Annual Report 2014-15
OVERVIEW


Financial Year 2014-15, the fifth year of PICAC operations, was one in which PICAC evolved from its establishment and consolidation phase to one characterised by expansion and growth. In 2014-15 PICAC expanded its physical infrastructure, broadened and deepened its training capability, and consolidated and strengthened its relationships with local and international partners and stakeholders.

In this Annual Report the key developments at PICAC for the year to July 2015 will be outlined in detail and the link drawn between these activities and the achievement of PICAC’s overarching Objectives. Highlighted in this Report are several examples of the very positive impact PICAC is having on the sector and the community more broadly. The outstanding progress towards the opening of a new PICAC facility in Geelong scheduled for 2016 and the development and embedding of the new Certificate III in Plumbing, are two very exciting FY 2015 highlights.

The completion of year five of PICAC operations presents an opportunity to not just report on the outstanding progress made in 2014-15, but also to reflect on the success and achievements of PICAC over this period.

To fully appreciate what PICAC has become, it is important to understand why PICAC exists. In the middle and latter stages of the last decade – and within a broad context of a crippling national drought, of government and community focus on sustainability and water efficiency, of rapid advancements in water product diversification and complexity, of new water sources and connections and cross connections – governments and the community looked to the Plumbing Industry in Victoria for leadership.

PICAC is a Centre of Excellence, a coordinator of training and education and an Australian Registered Training Organisation. PICAC’s facility in Brunswick, Victoria, is a working demonstration of the most up to date energy efficiency technologies. PICAC’s facilities include the Fire Protection Centre of Excellence, the Occupational Health and Safety Centre of Excellence, a demonstration Green Plumbing House, a world class Reticulated Water System and the newest technology in water and energy efficiency.

As well as showcasing the world’s very best leading edge technology, PICAC coordinates and facilitates the training provided by industry stakeholders and is concerned with supporting industry to maintain contemporary approaches to consumers and markets. PICAC is also a place where industry can come together, to share and develop the latest technologies and innovations, and a place where skills can be developed, shared and showcased.

PICAC has grown to a point where it now delivers high quality, current and up to date industry training to over 5000 individual students in over 500 individual courses. And, as this Report highlights, PICAC is expanding and evolving all the time, broadening the reach and increasing the availability of training throughout the State and across Australia.
It is as a result of the hard work of the Board, the CEO, and the dedicated and committed Training and Corporate staff, that I can present a Report that reflects very positive progress towards the achievement of PICAC’s key Objectives:

- Delivery and Development of Training Facilities and Resources
- Partnerships, Industry Engagement and Research
- Corporate, human resources and information technology

As outlined in the CEO’s Report, in 2014-15 PICAC developed and rolled out new training offerings and significantly advanced the development of the new PICAC facilities in Geelong and Narre Warren. In five years PICAC has laid the foundations upon which a sustainable future – for the plumbing sector and for the wider community – is being built.

The depth, breadth and quality of training delivered or facilitated by PICAC is unprecedented in Australia and a model not replicated anywhere in the world. For example, the new Certificate III in Plumbing is the most comprehensive plumbing training, and is designed by the industry, to be delivered by industry to industry.

By investing strategically in building and expanding its training delivery capacity, and in streamlining and increasing its IT capability, PICAC has built a platform from which it can make an even bigger difference to the future of not only Australian plumbing industry, but also to community health, sustainability and economic opportunity in Australia and overseas.

Through its partnership with the Indigenous Sanitation and Plumbing Foundation (IPSF), PICAC is also helping to drive developments in terms of improved health and sanitation in Indigenous communities and fight disadvantage by providing skills and opportunity to young Indigenous Australians. Encouragingly, in March 2015, nine Indigenous students commenced their training at PICAC, and it is hoped they are the first of many such groups.

I am very proud to say that PICAC is a key part of the future of our industry and our community. By training plumbers to not only respond to the challenges of climate change, but also developing their skills to the highest level of excellence, PICAC is helping ensure participants in this great industry are productive, competitive and most of all, have long and prosperous careers.

Earl Setches
Chairman
In FY 2014-15, PICAC entrenched its place as a leader in plumbing and related skills training, delivering or facilitating hundreds of thousands of training and development hours across dozens of courses, in world class facilities, to thousands of industry operatives, at all stages of their careers.

Outlined in this Annual Report for the FY 2014-15 are the specific activities PICAC undertook towards the meeting of its Objectives. When taken together, they reflect a mature organisation with a clear sense of purpose and direction, an organisation that has the authority, international credibility and established partnerships to be an industry and community leader. PICAC is a definitive point of reference for the plumbing and fire protection industries, particularly in water and energy efficiency. PICAC is an organisation that is flexible and innovative, able to respond to the challenges of a changing industry, a changing economy and a changing climate.

This year PICAC consolidated, refined and updated its existing training offerings, and added several new streams of training to its suite of industry designed and targeted courses. In order to facilitate and continue to provide access to that training – the best industry training available – and deliver that training in the regions where it is most needed, PICAC also significantly progressed the expansion of its geographical footprint with the construction of a new purpose built, world-class facility, which will be up and operating in 2016.

To ensure PICAC has the organisational, human resource and technological capacity to accommodate this growth and diversification, and to ensure as an organization, PICAC is efficient and effective in the long term, we have invested strategically in bolstering our IT and IP capability. All IT is now run from one shared platform, driving consistency and improving our real time information flow and management across multiple sites.

In FY 2014-15 PICAC significantly progressed the development of two new PICAC facilities in Narre Warren and Geelong. It was particularly exciting to see all of the collaborative work undertaken in the Geelong design begin to take form and emerge out of the ground in the build phase. It is expected, subject to funding, that the site will be operational in 2016. This new Training Centre will house the best in training equipment and provide needed services to regional Victoria and greater Geelong.

