plant and equipment	16,496,465	14,204,445	11,673,272	9,351,635
Financial Assets	-	1,024,976	-	1,024,976
<b>TOTAL NON CURRENT ASSETS</b>	<b>16,496,465</b>	<b>15,229,421</b>	<b>11,673,272</b>	<b>10,376,611</b>
<b>TOTAL ASSETS</b>	<b>27,582,085</b>	<b>23,598,444</b>	<b>17,302,880</b>	<b>13,522,486</b>
<b>CURRENT LIABILITIES</b>				
Trade and Other Payables	6,891,006	6,648,531	2,009,342	1,734,147
Employee Entitlements Provisions	228,781	176,842	210,574	171,171
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,219,916</b>	<b>1,905,318</b>	<b>1,898,705</b>	<b>1,327,770</b>
<b>NON CURRENT LIABILITIES</b>				
Employee Entitlements Provisions	109,301	69,905	58,919	42,929
Borrowings	20,000	-	20,000	-
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>129,301</b>	<b>69,905</b>	<b>78,919</b>	<b>42,929</b>
<b>TOTAL LIABILITIES</b>	<b>7,249,088</b>	<b>6,895,278</b>	<b>2,298,835</b>	<b>1,948,247</b>
<b>NET ASSETS</b>	<b>20,332,997</b>	<b>16,703,166</b>	<b>15,004,045</b>	<b>11,574,239</b>
<b>EQUITY</b>				
Retained Profits	18,822,556	15,192,725	13,493,604	10,063,798
Reserves	1,510,441	1,510,441	1,510,441	1,510,441
<b>TOTAL EQUITY</b>	<b>20,332,997</b>	<b>16,703,166</b>	<b>15,004,045</b>	<b>11,574,239</b>



# STATEMENT OF CASH FLOWS

## FOR THE PERIOD ENDED 30 JUNE 2018

	The Group 2018 \$	The Company 2018 \$	The Group 2017 \$	The Company 2017 \$
<b>Cash Flows from Operating Activities</b>				
Receipts from Grants	4,350,000	4,350,000	3,900,000	3,900,000
Receipts from Customers	3,350,717	164,515	2,679,601	483,825
Interest received	79,045	39,531	47,103	16,824
Payments to suppliers and employees	(6,582,457)	(3,906,340)	(5,482,454)	(3,805,834)
Net cash provided by operating activities	1,197,305	647,706	1,144,250	594,815
<b>Cash Flows from Investing Activities</b>				
Infrastructure Funding Receipts	9,634,561	9,634,561	1,308,715	1,308,715
Payments for plant and equipment and property, net of disposals	(5,750,603)	(5,500,400)	(1,249,968)	(1,255,535)
Net cash (used in) investing activities	3,883,958	4,134,161	58,747	53,180
<b>Flows from Financing Activities</b>				
Borrowings	-	-	(23,968)	-
Net cash provided by financing activities	-	-	(23,968)	-
Net increase/(decrease) in cash held	5,081,263	4,781,867	1,179,029	647,995
Cash and cash equivalents at the beginning of the Financial Period	3,986,740	1,989,465	2,807,711	1,341,470
Cash and cash equivalents at the end of the Financial Period	9,068,003	6,771,332	3,986,740	1,989,465



**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 2018, 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 Act 2013*, including:

- a. giving a true and fair view of the Company's financial position as at 30 June 2018 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*. 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* 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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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



**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 & Advisors*

Stannards Accountants and Advisors

Michael Shulman  
 Partner  
 Date 4/9/18

# PICAC

## DIRECTORS' REPORT

### PICAC

#### 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 2018. 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) – Appointed 13/04/2018	Independent	1	1
Ken Gardner (Deputy Chair)	MPMSAA	4	6
Earl Setches	CEPU	5	6
Glenn Menzies	CEPU	6	6
Nazza Ottobre - Resigned 13/04/2018	CEPU	4	4
Patrick McCrudden	CEPU	4	6
Sumit Oberoi	AMCA	3	6
Gary O'Halloran	CEPU (QLD)	4	6
Robert Doyle	Independent	6	6
Russ Chaney	Independent	0	6
Wayne Smith	NFIA	6	6

The annual report and website contains details of 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
Earl Setches	Union	1	4
Glenn Menzies	Union	3	4
Ken Gardner	Employer	3	4
Wayne Smith	Employer	1	2
Carmel Coate	Employer	2	2

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 –

- 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;
- To further the objectives set out above by providing, without limitation, any one (1) or more of the following:
  - a response to the challenges of climate change;
  - resources for education, training and development in the Industries;
  - quality training and assessment in the Industries;
  - upskilling and specialist training (non-technical as well) or accreditation for registered plumbers;



