



PICAC

CHAIR'S REPORT



Carmel
Coate

EVERY YEAR SINCE PICAC WAS ESTABLISHED, IT HAS ADDED TO AND REFINED ITS PHYSICAL AND INTELLECTUAL TRAINING AND ORGANISATIONAL CAPABILITY.

FY 2018-19 was a year in which PICAC made several major steps forward, significantly progressing the development of two new training centres, one in Victoria and the other in Queensland.

PICAC Narre Warren is an Australian first. It is the nation's first Net Zero Energy training facility. PICAC Narre Warren is the product of collaboration between major industry stakeholders and a determination to ensure the Australian industry has the training capability to keep it at the cutting edge of global innovation in plumbing products, practices, systems and water and energy efficient applications.

A key focus for the year was progressing the new PICAC facility at Beenleigh, in the growth belt between Brisbane and the Gold Coast. With funding support from

the Government and the City of Logan and with in-kind product and equipment support from several major industry stakeholders, PICAC Beenleigh began to take shape in 2018-19.

Students and employers in Queensland will now have access to new levels of high quality training and facilities. The establishment and development of a permanent industry-owned training presence in Queensland helps drive up national training standards for our sectors and prevents skills gaps developing across jurisdictions. PICAC Beenleigh delivers opportunity - for young Australians seeking a high-skill/high pay sustainable career; for women to enter the industry; for newly arrived migrants seeking to upskill; or for older workers seeking to transition from traditional manufacturing jobs into the energy, water, gas, fire protection, and the emerging hydrogen sectors.

PICAC has taken these giant steps forward whilst maintaining its high volume, high quality, industry leading training delivery across all aspects of plumbing and fire protection. This year, PICAC trained more students in more places than ever before whilst making a strong contribution to policy, regulatory and related training and industry reviews and development initiatives. PICAC also continued its work with stakeholders and Commonwealth government bodies on training package development for the sector.

PICAC facilitated and hosted industry forums, skills competitions and World Plumbing Day activities. It served as a key industry hub and conduit between training developers, students, industry employers, regulators and policy makers. PICAC's participation in the 2018 Plumbing and Fire Industry Awards recognised the outstanding personal outcomes of the training initiatives within our centres and this activity will continue to demonstrate and record the striving for excellence. In 2018-19 the PICAC team undertook extensive preparatory work to ensure the World Plumbing Conference to be hosted by PICAC in September 2019 is a great success.

My thanks and appreciation go to CEO Shayne La Combre and all the PICAC team for their outstanding work in 2018-19 and I look forward to a very positive 2019-20. I also record my appreciation for the support and endeavour of the PICAC stakeholders and their teams in working with us collaboratively to deliver to the Australian plumbing and fire protection industries the world leading training initiative that is PICAC.

PICAC

CHIEF EXECUTIVE OFFICER'S REPORT



Shayne
La Combre

IN 2018-19 PICAC CONTINUED TO FACILITATE AND DELIVER VERY HIGH-QUALITY INDUSTRY TRAINING FOR THE PLUMBING AND FIRE PROTECTION INDUSTRY.

PICAC maintained the quality and currency of training delivery whilst undertaking significant development work for new training facilities in Victoria and Queensland. The PICAC team also undertook extensive preparation work to host the World Plumbing Conference in September 2019.

PICAC continued the delivery of training covering the entire career lifecycle, from pre-apprenticeship training through to post trade specialist courses. In 2018-19 PICAC also expanded its training reach into New South Wales (NSW). One of PICAC's partner entities, Fire Industry Training (FiT) was approved by Training Services NSW to deliver funded Certificate III level training in Fire Protection. At June 30 2019, after operating for 18 months in NSW, FiT has 43 apprentices enrolled in Fire Protection Certificate III at PICAC Lidcombe.

It is the uniqueness and currency of the post trade offerings – which are regularly being revised and developed in consultation with industry - that really sets PICAC training apart from the non-specialist providers and makes a big impact in terms of community safety.

PICAC's medium term strategic goal is the establishment of a national series of networked training centres delivering a nationally consistent curriculum. This year PICAC significantly progressed a core component of that strategy when it finalised the design of a permanent, industry owned and operated plumbing and fire protection training centre at Beenleigh in south east Queensland and completed the major construction phase of the Narre Warren campus.

The Narre Warren facility is a great example of what industry collaboration can achieve. The building itself, Australia's first Net Zero Energy training facility sets a new benchmark for energy efficient design and engineering facilities.

The physical training facility at Narre Warren is unique. Also unique is the partnership between PICAC, the Master Plumbers, the Plumbing and Pipe Trades Employees Union and IAPMO and the conceptual model based around vertical industry integration, which underpins it.

IAPMO is a world leader in product testing and certification, standards and code development assistance and quality assurance. It is at the forefront of plumbing product development, emerging energy efficient technologies and even new energy sources like hydrogen. PICAC and our industry stakeholders are at the leading edge of industry training. PICAC Narre Warren brings these two drivers of excellence together, linking product innovation, standards development and training delivery together in an integrated and strategic way.