The new facility in Geelong is designed to meet the training needs of all the partner organisations, but importantly to also re-train highly skilled workers being forced to exit the manufacturing sector with large companies closing or reducing operations. For existing qualified tradespeople including welders, metal fabricators, machinists, fitters and turners, customised training, leveraging off their experience, could enable these displaced workers to re-enter the industry quickly. It is anticipated that more than 400 of these workers would be trained at the new facilities year on year, providing them a secure new career start.

The addition of the Certificate III in Plumbing, delivered at PICAC for the first time in 2015, was another key highlight for the year. The successful implementation of the Certificate III course reflects the level of cooperation and willingness of the various industry sectors to work collaboratively to improve outcomes for the industry.

As an organisation, PICAC is a partnership and in turn partners with other organisations, both in Australia and internationally. PICAC the entity, is a formal partnership between the PTEU, the MPMSAA, the NFIA and AMCA, which all work collaboratively to ensure that the training and development requirements of the industry as a whole are considered along with those of its component parts. As the Chairman points out in his Report, it was the partnership between PICAC and IAPMO that facilitated the IAPMO Centre for Research Development, and the partnership between the UA and the PTEU led to the Welding Centre of Excellence at PICAC.

It was a partnership, based on collaboration, cooperation and a tangible sense of shared purpose that underpinned PICAC’s success in FY 2014-15. Thank you to all the Board, staff, local and international partners and stakeholders for your outstanding work and commitment, which will help ensure that Plumbers have access to the best training available today and tomorrow.

Shayne La Combre
Chief Executive Officer
"In my role as Secretary of the PTEU and as Chair of PCIAC, I am on occasion privileged to travel and meet industry leaders from around the globe. Whenever I do, I am reminded that although we are facing the same kinds of issues around climate change and water scarcity and an evolving and changing plumbing industry as a result, we are the only ones who have developed a whole of industry response. Nowhere else is there a first class training facility in which the training, research and plumbing industry development activities are directed towards ensuring industry professionals of tomorrow are equipped with the skills and knowledge necessary to allow the benefits of new technologies and innovations to be realised. As an industry, we should be very proud of the success of PICAC, and the innovation and cooperation that underpins it."

Earl Setches
Chairman

"As well as being a key provider and developer of world’s best plumbing and fire protection training, PICAC acts as a kind of glue for the plumbing industry; or a vehicle for information flow between industry and training, governments and training providers, between Australia and the world. The benefits of a facility and organisation like PICAC were never more evident than in the design and delivery of the new Certificate III in Plumbing, which began in February of 2015. This is training designed by the industry, which will meet the future needs of industry, to be delivered by industry in an industry owned and operated first class training centre. This is exactly the role envisaged for PICAC when it opened its doors 5 years ago."

Ken Gardner
Deputy Chairman

"Developments and innovations in plumbing and water management are happening round the world all the time. Product designers are continually discovering more efficient and effective means of capturing, using, re-using or distributing or treating waste and fresh water. It is vitally important that plumbing training, in world terms, keeps pace with that rate of change and innovation. As new techniques and products are pioneered, the know-how to use and maintain those systems and products needs to be shared and disseminated across the world plumbing fraternity. It is with that objective in mind that IAPMO is proud to partner with PICAC. This led to the establishment of The IAPMO Centre for Research Development at PICAC in Narre Warren, a world-class research and development centre."

Russ Chaney

Earl Setches has been actively involved in the plumbing industry for 30 years. In 2001 Earl was elected State and Federal Secretary of the PTEU, and he has held both roles ever since. Earl is also Chair of the IPSF and is a Board Member of the Victorian Building Authority Plumbing Advisory Council (VBAPAC), the Building Industry Consultative Committee, Incolink, CBus and PJTF.

Ken Gardner has made a significant contribution to the Victorian building and energy sectors since the 1980s. Ken played a central role in gas and electrical policy and regulation before leading Energy Safe Victoria in 2005. In 2009 Ken became the Chief Executive Officer of the MPMSAA. Ken Chairs the VBAPAC and is the Hon Secretary/ Treasurer for the WPC. Ken is also on the Boards of the Industry Skills Council and the PJTF.

Russ Chaney has made, and continues to make, a valuable contribution to improving standards in world plumbing and, by extension, world health. Russ is the CEO of IAPMO, a non-profit membership based organization focussed on the development of codes that govern plumbing quality standards. Russ also serves as a Board Officer for the American National Standards Institute, and is a former Chair of the WPC.
“Ensuring Fire Protection Training remains current and reflects the latest techniques, and that fire protection system designs and building designs and products deliver real safety outcomes, has never been more important. As the economy grows and diversifies, and as Australia’s building stock changes, in particular with the dramatic increase in high rise multi—unit developments, we need to ensure we have enough Fire Protection expertise in the economy, and that Fire Protection professionals receive the best possible training. PICAC, and in particular the Fire Protection Centre of Excellence, plays a key role in ensuring this, and by extension, in keeping the community safe. The collaboration that is PICAC, delivers world class individuals who support and protect their community with real skill, expertise and pride.”

Carmel Coate

“Melbourne has been named the world’s most liveable city for five consecutive years. You don’t get to be the world’s most liveable city without a strong focus on infrastructure and sustainability. In order to maintain our liveability, we need to be able to respond to the risks posed by climate change and water scarcity. This is why an innovative and world-leading plumbing industry is vital. PICAC cultivates and drives the industry. It is important for the future of Melbourne because it provides the training, support and tools that our plumbers need to retain and improve their skills, which will secure our water future.”

The Right Honourable Lord Mayor, Robert Doyle, City of Melbourne

“One of the great things about PICAC is that it is not just focussed on training young apprentices. PICAC has course options suitable for Plumbers at every stage of their career lifecycle. Popular courses for upskilling, career progression and improving industry knowledge include Type A and Type B Gas Servicing and Asbestos Removal. With the opening of the new Geelong Campus, there will be opportunities for workers from industries that have wound down, like car manufacturing, to upskill in OH&S or welding for example.”