PICAC  
BOARD FY 2017 - 18

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Carmel  
Coate



Ken  
Gardner



Earl  
Setches



Glenn  
Menzies



Nazza  
Ottobre



Wayne  
Smith



Paddy  
McCrudden



Sumit  
Oberoi



Gary  
O'Halloran



Robert  
Doyle



Russ  
Chaney







**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 2018 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.

*Stannards Accountants & Advisors*

Stannard Accountants & Advisors

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

Michael Shulman  
Partner

Dated: 29 August 2018

## STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2018

	2018 \$	2017 \$
Revenue	2,996,459	3,420,436
Service provision expenses	(722,443)	(673,812)
Interest revenue	17,401	12,241
Employee benefits expenses	(1,339,280)	(1,360,725)
Depreciation and amortisation expense	(154,069)	(128,434)
Finance costs	-	(129)
Other expenses	(682,026)	(737,392)
<b>Current period surplus/(deficit) before income tax expense</b>	<b>116,042</b>	<b>532,185</b>
Income tax expense relating to ordinary activities	-	-
<b>Net current period surplus/(deficit)</b>	<b>116,042</b>	<b>532,185</b>
<b>Other comprehensive income</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>	<b>116,042</b>	<b>532,185</b>

# STATEMENT OF FINANCIAL POSITION

## AS AT 30 JUNE 2018

	2018 \$	2017 \$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	863,722	677,571
Trade and other receivables	208,008	264,163
Other assets	20,694	20,820
<b>TOTAL CURRENT ASSETS</b>	<b>1,092,424</b>	<b>962,554</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	2,121,558	2,229,220
Intangible assets	13,483	16,819
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,135,041</b>	<b>2,246,039</b>
<b>TOTAL ASSETS</b>	<b>3,227,465</b>	<b>3,208,593</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	161,590	223,196
Borrowings	115,115	215,115
Provisions	51,939	22,408
<b>TOTAL CURRENT LIABILITIES</b>	<b>328,644</b>	<b>460,719</b>
<b>NON-CURRENT LIABILITIES</b>		
Borrowings	20,000	20,000
Provisions	39,390	4,485
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>59,390</b>	<b>24,485</b>
<b>TOTAL LIABILITIES</b>	<b>388,034</b>	<b>485,204</b>
<b>NET ASSETS</b>	<b>2,839,431</b>	<b>2,723,389</b>
<b>EQUITY</b>		
Retained surplus	2,839,431	2,723,389
<b>TOTAL EQUITY</b>	<b>2,839,431</b>	<b>2,723,389</b>

# STATEMENT OF CASH FLOWS

## FOR THE PERIOD ENDED 30 JUNE 2018

	2018 \$	2017 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	3,052,614	3,477,618
Payments to suppliers and employees	(2,740,793)	(2,918,444)
Interest received	17,401	12,241
<b>Net cash provided by/(used in) operating activities</b>	<b>329,222</b>	<b>571,415</b>
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for property, plant and equipment	(43,071)	(42,255)
Payments for intangibles	-	-
<b>Net cash provided by/(used in) investing activities</b>	<b>(43,071)</b>	<b>(42,255)</b>
CASH FLOWS FROM FINANCING ACTIVITIES		
Drawing/(repayment) of borrowings	(100,000)	(23,969)
<b>Net cash provided by/(used in) financing activities</b>	<b>(100,000)</b>	<b>(23,969)</b>
Net increase/(decrease) in cash held	186,151	505,191
Cash at beginning of Financial Year	677,571	172,380
<b>Cash at end of Financial Year</b>	<b>863,722</b>	<b>677,571</b>



**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 2018, 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 2018 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.





**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.

A handwritten signature in dark ink, appearing to read 'Stannards Accountants &amp; Advisors'.

Stannards Accountants and Advisors

A handwritten signature in dark ink, appearing to read 'Michael Shulman'.

Michael Shulman  
Partner  
Date: 29 August 2018

# STC

## INDEPENDENT AUDIT REPORT

### The Service Trades College Australia Limited

#### Directors' Report

Your Directors present their report on the entity for the financial period ended 30 June 2018.

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	6
Wayne Smith (Appointed 7 December 2017)	3	3
Glenn Menzies (Appointed: 9 October 2017)	3	4
Penelope Cornah	5	6
Michael Wiech	6	6
Shayne La Combre	6	6
Graham MacKrill	4	6
Carmel Coate (Resigned: 31 October 2017)	2	2
William Wallace (Resigned: 20 October 2017).	0	1

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 at campuses in Salisbury and Brendale in Brisbane. 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 2017 - 18**

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Gary  
O'Halloran



Shayne  
La Combre



Michael  
Wiech



Wayne  
Smith



Glenn  
Menzies



Graham  
Mackrill



Carmel  
Coate



Penny  
Cornah



PLUMBING INDUSTRY CLIMATE ACTION CENTRE

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BRUNSWICK VIC 3056

GEELONG CAMPUS  
66 TANNER STREET  
BREAKWATER VIC 3219

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