As the Australian industry adjusts to an energy and water constrained future and as new technologies and potential energy sources emerge, the seamless link between international innovation and Australian industry training, provided by PICAC Narre Warren will help future proof the Australian industry and ensure the Australian economy is able to capitalise on water and energy efficiency innovations. I am, along with the Board and staff of PICAC, greatly looking forward to the opening and operation of this new facility next year.

Thank you to the PICAC team and our industry partners, for your support and dedication in FY 2018-19.

STC CHAIR'S REPORT



Gary
O'Halloran

FY 2018-19 IS ONE OF THE MOST SIGNIFICANT IN THE HISTORY OF THE STC AND IN THE DEVELOPMENT OF THE PLUMBING AND FIRE PROTECTION INDUSTRY IN QUEENSLAND.

It is the year in which the industry came together in partnership to enable the training side of the industry to take a significant step forward. The new permanent, industry owned premises at Beenleigh will enable the growth and sophistication of training in Queensland and will facilitate the sustainable delivery of consistently high-quality outcomes for students and employers for decades to come.

Over the recent years, the relationship between PICAC and STC has continued to mature, evolve and strengthen. The collaboration which underpins PICAC's operating model has been reflected in our approach to developing the new premises.

The benefits to our industry, the community and the economy of Queensland from having the improved training capability that PICAC Beenleigh will offer are significant. Not only will the large and rapidly growing local community in Logan have access to training which previously did not exist, industry employers in the Queensland construction sector will have access to a steady stream of very well-trained plumbing, fire protection and HVAC professionals. This will allow them to invest, plan and employ with confidence, helping to drive the Queensland economy and enable the major infrastructure programs underway and planned, to be delivered by workers trained in the latest technologies and practices.

We are delivering training, but we are really delivering opportunity and jobs – skilled, high paying, long term jobs in the areas the economy needs now and will need more of in future. Every day innovations are being made in energy efficiency, in more water efficient products, and even in new energy sources like hydrogen. Because we are part of industry, we know what industry employers want and need in terms of the skills of the construction sector workforce, and we can and do tailor our training to meet those changing requirements. Adaptability, currency, and quality are the hallmarks of our training offering, and through our new state of the art training facility we will be better placed than ever before to deliver those things on a consistent and high-volume basis.

Ensuring we continued to meet our commitments to our students, and maintained our very high standards, as we planned for the transition to the Beenleigh facility was a core goal for the year. I am very pleased to report that it was achieved, and we are now all set to make a seamless transition to our new industry hub and training complex and begin delivering training early in the upcoming financial year.

My thanks go to Adrian Shackleton and all the team at the STC who worked tirelessly, especially as the end of lease period approached. My thanks also go to our colleagues at PICAC who worked so hard and supported the STC in the transition and development of the new facility.

I am, along with the entire Board, management, training administration and facilities staff of STC, very excited to begin a new chapter in the STC journey from our new home in Beenleigh in 2019-20.

STC

GENERAL MANAGER'S REPORT



Adrian
Shackleton

THE PRIMARY STRATEGIC FOCUS FOR STC IN FY 2018-19 HAS BEEN PREPARING FOR THE PHYSICAL TRANSITION OF STAFF, FACILITIES AND STUDENTS FROM THE RENTED FACILITIES AT SALISBURY TO THE NEW INDUSTRY OWNED PREMISES IN BEENLEIGH.

With the lease on the Salisbury facility due to expire early in the upcoming financial year (August 2019), it has been imperative for the College to be ready for the transition. Coordination and collaboration within the small team at STC, and between STC and its various stakeholders, has been key to the success of the planning and preparation phase.

FY 2018-19 was the third year in which STC has operated under the PICAC model, which has significantly strengthened STC's financial and governance capability and set it on a sustainable financial and operational footing. This has allowed the STC and PICAC leadership to plan with confidence and develop what will be the Queensland industry's physical operating and training headquarters for decades to come. With our industry partners and with the support of the Queensland State Government and the City of Logan, we undertook extensive development work in 2018-19 to ensure the new facility at Beenleigh has the capability to train up to 700 apprentices annually.

In FY 2018-19 STC continued its vital industry development role, coordinating and managing industry training funds to deliver subsidised industry training to maintain the skills of the plumbing and fire protection workforce in Queensland. The new facility at Beenleigh will take our industry development role to the next level, helping ensure the Queensland economy has available to it the skilled workforce capable of taking advantage of industry innovations and technical advances.

It is important for the Queensland economy that Queensland trades-based training keeps pace with the training being delivered elsewhere in Australia. The Beenleigh development will help ensure that no gap emerges between the currency, quality and availability of high-quality industry training in Queensland and that which is provided in other jurisdictions.

I am very proud that this year we were able to complete the ambitious series of tasks necessary to transition the College to its new premises whilst maintaining our high standards of delivery. STC maintained the scope of its recently expanded course delivery, delivering more than 20 different training courses. Our team of experienced trainers delivered thousands of hours of high-quality training to hundreds of apprentices while maintaining an above 90 per cent success rate.

The quality of training delivered by the College is reflected in the fact that one of our students, fourth year apprentice plumber Patrick Wright, won the national Apprentice Skills Contest on World Plumbing Day in March this year and will represent Australia in the international competition in Ann Arbor, Michigan in August 2019.

Thank you to all the STC staff for their hard work and support this year.