Paddy McCrudden

Carmel Coate is the Executive Director for the NFIA, and has been involved in the setting of Fire Protection Standards since 1999. Carmel is also a Director of Rocarm Pty Ltd, the PJTF and the IPSF. Carmel is Chair of Fire Industry Training (FIT) Pty Ltd a Registered Training Organisation (RTO) and the current Deputy Chair of the VBAPAC.

Robert Doyle is the serving Lord Mayor of Melbourne. Robert is also a Principal at The Nous Group, a management consultancy business and Chairman of Melbourne Health (The Royal Melbourne Hospital). He is also President of the Lord Mayor’s Charitable Foundation, Chairman of the Royal Melbourne Hospital Foundation and a Trustee of the Shrine of Remembrance. Robert is also an Ambassador for or member of a range of other health, community and research focussed organisations.

Paddy Mc Crudden is the State Assistant Secretary and Federal President of the PTEU. Paddy completed his plumbing apprenticeship in Ireland in the early 1980’s before immigrating to Australia. Paddy became an elected official of the PTEU in 1999 and has been an advocate for the plumbing industry ever since. He is a Director of the PJTF and the IPSF. Paddy also holds his Australian Financial Services Licence.
PICAC BOARD

“A big highlight of 2015 was the great progress made in developing the new PICAC Campus in Geelong. As a region, Geelong has been hard hit in recent years by business closures relating to manufacturing downturns and there are, and will be many more workers, needing to upgrade their skill sets in order to transition to new jobs in different sectors. PICAC can play a key role in that transition, providing tailored and targeted, needs-based training in a region where it is most required. The new facility will be opening in 2016 and I think it will be an important part of the training and economic landscape in that region for many years to come.”

Glenn Menzies

“The importance to the economy, to sustainability and to the building industry of the air conditioning and mechanical services industry is increasing all the time. Heating and cooling – how effective it is, how efficient it is and how well it is maintained is key to our sustainability as a community. That’s why the first class HVAC training offered by PICAC is so important. We need to make sure our HVAC professionals, and there are more than 10,000 Australia wide working on hundreds of millions of dollars of equipment, are fully trained to work with often complex systems safely and effectively. PICAC training does that.”

Sumit Oberoi

“PICAC is a place where people looking to develop their skills in a whole range of plumbing, Fire Protection or OH&S based courses can do it, whatever their age or career stage. Apprentices can do the full three year course to get qualified at PICAC, and experienced people can train or re-train in a specific skill set that will make them more employable. That’s why the Geelong campus development is so important. It will give workers who might have worked in say the car parts industry for 20 years but who now find their industry shutting down, can train in new skills, sustainable skills, which will help them find new jobs.”

Nazzareno Ottobre

Glenn Menzies commenced his career in the plumbing industry when he began working as a mechanical plumber in 1981. Glenn became an Organiser with the PTEU in 2004 and has been a member of the VBAPAC since 2008. Glenn is CEO of CEPUTEC, a Director of FIT, PJTF and is a PTEU-UA Ambassador.

Sumit Oberoi is the Executive Director of the AMCA in Victoria. AMCA is a national trade association serving companies that operate in the commercial/industrial sector of the industry and is the only industry and employer association that is exclusively dedicated to the air conditioning and mechanical services industry. During 2013, Sumit was appointed to the PJTF Board.

Nazzareno Ottobre has been a licensed plumber for 42 years and is now the President of the PTEU. Nazzareno’s particular area of knowledge and interest is Workplace Safety and the training levels and quality necessary to achieve good OH&S outcomes. Nazzareno has been an OHS Representative on major building sites for 25 years and National Councillor of the Communication’s Electrical Plumbing Union Plumbing Division for 12 years and Chair of PJTF.
Early in FY 2014, the PICAC Board and Executive, in close contact with industry partners and stakeholders, developed and agreed to a Strategic Plan which set the broad direction for PICAC for the following three years.

The Objectives set by the Board and Executive, and the extensive activities undertaken by PICAC and its partners in FY 2015 towards their achievement, are outlined and discussed in the following pages.
OBJECTIVE 1

Delivery and development of training and facility resources

A key Objective of PICAC is the Delivery and Development of Training and Facility Resources. This encompasses both the physical training equipment and infrastructure and also the intellectual capital in terms of course design and delivery.

Every year since its establishment in 2009, PICAC has added to its physical training delivery capability. The Brunswick site has been expanded and new training systems have been added, such as the Mobile Training Units for Backflow Prevention and new fully interactive classrooms, as well as Centres of Excellence in Fire Protection Training, OHT&S and Welding. These additions to our infrastructure stock allow us to train more students, in more skills, using more up to date facilities than ever before.

We are now planning to train the next generation of plumbing and fire protection professionals in more places too, with development well underway for two new Centres planned for Narre Warren, in Melbourne’s south eastern growth corridor, and Geelong, a region facing significant economic structural adjustment challenges. The Geelong Training Centre will house the best in training equipment and provide services to the western regions of Victoria.

These acquisitions are particularly important for regions in Victoria that have experienced mass closures of manufacturing companies, specifically car manufacturing plants, with Ford and Toyota shutting down production from Victoria in the coming years. This trend will see hundreds of skilled workers left potentially unemployed, with limited opportunities to regain employment within the shrinking manufacturing industry. By creating Centres in Geelong and Narre Warren, PICAC will be able to retrain existing qualified trades’ people with transferable skills, to make them job ready for other industries and career paths, thus lessening the inevitable impact this will have on the affected communities.

As well as expanding its facilities in FY 2014-15, PICAC continued in its evolution from a facilitator and enabler of training to the plumbing and related industries, to that of an RTO in its own right, one uniquely placed to identify industry training needs, develop tailored training packages and deliver industry what it needs.

PICAC significantly expanded its training and facility resources in FY 2014-15. Central to PICAC’s success in meeting this Objective is the collaboration and support of the industry as a whole. It is, by working with all parts of the industry, government policy makers and regulators, with other training institutes and stakeholders that, PICAC can both anticipate and respond to changing industry needs and new challenges, and continue to deliver the best plumbing and related training available.
In FY 2014-15 the $4M project to establish a second PICAC campus, in Geelong, was significantly progressed, with the opening of the state of the art facility scheduled for 2016.

Maintaining the existing high standards of the current facility, the Centre in Geelong will consist of two levels. Ground floor will comprise of a reception area, Facility Manager’s office, lunch room, toilets, plant room, four training rooms, double height open training area and machinery and operating area. The second level will feature a specialised training area (for training at heights), two large meeting rooms, staff toilet, server room, store room and four offices/classrooms.

Skills based training in sustainable and growing industries like plumbing, energy and water management and fire protection, is particularly important in the Geelong region. The greater Geelong region has seen significant structural changes in its economy – moving away from traditional manufacturing and is also experiencing significant growth in demand for housing and construction skills. The Geelong PICAC will play a key role in providing and equipping new and existing workers with the skills necessary to translate to the new economic conditions and take advantage of these emerging opportunities.

The new facility covers a total building area of about 1500m². The building incorporates a range of innovative and cutting-edge water and energy efficiency features.

These include:

- Insulated precast sandwich panels forming the building shell
- Multipurpose open learning area
- Light weight and high spanning insulated sheets for the roof covering
- Polycarbonate façade and vertical aluminium sun shades
- Hydronic heating and cooling coils cast into the concrete slab
- Retractable water and power service points suspended from the ceiling over the open learning area
A highlight for FY 2014-15 was the incorporation of an e-learning component into Fire Protection training, making PICAC’s Certificate III in Fire Protection Training one of the most contemporary courses in the world. Several years ago PICAC opened a dedicated Fire Industry Training facility and has developed its training delivery resources for this important Certificate III qualification. The purpose built facility contains the most up to date equipment and delivers world-class outcomes for the students who attend. Currently, to maintain its high levels of fire safety, the community requires more fully trained Fire Protection professionals than presently exist. Fire Protection tradespersons install, test and maintain fire protection systems and it is vital to community safety, that all participants are familiar with and have been trained in the very latest fire protection systems, products and installation requirements. FIT, the training arm of the NFIA Victoria, commenced the delivery of Certificate III in Fire Protection at PICAC in 2013. In 2015, with a view to expanding the reach, effectiveness and efficiency of the training, FIT and PICAC enhanced the Cert III in Fire Protection course by adding an e-learning component. This represented a significant challenge and resource investment which would deliver significant benefits in terms of better outcomes for students, the industry and the community. Access on-line to resources prior to the course or unit commencement will allow students to have a broad understanding of the theory behind the practical skills they need to be able to carry out. Its interactive components provides easier access and pathways to instructors which aids student comprehension. E-learning can also be an effective review tool, allowing apprentices to revisit and reinforce the theory behind the practical skills they learn on the job and in training.

PICAC is continually seeking opportunities to develop tailored training solutions to specific areas of plumbing and related disciplines where industry identifies a competency gap or training need. As a result, new courses and modules have come on scope in every year of PICAC’s operation. A highlight in terms of new developments in FY 2014-15 was the development and implementation of new courses in Type A and Type B Gas Appliance Servicing. The Type A course provides participants with the skills and knowledge required to diagnose and repair faults on domestic and commercial Type A gas appliances (domestic and light commercial appliances). Using the most contemporary training facilities, Type A Gas Appliance Servicing students develop skills in applying safety and quality assurance requirements and demonstrate effective work methods relevant to Type A gas appliances, assembly and disassembly of appliances, as well as diagnosing and rectifying electrical or gas system faults. The Type B course covers the skills and knowledge to install, test, adjust, commission and service Type B gas appliances. Participants learn to identify, diagnose and rectify system faults in Type B appliances. This area has the potential to pose significant risks to the community and it is essential that those utilising the equipment covered by this class can rely on well trained and highly competent professionals.
The successful addition in 2015 of the Certificate III in Plumbing qualification to the MPMSAA vocational education scope of registration, heralded a new era of plumbing training for the industry. This pioneering initiative reflects the level of co-operation that exists across the plumbing industry.

Training delivery commenced at PICAC in FY 2014-15 and is being overseen by the Board of a new company, Plumbing Industry Training (PIT), which consists of representatives of MPMSAA and PTEU.

The plumbing apprenticeship has been set up to train the group scheme apprentices employed by Plumbing Apprenticeships Victoria.

Following on from the highly sought after delivery of the Certificate II in Plumbing, the apprentice training program commenced with a pilot group of 12 first year group scheme apprentices in February 2015. A second intake commenced in April with more to follow in FY 2015-16 which will also see the commencement of the second year of the apprenticeship followed by third year in 2017.

The course design has been heavily influenced by feedback from group scheme hosts, plumbing employers, members and industry stakeholders to provide skilled apprentices to the industry at all year levels.

The facilities at PICAC have been upgraded to allow for the apprenticeship course to be delivered from 2015. A multi-level tower containing practical work stations has been installed in the Phoenix Street practical workshop, new benches, equipment and work stations have been purchased and three new classrooms, complete with the very latest IT and AV capability have been constructed in the Albert Street campus. Students have the opportunity to learn in state of the art classrooms and develop their practical skills on the latest equipment, all under the one roof at PICAC.

The Welding Centre of Excellence at PICAC’s Brunswick site was completed and became operational in FY 2014-15. The Centre, dedicated to developing and improving the welding skills and know-how within our industry, provides an opportunity for students of all ages to learn contemporary welding techniques which meet the demanding standards required by modern high-tech industries.
OBJECTIVE 2

Extensive industry partnerships

A key Objective of PICAC in FY 2014-15 was to develop and foster industry and international partnerships, to engage regularly with the various segments of the industry, with policy makers and regulators, and to undertake research and facilitate knowledge sharing for the benefit of industry.