EXCELLENCE IN SERVICES

PICAC ASPIRES TO AND ACHIEVES EXCELLENCE IN ALL ASPECTS OF THE INDUSTRY INFORMED TRAINING IT DELIVERS AND FACILITATES.

In 2018-19 PICAC researched, consulted with industry, liaised with governments and then proceeded to develop training content, approaches and infrastructure that will serve the training needs of students, employers, and the community today and into the future.

As a part of the industry it serves, PICAC has a unique capacity to adjust its training offerings to address emerging or anticipated industry or community need. This attribute is particularly important in the contemporary industry context, which sees new and innovative products, techniques and systems entering the market all the time. As products emerge that are increasingly water and energy efficient - and new energy sources like hydrogen appear - it is crucial that there is a skilled workforce available to take advantage of these emerging technologies which create new opportunities for industry participants.

As well as being a provider and facilitator of world class industry training, PICAC serves as an authoritative point of reference on a range of policy, regulatory and operational aspects of the industry. In 2018-19 PICAC played an important coordination, submission and policy facilitation role with respect to several major State and Commonwealth reviews or inquiries relating to the industry. The regulation review and re-making process in Victoria, the various reviews and inquiries about product regulation and importation, training packages for plumbing and fire protection, are just a few from a range of examples of the policy and regulatory leadership role played by PICAC.



A SUSTAINABLE RESOURCE BASE

PICAC HAS A MEDIUM-TERM STRATEGY OF MEASURED GROWTH, EXPANDING WHEN IT HAS THE FINANCIAL CAPABILITY TO DO SO AND IN SUCH A WAY AS TO NOT COMPROMISE QUALITY.

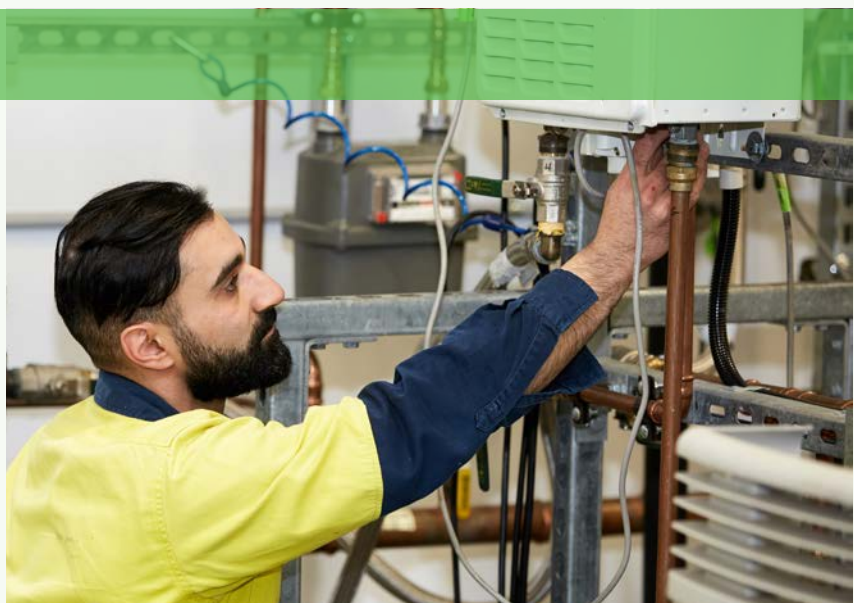
Key to the strategy's success is PICAC's corporate, financial and governance structure, one which is effective, robust, and transparent.

PICAC's governance arrangements, together with its proven track record of success in terms of both facilities and training delivery, has enabled it to attract strong grant funding from all levels of government. Together with a reliable training revenue base, this has enabled PICAC to be in a sound financial position which in turn allows it to attract further grant funding.

This positive cycle enabled PICAC to plan and develop new facilities this year in Queensland and Victoria, and to establish a strong training presence in fire protection in New South Wales. The newly established presence in New South Wales and beginning the development of a new training centre in Beenleigh in south

east Queensland, are two significant steps towards the development of a national network of integrated training facilities, which is a key element of PICAC's industry strategy.

Just as the national network helps integrate and homogenise high quality industry training in a horizontal sense, the Narre Warren facility will help PICAC to be further integrated with the industry vertically. PICAC Narre Warren will bring together, under one roof, the research, standards, testing, product development, training, and employment aspects of the industry. And it will do so in a world leading, Net Zero Energy building, with many of the energy efficient systems utilised on public display.



HIGHLIGHTS



Narre Warren, VIC

PICAC Narre Warren is set to open in September 2019 with practical completion having been reached in April 2019 and fit-out now underway. The centre is being purpose-built to deliver the specific skills the Victorian and Australian economies and communities need now and will increasingly need in the future. This new facility is a joint initiative between PICAC, the Master Plumbers, the PPTU and IAPMO to deliver world class training for the plumbing industry.

Once complete, the PICAC Narre Warren campus will be the first Net Zero Energy education and research facility in Victoria. The building will generate all energy required to support the operation of the building on site through the incorporation of several renewable energy technologies.

Most notably, the building is the first in Australia to utilize building foundation screw piling to source geothermal energy for its own heating and cooling requirements. Using a specialized Commachio drill imported from Italy, 192 13-metre deep energy piles and 28 geothermal bores were drilled to a depth of 100 metres. Together the 220 wells will be used for the Ground Source Heat Pump (GSHP) system, which integrates thermal heat loops within the structural screw piles for geothermal heat exchange.