Developing and fostering cooperative working partnerships within and outside of the plumbing industry is fundamental to the success of PICAC. This is because PICAC is a partnership between the PTEU, MPMSAA, NFIA and AMCA. It exists to serve the interests of the industry – current and future – as a whole.

PICAC is a uniquely structured entity which plays several roles in the plumbing industry simultaneously. PICAC is at the same time, both a product of industry and a leader of industry. It is both a provider of first class training and a champion of its importance to the future of our communities. PICAC has the facilities and know-how to serve the industry – in providing the depth and breadth of training industry demands – and the credibility, industry wide support, and established stakeholder relationships to lead, advocate for and represent the industry both in Australia and internationally.

PICAC is a key contributor to government policy and regulatory forums – Federal and State – advocating for the best interests of Plumbing and Fire Protection Industries, and therefore the community. For example in FY 2014-15 PICAC worked closely with and made a valuable contribution to, the Productivity Commission’s examination of the effectiveness of the existing Mutual Recognition Scheme. PICAC and other industry stakeholders successfully advocated for the continuance of the Mutual Recognition Scheme for licensing in the plumbing and gasfitting occupations, a system that has in the main worked successfully and has facilitated the mobility of plumbing practitioners.

Another example of PICAC’s capacity to contribute to the maintenance and development of an effective national regulatory and product certification for the plumbing and related industries is through our contribution to the Water Efficiency Labelling Scheme (WELS). This scheme requires certain products to be registered and labelled with their water efficiency in accordance with the standard set under the national Water Efficiency Labelling and Standards Act 2005. PICAC CEO, Shayne La Combre, is a member of the WELS Advisory Group, appointed by the Federal Department of Environment – along with a range of other key stakeholders including small and large retailers of plumbing products and whitegoods, plumbing regulators, water utilities and consumers – who together worked hard in FY 2014-15 to ensure the scheme operated effectively.

In the year to June 2015 PICAC provided advice to the Australian Refrigeration Council on an appropriate regulatory framework for that part of the industry, and was a regular and important contributor to the various reviews and deliberations of the Australian Building Codes Board.

At a State level, in its role as conduit between industry and government, PICAC also made a valuable contribution to the State Government’s Vocational Education and Training (VET) Funding Review, a key first step in ensuring the ongoing viability and effectiveness of the TAFE sector. Our industry contribution to the review process focused on the importance of developing a sustainable model that ensures only high quality providers can access government funding for training, and encourages training provision for students and employees with practical, hands-on training which meets the needs of modern industry.
PICAC also works closely with other Victorian agencies concerned with the safety and efficiency of Victoria’s water and energy infrastructure and engages regularly and constructively with Energy Safe Victoria (ESV), the VBA and WorkSafe.

In FY 2014-15 PICAC engaged in, or represented the industry at, a wide range of industry, training and stakeholder events, conferences and seminars, both here in Australia and overseas. PICAC engages with stakeholders at industry, training and community levels. For example, PICAC made a strong contribution to the Annual National Backflow Prevention Conference in August of 2014, a key industry forum.

PICAC also engaged with and played a key role at local community level by hosting the Moreland Energy Foundation’s Zero Carbon Evolution Event in June 2015. In hosting and contributing knowledge and experience to events like this, PICAC is helping the entire community find solutions to the climate, energy and water challenges we all face.

It is through its very well developed stakeholder relationships, and preparedness to share its knowledge, skills and facilities, that enables PICAC to meet the specific training needs of various organisations. For example, in 2015 PICAC partnered with the Metropolitan Fire Brigade (MFB) and made its Great Hall available for MFB Trench Rescue Training. This highly specialized training required a facility of the scale of PICAC to simulate trench rescue.

As well as engaging at industry and community level, PICAC also provides the vehicle through which the Australian industry can engage and share knowledge with skills and plumbing standards focused international bodies like WorldSkills and IAPMO, and makes a contribution to better water and sanitation outcomes globally through the WPC.

A key way PICAC brings together the local industry and focusses industry and community attention on the global water and sanitation challenges, is by promoting and hosting World Plumbing Day (WPD) on March 11 each year. In 2015, the WPD event at PICAC was the biggest and most successful yet. Over 400 people attended the Industry Forum, Trade and Career Expo and Apprentice Skills Competition held at the Brunswick PICAC facility.

In FY 2014-15 PICAC continued to build on the very strong industry partnerships that underpin its success. The engagement at community, industry and international levels will be key to enabling PICAC to both respond to and lead our industry and our communities as we tackle the challenges of a changing industry, changing economy and a changing climate.
The partnership between PICAC and the IAPMO is one of the key ways in which PICAC brings international best practice to our industry and enables Australian plumbing innovations – especially important in energy and water efficiency – to be shared internationally.

The IAPMO Certification Facility will house the Centre for Research Development and will be located in Narre Warren in Melbourne’s south eastern growth corridor, and will provide access for the Australian industry to the very latest materials, technologies and products from around the world.

Another way PICAC’s partnerships bring global innovations and knowledge to the Australian industry and allows our industry expertise to be shared with the world, is through the international networks and relationships of its partner organisations. For example, PICAC’s relationship with the North American industry is underpinned by the affiliation with the UA. This relationship provides opportunities for Australian industry participants to engage in training in the USA and also to participate in skills competitions and other industry knowledge sharing opportunities.

In 2015, the Australian industry’s international connectedness was further enhanced when the UA entered into Affiliation Agreements with the Roofers Union in the US and the Technical Engineers and Electrical Union of Ireland. These new affiliations make the total combined membership of the UA and its Affiliates to over 400,000 people across the USA, Australia, Canada and Ireland bringing with it enormous knowledge and information sharing opportunities for the Australian industry.