In October 2018, the vertical structure of the building started to emerge with the installation of the structural steel, pre-cast concrete panels, windows, roof and cladding. Once the roof was complete, a solar PV array comprised of 770 panels that will generate up to 275kW of electricity was installed to contribute to the energy needs of the building.

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

PICAC Narre Warren will house:

- World leading facilities in welding and gas fitting
- 100 Seat General Auditorium
- 12 Training Rooms
- Confined Spaces & Roof Access Training
- Administration Offices

HIGHLIGHTS



Beenleigh, QLD

The Service Trades College Australia (STC) is being relocated from Salisbury, QLD, to Beenleigh, QLD.

In late February 2019, work commenced on the PICAC Beenleigh training centre project and has progressed steadily since.

The Beenleigh facility is designed to deliver world-class training in the trade sectors of sanitary plumbing, fire protection and mechanical services (air-conditioning). Beenleigh sits in a significant growth corridor between Brisbane and the Gold Coast.

Once operational the facility will be able to accommodate 400 – 500 fire protection and plumbing apprentices, 100 mechanical services or HVAC apprentices and 100 pre-apprenticeship trainees.

The work completed so far includes demolition of the existing offices/ administration areas, detailed excavation, pouring of all footings/ slab thickenings and the installation of plumbing drainage. There has also been excavation for the training sandpit and the boring of piers for the training tower has commenced.

Upcoming work for the site includes steel fixing and pouring of concrete piers for the training tower, concreting over floor cuts

for plumbing drainage services and internal fit out of functional workshop training areas.

PICAC Beenleigh, set to open in September 2019, will offer students the opportunity to utilise state of the art facilities including:

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



Lidcombe, NSW

PICAC Lidcombe opened in February 2018 with two classes of first year apprentice sprinkler fitters undertaking the Certificate III in Fire Protection with Fire Industry Training (FiT). In 2019, those students, now in their second year, were joined by a further

three classes of first-year apprentices, bringing the total student body up to 55 students in 2019. PICAC is exploring options to expand and offer plumbing courses alongside fire protection courses in the future.

EXTENSIVE INDUSTRY PARTNERSHIPS

PICAC is a partnership, which in turn partners with a range of national and international stakeholders to drive quality and excellence in industry training. PICAC is comprised of the key national industry employee and employer bodies, the Plumbing and Pipe Trades Employees Union (PPTEU), Master Plumbers and Mechanical Services Association of Australia (Master Plumbers), Master Plumbers Association of Queensland (MPAQ), National Fire Industry Association (NFIA) of Australia, the Air Conditioning and Mechanical Contractors' Association (AMCA) and the United Association (UA).

In PICAC, these entities, which each have their own immediate areas of focus, have a vehicle through which they can speak with a common voice about issues which transcend

sectional interests, and impact the industry as a whole. Ensuring the industry, and the economy, has access to a sufficient number of skilled plumbing and fire protection professionals is one such issue, and the key reason industry works together, through PICAC, is to make sure that training is available, is high quality and is always directly relevant to industry.

PICAC provides an engagement point between the Australian Industry and the international plumbing community. PICAC has well established relationships with international organisations including the World Plumbing Council, the United Association, IAPMO, WorldSkills, Institute of Plumbing South Africa, Indian Plumbing Association, Chartered Institute of

Plumbing & Heating Engineering (UK) and the World Health Organisation. PICAC combines these international relations with Australian industry connections, including ABCB, Australian Gas Association, Backflow Prevention Association Australia, Water Authorities, Sustainability Victoria, GAMAA, ESV, AHSCA and the Victorian Building Authority, to knowledge share and provide a high level of training.

The affiliation between the PPTEU and the United Association (UA) from the United States and Canada, continues to serve as a key conduit between the Australian Industry and developments in North America, helping advance the industry in all three countries.



HIGHLIGHTS



July 2018

MPAQ PLUMBING AND GAS INDUSTRY AWARDS

On Friday 20 July 2018, the plumbing and gas industry came together to recognise the outstanding achievements made by Queensland-based individuals and companies and celebrate hard work and dedication of the industry as a whole.

The event was held at the Brisbane Convention and Exhibition Centre and celebrated the nineteenth annual Plumbing and Gas Industry Awards.

PICAC's STC trained apprentices and a trainer were acknowledged at the awards. Congratulations Nathan Morgan, STC Plumbing trainer who received the Tradelink Industry Mentor Award. James Sims from Laser Plumbing won The Service Trades College Third Year Apprentice and the Reece Queensland Apprentice of the Year. Rowan Morton was awarded the Plumbers Union Queensland Fourth Year Award.