FY 2014-15 also saw the first year that PICAC participated in the UA International Apprentice Skills competition. Two finalists from the WPD Skills Competition were selected to represent PICAC and Australia in the competition, held in Ann Arbor, Michigan. Nathan Frauenfelder participated in the Plumbing Competition and FIT’s Brent Eacott competing in Sprinkler Fitting. Both representatives performed very well and will lead the way for the apprentices competing in the 2015 Competition.
The IPSF is a not-for-profit (NFP) organisation which aims to relieve the suffering of Indigenous communities brought about by poor sanitation, access to clean water and the challenge of intergenerational unemployment. The IPSF launched just over a year ago, but the Foundation is already making a contribution to improving the health and employment opportunities of Indigenous Australians.

In its first year of operation, the IPSF provided practical, hands on support as well as training and development support to Indigenous Australians. One of the first organisations to benefit from the Foundation’s program was the Melbourne Aboriginal Youth Sport and Recreation Co-operative (MAYSAR) in Gertrude Street, Fitzroy.

This culturally and historically significant community hub had been refurbished but was not open for use due to a number of plumbing issues. Through its industry connections, the IPSF assisted in providing the materials and labour for a major plumbing upgrade at MAYSAR. The Centre is now fully operational and has reopened, providing services including a gym and fitness centre, a teaching and learning centre and a cultural and community meeting place.

In March of 2015, nine young Indigenous students commenced their training at PICAC in Brunswick. These young Apprentices and Pre apprentices are embarking on the initial steps of a successful plumbing career and it is hoped they will be the first of many such groups.

In 2015 PICAC also played a role in facilitating sponsorship for mentoring to support young Indigenous apprentices, something vitally important in assisting young Indigenous Australians to complete their qualifications. In FY 2015-16 PICAC hopes to establish formal partnerships with stakeholders aimed at developing a more widespread and sustainable mentoring program for Indigenous students.
According to the World Plumbing Council (WPC), 1 billion people around the world suffer from a severe lack of access to clean drinking water and 2.5 billion people have no access to safe sanitation. Up to 80% of diseases in developing countries can be traced back to inadequate water and sanitation facilities. What is worse is that most of these life threatening diseases are completely preventable.
Minister for Skills and Training, The Honourable Steven Herbert and Minister for Planning, The Honourable Richard Wynne, attended the forum as guest speakers and to show their support for the industry. Both Ministers recognised the important role plumbing plays in the community and the key role training and development will have in strengthening its future.

Minister Herbert acknowledged that “Plumbing is a growing industry embracing new technologies that’s helping to build a more sustainable Victoria.” Reconfirming the Government’s commitment to supporting the training industry, in particular the development of PICAC’s two new facilities in Geelong and Narre Warren, saying that “The Andrews Labor Government is supporting people of all ages to get the skills they need for rewarding careers.”

The Honourable Natalie Hutchins, Minister for Industrial Relations, Aboriginal Affairs and Local Government was also in attendance, arriving for a tour of the facility and a greeting with the latest intake of first year Indigenous apprentices.

Earl Setches, National Secretary of the PTEU and PICAC Chair, along with Ken Gardner, CEO of the MPMSAA and PICAC Deputy Chair, officially revealed the exciting industry partnership between MPMSAA and the PTEU, which saw the commencement of the Certificate III in Plumbing Apprenticeship qualification to be delivered at PICAC.

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Earl then provided an update on the IPSF, working to improve access to reliable drinking water and effective sanitation in the remote communities of Australia.

He also took time to acknowledge the many contributions of an important friend of the Centre. PICAC Patron Tony Arnel, was cited for his long time support going right back to the conception of the Centre.

Following the forum, attendees gathered for an industry luncheon and were able to visit displays at the Industry and Careers Expo, where representatives from Registered Training Organisations and Industry Sponsors provided information about their organisations.

The Apprentice Skills Competition was finalised in the afternoon after a demanding 6 hours of hard work put in by the competitors. The judges reviewed the impressive show of skills and high standard of workmanship and selected the finalists. First place for the Sprinkler Fitting Competition was awarded to Liam Minogue from FIT and the Plumbing top prize was awarded to Aaron Bridger from Holmesglen TAFE.

A special mention went to second and third place Sprinkler Fitters, Brett Caton and James Flynn and to second and third place Plumbing competitors, Sam Gifford and Calan Haydon. The high calibre of work presented by all participants was extremely impressive.

WPD is an international event held on 11th March every year, initiated by the WPC to unite the Plumbing Industry and to promote the important role that plumbing plays in the health, safety and sustainability of our communities.

In order to raise awareness and promote this important day, PICAC has held an event to mark the occasion since 2012.

The 2015 PICAC WPD event was a resounding success, with over 400 people attending the Industry Forum, Trade and Career Expo and Apprentice Skills Competition held at the PICAC facility in Brunswick.

A capacity crowd made up of plumbers, apprentices, industry experts and representatives from all over Australia filled the Great Hall to attend the Industry Forum and commence the day’s events. The theme for the forum was ‘Impacts on the future of the plumbing industry – risks, challenges and opportunities’.

Earl Setches, National Secretary of the PTEU and PICAC Chair, along with Ken Gardner, CEO of the MPMSAA and PICAC Deputy Chair, officially unveiled the exciting industry partnership between MPMSAA and the PTEU, which saw the commencement of the Certificate III in Plumbing Apprenticeship qualification to be delivered at PICAC.
OBJECTIVE 3

Corporate, human resources and information technology

As well as operational and stakeholder focused Objectives, the PICAC Board recognises the importance of ensuring PICAC has the corporate governance, compliance, human resource and IT structures, strategies and systems in place.

In 2015, to support its operations, partners and stakeholders of PICAC took several strategic steps towards bolstering its corporate capability. Upgrading its capacity, in terms of Human and IT resources, was particularly important for PICAC in FY 2014-15.