August 2018

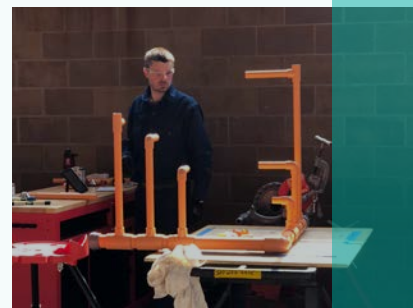
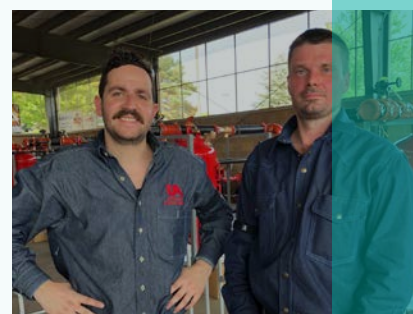
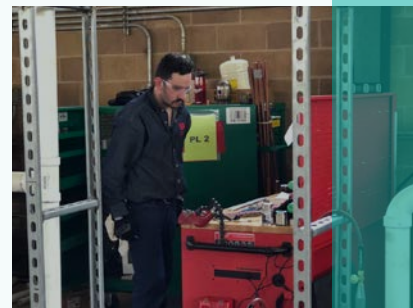
UA INTERNATIONAL APPRENTICE SKILLS CONTEST 2018, ANN ARBOR

In August 2018 plumbing apprentice, Luke Pettenon and sprinkler-fitting apprentice, Ryan Cox travelled to Ann Arbor, Michigan, USA for the UA's annual International Apprentice Skills Contest.

Luke and Ryan were both finalists in the annual World Plumbing Day Apprentice Skills Contest 2018, held at PICAC Brunswick in March and were selected to represent PICAC and Australia following interviews with the selection panel where they both displayed their positive attitudes, community involvement and problem-solving abilities.

The UA International Apprentice Skills Contest is a five-day intensive competition which tests a range of industry related skills. Competing were highly-skilled apprentice plumbers, pipefitters, sprinkler fitters, mechanical service technicians and welders from Australia, Canada, Ireland and the United States. Luke and Ryan both performed very well and earned the respect of their international counterparts. They also gained expert knowledge from a range of trainers and professionals from around the world.

Since returning to Australia, they have continued to act as Ambassadors for their trades. Both returned to PICAC in March 2019 to act as Mentor's during the 2019 World Plumbing Day Apprentice Skills Contest.



HIGHLIGHTS



September 2018

PLUMBING AND FIRE INDUSTRY AWARDS 2018

The fourth annual Plumbing and Fire Industry Awards (PFIA) was held on Saturday 2 September 2018 at the Sofitel Melbourne on Collins. Over 520 plumbing and fire protection industry participants, partners, friends and family members attended the event.

The PFIA is a joint initiative driven by key industry stakeholders, PICAC, Master Plumbers, PPTEU, AHSCA and NFIA. PFIA recognise excellence in the training and development achievements of individuals and companies across the various disciplines.

In attendance on the night were several high profile guests including Danny O'Brien MP, Brad Battin MP, Cr Oscar Yildiz of Moreland City Council, Commissioner Anne Barker of the Victorian Building Authority, Neil Coulson, Director of the Victorian Skills Commissioner, DJ Nunez, President of IAPMO and Alberto Fossa Director (Brazil) of the World Plumbing Council.

Wayne Smith, CEO of the NFIA and Earl Setches, National Secretary of the PPTEU, paid tribute to the late Lou Maglio, an industry champion who passed away in 2017 and announced the creation of the Lou Maglio Apprentice of the Year Medal to be awarded to the National Fire Protection Apprentice of the Year for the first time in 2019.

Congratulations to all the finalists and winners at the PFIA 2018

Indigenous Professional Award

Winner: Troy Peden Jr.

Tradelink Women in Plumbing Rose Curtis Award

Winner: Breanna Szitarity

Excellence in Occupational Health and Safety Award

Winner: Ron Burgess

Excellence in Education and Training Award

Winner: Warren James

Excellence in Sustainability Award

Winner: The Drain Man

Victaulic NFIA Apprentice Award

Winner: Christopher Dunn

Excellence in Fire Protection Award

Winner: Mark Buckley

AHSCA Tom Clements Consultant of the Year Award

Winner: Ben Rimmington

AHSCA Commercial Plumbing Affiliate Award

Winner: Geschke Plumbing Contractors

AHSCA Sales Representative of the Year Award

Winner: Dean Rowlands

Mechanical Services Award

Winner: Mokhtar Mahamood

Frank Maskell General Plumbing Award

Winner: Thomas Dunn

NA Smith Gas Award

Winner: Stephan Putter

Project of the Year

Winner: Geelong Fire Services

The Andrew Letten Gold Medal Award

Winner: Thomas Dunn

William P. Hite Leadership Excellence Award

Winner: Ken Gardner

HIGHLIGHTS



September 2018

TRADES INDUSTRY CONFERENCE QLD 2018

On Thursday 6 and Friday 7 September, at the world-renowned Brisbane Convention and Exhibition Centre, the plumbing, fire, gas, mechanical and hydraulic professions came together to pull off one of the most unique joint trades based conferences in Australia. Proudly presented by seven leading industry associations, the two-day schedule was jam-packed with informative sessions, Q & A panel discussions, networking opportunities and social functions, including a Spring Racing Gala Dinner and Aussie BBQ Lunch. The streams were

designed specifically for each trade to ensure the speakers and content of presentations was of the most relevance to attendees participating in that stream.