PICAC is a dynamic, rapidly expanding and evolving entity, operating across several sites, dealing with thousands of students every year in many courses. It manages a large volume of student and industry information and interfaces with training bodies, stakeholders, as well as an array of training providers. It also hosts visitors and delegations from, and communicates regularly and exchanges information with, internationally based organisations and industry entities.

It is vitally important that PICAC has in place the IT infrastructure and capability to manage this volume and complexity. That is why PICAC overhauled and upgraded its IT systems in FY 2014-15, allowing the operations to be run from a single shared platform across multiple sites, providing a more standardized and reliable IT and information management capability to our staff and stakeholders.

PICAC has a duel role in terms of training provision and compliance. PICAC is an RTO in its own right but is also a coordinator, facilitator and shared service provider to the industry based training providers of its partner organisations. PICAC provides compliance services and audit support for MPMSAA, CEPUTECH, AMCA, and FIT as well as meeting its own obligations as an RTO.

All RTOs must comply with the registration requirements of the Federal Government and/or the relevant State Government, both of which have a role in regulating the quality of education provision. PICAC and its partner RTOs must comply with the reporting and other compliance requirements of the Victorian Registration and Qualifications Authority (VRQA) or the Australian Skills Quality Authority (ASQA). Further the funding by governments of our Apprentice and Pre-Apprentice students is managed under Funding Agreements between the RTOs and the various States and Territories. Appropriately, these Agreements include strict requirements on the RTO to manage and report on funded activity and are subject to audits to ensure compliance.

In that context in 2014-2015 PICAC began a process of working with all the RTOs to streamline and make more efficient the compliance systems of our industry RTOs, a program that will not only generate efficiency dividends, but also improve delivery quality and consistency.

In FY 2014-15 PICAC’s small but dedicated team of industry and training professionals and support staff worked hard to ensure its day to day operations were managed effectively and efficiently and that PICAC’s strategic Objectives relating to growing PICAC’s Human and IT capability were met.
PICAC, in its role as facilitator, has actively encouraged the development of training staff throughout the Centre. As a result of the partnership that PICAC has with the UA, two instructors from the Centre were able to attend the UA's Instructor Training Program (ITP) in August 2014. The ITP is considered one of the most successful skills training programs in North America and each year, roughly 2,000 Instructors from Local Unions across North America, Canada and Australia arrive in Ann Arbor, Michigan to train as peers in the most contemporary skill sets for delivery to the next generation of plumbers.

The program encompasses intensive week-long classes focusing on the latest teaching methods and emerging technologies in our trades, and features other events and activities throughout the week. The goal for our Instructors is to complete the Instructor Certification Program or the Coordinator Certification Program, which takes approximately five years to accomplish.

During FY 2014/15, PICAC was able to monitor the effectiveness of current human resource allocation and begin the process of developing a consolidated, more efficient delivery of administrative and professional support.

By removing the financial and administrative burden from the partners, PICAC will be able to better manage and provide for the requirements of each RTO.

In addition to providing all administrative staff, PICAC has engaged the services of a highly experienced Compliance Manager, who while based at PICAC, is able to provide vital compliance expertise to each partner RTO. By centralising the process and managing these roles as a facilitator, PICAC will aim to further expand its capability in providing service delivery for each of its partners.
PICAC has increased the use of facilities by engaging with external organisations through the promotion of the Centre as a venue for broad industry training and development.

The Centre has been host to a range of external parties who have utilized the facilities – training rooms in particular – to meet their own organizational needs. The VBA held a number of Audit and Compliance training seminars at the Centre, as did Apricus and Grundfos. Rheem and Bosch also utilized the facilities on a number of occasions. This delivers benefits to both the hosting entity and our industry participants.

In addition to making the facilities available to external parties, PICAC was also host to a range of international delegations including the Samoa Apprenticeship Study Program, a Chinese Government Delegation and the National Construction Authority, Kenya. By positioning itself as not only a Training Centre but also a hub for industry organisations to utilize, PICAC has been able to not only support industry development, but also provide access to vital knowledge that otherwise may not be available.
AUDITOR’S INDEPENDENCE DECLARATION

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

I declare that, to the best of my knowledge and belief, during the period ended 30 June 2015 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 25/06/15
## STATEMENT OF PROFIT AND LOSS

for the period ended 30 June 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>PJTF Service Grant</td>
<td>2,885,193</td>
<td>2,300,193</td>
</tr>
<tr>
<td>Other Grants</td>
<td>3,794,277</td>
<td>959,364</td>
</tr>
<tr>
<td>Interest Income</td>
<td>19,341</td>
<td>41,017</td>
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<tr>
<td>Venue Hire</td>
<td>40,393</td>
<td>1,700</td>
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<tr>
<td>Other Income</td>
<td>345,525</td>
<td>144,808</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>7,084,729</td>
<td>3,447,082</td>
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<tr>
<td>Employment Costs</td>
<td>827,619</td>
<td>615,789</td>
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<tr>
<td>Marketing &amp; Communications</td>
<td>90,238</td>
<td>106,156</td>
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<tr>
<td>Service Fee – PJTF</td>
<td>594,000</td>
<td>549,996</td>
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<tr>
<td>Occupancy Costs</td>
<td>370,162</td>
<td>237,774</td>
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<tr>
<td>Legal &amp; Other Professional Fees</td>
<td>47,405</td>
<td>20,090</td>
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<tr>
<td>Accounting &amp; Audit Fees</td>
<td>67,880</td>
<td>40,031</td>
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<tr>
<td>Sponsorships &amp; Donations</td>
<td>66,062</td>
<td>96,884</td>
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<tr>
<td>Other Costs</td>
<td>1,397,730</td>
<td>768,168</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>3,461,096</td>
<td>2,434,888</td>
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<tr>
<td>Operating profit before income tax expense</td>
<td>3,623,633</td>
<td>1,012,194</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Net Profit attributable to members of the Company</strong></td>
<td>3,623,633</td>
<td>1,012,194</td>
</tr>
</tbody>
</table>
### STATEMENT OF FINANCIAL POSITION