Over 30 suppliers, manufacturers and service providers exhibited at the event, with product demonstrations, competitions and hands-on activities conducted over the two days. The 2018 theme 'Keep Pace, Then Accelerate' was about the importance of individuals and companies keeping pace in their industry, by advancing their skills so they can accelerate to be a leader navigating the changing trends. The program had a strong focus on topical industry issues with informative and innovative speakers. The Services Trades College was part of this important event and addressed delegates at the lunch session on 7 September.

November 2018

COMMUNITY PLUMBING CHALLENGE

The Community Plumbing Challenge 2018 (CPC 2018) was held in the Navajo Nation, New Mexico, USA. CPC arranges multidisciplinary teams with a range of expertise, to work together to improve sanitation and water supply for a community.

CPC aims to use the skills of a variety of professions to produce

real improvements for the hosting community. CPC also works to ensure that local community members are taught the importance of ongoing monitoring and maintenance plans for the new installations.

Navajo Nation is the largest land area home to a Native American tribe and 40% of the population live without running water or a toilet.

PICAC supported Amy Kosterman, from Plumbing Apprenticeships Victoria, to participate in CPC 2018 along with Mick Wiech of the Plumbers Union Queensland. They joined plumbers from South Africa, USA, and Canada to install new basins,

pipes, taps, toilets, water tanks, water pumps and hot and cold water. They also installed and connected a new wastewater system.

Both Amy and Mick returned from the experience with a new outlook on the world and found the experience incredibly rewarding.



HIGHLIGHTS



November 2018

NFIA QLD INDUSTRY AWARDS

On Friday 23 November 2018, the heritage-listed Brisbane Customs House welcomed a full house of fire protection industry people, friends and stakeholders who enjoyed a great 2018 NFIA Qld Christmas Lunch and Industry Awards.

The event was also supported by NFIA's National Premium Partners and supporting sponsors including STC and CSQ.

A great way to finish off a successful NFIA Qld year and we look forward to next year's awards.

Award winners included:

Emerging Leader Award 2018

Winner: Corey Stone (Victaulic)

CSQ Apprentice of the Year Award 2018

Winner: Dan Hunt (FVS Fire)

PPTU Apprentice Runners Up Award 2018

Greg Murty (Fireboar)

Luke Strudwick (DC Fire)

November 2018

STC APPRENTICE AWARDS

The Service Trades College Apprentice Awards 2018 took place 16 November at the Salisbury Campus. The Awards recognise Sanitary and Mechanical Services plumbing apprentices that have excelled in their training.



Award winners included:

STC Plumbing Apprentice of the Year Award

Winner: Patrick Wright (3rd year) from Christopher Contracting

STC Plumbing Encouragement Award

Winner: Daniel McIntosh (3rd year) from Axis Plumbing

STC Mechanical Services Apprentice of the Year Award

Winner: Christopher Lawson (4th year) from Paragon Plumbing

STC Mechanical Services Encouragement Award

Winner: Stacey Milton (2nd year) from Coolmaster

HIGHLIGHTS

March 2019

WORLD PLUMBING DAY 2019

World Plumbing Day, March 11, aims to spread awareness of the importance of plumbing and plumbers in protecting public health and improving amenity in the built environment.

World
Plumbing
Day **Mar.11**
worldplumbing.org



APPRENTICE SKILLS CONTEST

PICAC's annual Apprentice Skills Contest took centre stage at the 2018 World Plumbing Day celebration on Friday 8 March in Brunswick.

Ten plumbing and five sprinkler fitting apprentices from Victoria and Queensland competed for the chance to be named "Most skilled Apprentice Plumber/Sprinkler Fitter". Contestants were given a specific work project and judged on a variety of criteria such as: precision, diligence, skilfulness and attitude.

The hard fought contest concluded with an awards ceremony, where the finalists were announced and the winners received their trophies.

All finalists then had the opportunity to be interviewed by a judging panel. Patrick Wright (Plumbing) and Nicholas Frydas (Sprinkler Fitting) were the finalists selected and will be representing PICAC and Australia at the United Association's International Apprentice Skills Contest in Ann Arbor, Michigan, USA in August 2019.



Finalists:

Plumbing Apprentice Skills Contest

- 1st** Patrick Wright (image top) from Christopher Contracting Plumbing / Service Trades College, QLD
- 2nd** Shane Ross from Ross Plumbing / Swinburne TAFE Croydon, VIC
- 3rd** Liam Bower from Complete Plumbing Contracting / RMIT, VIC

Sprinkler Fitting Apprentice Skills

- 1st** Nicholas Frydas (image above) from Grant Fire Services / FiT, VIC
- 2nd** Daniel Ellett from Hamilton Fire / FiT, VIC
- 3rd** Daniel Hunt from FVS Fire / FiT, QLD



AUDITOR'S INDEPENDENCE DECLARATION



We declare that, to the best of our knowledge and belief, during the year ended 30 June 2019 there have been: –

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


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


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

Dated 14/7/19

Stannards Accountants and Advisors Pty Ltd
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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
Nick Jeans, CPA

STATEMENT OF PROFIT AND LOSS

FOR THE PERIOD ENDED 30 JUNE 2019

	The Group 2019 \$	The Company 2019 \$	The Group 2018 \$	The Company 2018 \$
PJTF Service Grant	4,313,026	4,313,026	4,350,000	4,350,000
Other Grants	24,223,411	23,642,341	6,292,867	5,487,850
Training Levy	1,287,053	-	1,718,300	-
Paid Training Income	335,207	-	303,815	-
Charge-back Income	988,512	-	778,072	-
Management Fees – Controlled Entities	-	479,169	-	428,774
Interest Income	109,233	56,445	79,045	39,531
Venue Hire	2,625	2,625	2,600	2,600
Other Income	80,808	33,830	263,441	147,210
TOTAL INCOME	31,339,875	28,527,486	13,788,140	10,455,965
Employment Costs	3,172,164	2,019,583	3,342,701	1,957,324
Marketing & Communications	232,603	219,218	200,272	193,793
Occupancy Costs	1,539,346	1,212,393	1,638,398	1,259,770
Accounting & Audit & Legal Fees	96,001	55,052	106,402	67,498
Sponsorships & Donations	62,849	18,806	124,151	59,333
Other Costs	5,145,051	2,010,025	2,894,676	1,636,732
TOTAL EXPENSES	10,248,014	5,535,071	8,306,600	5,174,450
Operating profit before income tax expense	21,091,861	22,992,409	5,481,540	5,281,515
Income tax expense	-	-	-	-
Net Profit attributable to Members of the Group	21,091,861	22,992,409	5,481,540	5,281,515

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2019

	The Group 2019 \$	The Company 2019 \$	The Group 2018 \$	The Company 2018 \$
ASSETS				
CURRENT ASSETS				
Cash and Cash Equivalents	5,805,985	3,375,553	9,068,003	6,771,332
Trade and Other Receivables	3,776,558	2,431,231	2,017,617	1,597,691
TOTAL CURRENT ASSETS	9,582,543	5,806,784	11,085,620	8,369,023
NON CURRENT ASSETS				
Property, plant and equipment	32,633,359	32,543,982	12,618,971	10,326,951
Financial Assets	-	1,024,976	-	1,024,976
TOTAL NON CURRENT ASSETS	32,633,359	33,568,958	12,618,971	11,351,927
TOTAL ASSETS	42,215,902	39,375,742	23,704,591	19,720,950
CURRENT LIABILITIES				
Trade and Other Payables	4,265,748	3,288,189	6,891,006	6,648,531
Employee Entitlements Provisions	251,844	185,854	228,781	176,642
TOTAL CURRENT LIABILITIES	4,517,592	3,474,043	7,119,787	6,825,173
NON CURRENT LIABILITIES				
Employee Entitlements Provisions	130,946	83,618	109,301	70,105
Borrowings	20,000	-	20,000	-
TOTAL NON CURRENT LIABILITIES	150,946	83,618	129,301	70,105
TOTAL LIABILITIES	4,668,538	3,557,661	7,249,088	6,895,278
NET ASSETS	37,547,364	35,818,081	16,455,503	12,825,672
EQUITY				
Retained Profits	36,036,923	34,307,640	14,945,062	11,315,231
Reserves	1,510,441	1,510,441	1,510,441	1,510,441
TOTAL EQUITY	37,547,364	35,818,081	16,455,503	12,825,672

STATEMENT OF CASH FLOWS

FOR THE PERIOD ENDED 30 JUNE 2019

	The Group 2019 \$	The Company 2019 \$	The Group 2018 \$	The Company 2018 \$
Cash Flows from Operating Activities				
Receipts from Service Grants	4,313,026	4,313,026	4,350,000	4,350,000
Receipts from Customers	1,865,868	515,674	3,350,717	164,515
Interest received	109,233	56,445	79,045	39,531
Payments to suppliers and employees	(10,132,455)	(8,778,615)	(6,582,457)	(3,906,340)
Net cash provided by operating activities	(3,844,328)	(3,893,470)	1,197,305	647,706
Cash Flows from Investing Activities				
Infrastructure Funding Receipts	23,292,807	23,292,807	9,634,561	9,634,561
Payments for plant and equipment and property, net of disposals	(22,710,497)	(22,795,116)	(5,750,603)	(5,500,400)
Net cash (used in) investing activities	582,310	497,691	3,883,958	4,134,161
Cash Flows from Financing Activities				
Borrowings	-	-	-	-
Net cash provided by financing activities	-	-	-	-
Net increase/(decrease) in cash held	(3,262,018)	(3,395,779)	5,081,263	4,781,867
Cash and cash equivalents at the beginning of the Financial Period	9,068,003	6,771,332	3,986,740	1,989,465
Cash and cash equivalents at the end of the Financial Period	5,805,985	3,375,553	9,068,003	6,771,332

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 2019, the Statement of Profit or Loss, the Statement of Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Directors' Declaration.

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

- giving a true and fair view of the Company's financial position as at 30 June 2019 and of its financial performance for the year ended; and
- complying with *Australian Accounting Standards*, the *Corporations Regulations 2001* and *Division 60 of the Australian Charities and Not for Profit Commission Regulations 2013*.

Basis for Opinion

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

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

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

Emphasis of Matter – Basis of Accounting

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

Responsibilities of the Directors for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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Partners

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




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

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

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

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


Stannards Accountants and Advisors


Michael Shulman
Partner
Date 16/10/19

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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 2019. In order to comply with the provisions of the Corporations Act, the Directors report as follows:–

DIRECTORS

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

Name	Representation	No. of Directors Meetings Attended	No. of Directors Meetings Held
Carmel Coate (Chair)	Independent	5	5
Ken Gardner (Deputy Chair)	MPMSAA	5	5
Earl Setches	CEPU	3	5
Glenn Menzies	CEPU	4	5
Patrick McCrudden	CEPU	4	5
Sumit Oberoi	AMCA	5	5
Gary O'Halloran	CEPU (QLD)	4	5
Robert Doyle (retired)	Independent	1	1
Russ Chaney	Independent	1	5
Wayne Smith	NFIA	4	5

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	5	5
Earl Setches	Union	2	5
Glenn Menzies	Union	4	5
Ken Gardner	Employer	5	5
Wayne Smith	Employer	4	5

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;
 - training and demonstrations of new and sustainable technologies and systems;



Carmel
Coate



Ken
Gardner



Russ
Chaney



Paddy
McCrudden



Glenn
Menzies



Sumit
Oberoi



Gary
O'Halloran



Earl
Setches



Wayne
Smith

PLUMBING
INDUSTRY
CLIMATE ACTION CENTRE

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 2019 there has been:—

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


Stannard Accountants & Advisors


Michael Shulman
Partner

Dated 10/10/19

STATEMENT OF PROFIT AND LOSS

FOR THE PERIOD ENDED 30 JUNE 2019

	2019 \$	2018 \$
Revenue	2,791,415	2,996,459
Service provision expenses	(729,506)	(722,443)
Interest revenue	1,729	17,401
Employee benefits expenses	(1,152,581)	(1,339,280)
Depreciation and amortisation expense	(2,046,822)	(154,069)
Finance costs	-	-
Other expenses	(667,516)	(682,026)
Current period surplus/(deficit) before income tax expense	(1,803,281)	116,042
Income tax expense relating to ordinary activities	-	-
Net current period surplus/(deficit)	(1,803,281)	116,042
Other comprehensive income	-	-
Total comprehensive income for the year	(1,803,281)	116,042

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2019

	2019 \$	2018 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	1,289,350	863,722
Trade and other receivables	109,814	208,008
Other assets	22,396	20,694
TOTAL CURRENT ASSETS	1,421,560	1,092,424
NON-CURRENT ASSETS		
Property, plant and equipment	85,514	2,121,558
Intangible assets	3,862	13,483
TOTAL NON-CURRENT ASSETS	89,376	2,135,041
TOTAL ASSETS	1,510,936	3,227,465
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	137,352	161,590
Borrowings	204,366	115,115
Provisions	66,190	51,939
TOTAL CURRENT LIABILITIES	407,908	328,644
NON-CURRENT LIABILITIES		
Borrowings	20,000	20,000
Provisions	46,878	39,390
TOTAL NON-CURRENT LIABILITIES	66,878	59,390
TOTAL LIABILITIES	474,786	388,034
NET ASSETS	1,036,150	2,839,431
EQUITY		
Retained surplus	1,036,150	2,839,431
TOTAL EQUITY	1,036,150	2,839,431

STATEMENT OF CASH FLOWS

FOR THE PERIOD ENDED 30 JUNE 2019

	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	2,887,880	3,052,614
Payments to suppliers and employees	(2,552,075)	(2,740,793)
Interest received	1,729	17,401
Net cash provided by/(used in) operating activities	337,534	329,222
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for property, plant and equipment	(999)	(43,071)
Net cash provided by/(used in) investing activities	(999)	(43,071)
CASH FLOWS FROM FINANCING ACTIVITIES		
Drawing/(repayment) of borrowings	89,093	(100,000)
Net cash provided by/(used in) financing activities	89,093	(100,000)
Net increase/(decrease) in cash held	425,628	186,151
Cash at beginning of Financial Year	863,722	677,571
Cash at end of Financial Year	1,289,350	863,722

STC

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 2019, 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:

- giving a true and fair view of the Company's financial position as at 30 June 2019 and of its financial performance for the year ended; and
- complying with Australian Accounting Standards to the extent described in Note 1 and complying with the *Corporations Regulations 2001* and *Division 60 of the Australian Charities and Not for Profit Commission Regulations 2012*.

Basis for Opinion

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

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

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

Emphasis of Matter – Basis of Accounting

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

Responsibilities of the Directors for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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STC

INDEPENDENT AUDIT REPORT




To The Members of The Services Trades College Australia Limited (Cont'd)

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

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

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


Stannards Accountants and Advisors


Michael Shulman
Partner
Date 10/10/14

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Nick Jeans, CPA

STC

DIRECTORS' REPORT

The Service Trades College Australia Limited

Directors' Report

Your Directors present their report on the entity for the financial period ended 30 June 2019.

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

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

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 (in 2019/20, it will relocate to premises in Beenleigh, 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 2018 - 19



Gary
O'Halloran



Penny
Cornah



Shayne
La Combre



Graham
Mackrill



Glenn
Menzies



Wayne
Smith



Michael
Wiech



PLUMBING INDUSTRY CLIMATE ACTION CENTRE



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66 TANNER STREET
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