**as at 30 June 2015**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>1,574,966</td>
<td>427,700</td>
</tr>
<tr>
<td>Trade and Other Receivables</td>
<td>862,075</td>
<td>1,184,889</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td>2,437,041</td>
<td>1,612,589</td>
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<tr>
<td><strong>Non Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>5,044,662</td>
<td>1,974,099</td>
</tr>
<tr>
<td><strong>Total Non Current Assets</strong></td>
<td>5,044,662</td>
<td>1,974,099</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>7,481,703</td>
<td>3,586,688</td>
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<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
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<tr>
<td>Trade and Other Payables</td>
<td>1,302,975</td>
<td>1,058,533</td>
</tr>
<tr>
<td>Employee Entitlements</td>
<td>68,135</td>
<td>41,195</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>1,371,110</td>
<td>1,099,728</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>1,371,110</td>
<td>1,099,728</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>6,110,593</td>
<td>2,486,960</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained Profits</td>
<td>6,110,593</td>
<td>2,486,960</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td>6,110,593</td>
<td>2,486,960</td>
</tr>
</tbody>
</table>
# Statement of Cash Flows

for the period ended 30 June 2015

<table>
<thead>
<tr>
<th>Cash Flows from Operating Activities</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receipts from Grants</td>
<td>7,012,473</td>
<td>2,694,992</td>
</tr>
<tr>
<td>Receipts from Customers</td>
<td>385,918</td>
<td>166,923</td>
</tr>
<tr>
<td>Interest received</td>
<td>19,341</td>
<td>41,017</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(3,129,693)</td>
<td>(1,439,404)</td>
</tr>
<tr>
<td>Net cash provided by operating activities</td>
<td>4,288,039</td>
<td>1,463,528</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Flows from Investing Activities</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Payments for plant and equipment and property</td>
<td>(3,140,773)</td>
<td>(1,841,050)</td>
</tr>
<tr>
<td>Net cash (used in) investing activities</td>
<td>(3,140,773)</td>
<td>(1,841,050)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Flows from Financing Activities</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Borrowings</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Net cash provided by financing activities</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Net increase/(decrease) in cash held</td>
<td>1,147,266</td>
<td>(377,522)</td>
</tr>
<tr>
<td>Cash and cash equivalents at the Beginning of the Financial Period</td>
<td>427,700</td>
<td>805,222</td>
</tr>
<tr>
<td>Cash and cash equivalents at the End of the Financial Period</td>
<td>1,574,966</td>
<td>427,700</td>
</tr>
</tbody>
</table>
INDEPENDENT AUDIT REPORT

Independent Audit Report

To The Members of Plumbing Industry Climate Action Centre Ltd (PICAC)

Report on the financial report

We have audited the accompanying financial report of Plumbing Industry Climate Action Centre Ltd (PICAC) (the Company), which comprises the statement of financial position as at 30 June 2015, and the statement profit and loss, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors’ declaration of the entity.

Directors’ responsibility for the financial report

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (Including Australian Accounting Interpretations) and the Corporations Act 2001. This responsibility includes implementing internal controls as deemed necessary by the directors to enable preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In Note 1, the directors also state, in accordance with Accounting Standards AASB 101: “Presentation of Financial Statements”, that compliance with the Australian equivalents to International Financial Reporting Standards (IFRS) ensures that the financial report, comprising the financial statements and notes, complies with IFRS.

Auditor’s responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial report 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 entity’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, provided to the directors of Plumbing Industry Climate Action Centre Ltd (PICAC) would be on the same terms if provided to the directors as at the date of this auditor’s report.

Auditor’s Opinion

In our opinion:

a) the financial report of Plumbing Industry Climate Action Centre Ltd (PICAC) in accordance with the Corporations Act 2001, including:

i) giving a true and fair view of the Company’s financial position at 30 June 2015, and its performance for the period ended on that date; and

ii) complying with Australian Accounting Standards and the Corporations Regulations 2001.

b) The financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

Stannards Accountants & Advisors

Michael Shulman
Partner
Dated: 30 November

Stannards Accountants and Advisors Pty Ltd
A.C.N. 006 857 441
Postal: PO Box 581, South Yarra, Vic. 3141
Level 1, 60 Toorak Road, South Yarra, Vic. 3141
Tel: (03) 9867 4433 Fax: (03) 9867 5118
Email: advisors@stannards.com.au
stannards.com.au

Liability limited by a scheme approved under Professional Standards Legislation
PICAC is a unique industry led training facility in Brunswick, Melbourne. The Centre is a 5 Star Green Star rated building and is a working example of innovative design and sustainable plumbing. Through providing access to a training resource without peer, our industry is taking up the challenges of new technology, new risks and new approaches. PICAC is an industry partnership supported by the PTEU, MPMSAA, NFIA and AMCA.

PICAC (RTO #22556) delivers Asbestos Removal Class A and B and Install Medical Gas Pipeline Systems.
The Plumbing Trades Employees Union (PTEU) is one of the fastest growing and most progressive trade unions in Australia. The PTEU has a proud history of representing and protecting the plumbing trades since 1873.

CEPUTEC (RTO #04612) delivers industry best practice OHS training and specialised welding training at PICAC. CEPUTC courses include Welding Certificates, Electrofusion and Polybutt welding, and a range of courses relating to safe work practices and the safe use of equipment and materials.

The National Fire Industry Association (NFIA) has been the voice of the fire protection industry since 1926. NFIA is catalytic, coordinating, and creative force in realising the professionalism of the industry.

Fire Industry Training (RTO #22101) is the pre-eminent provider of fire protection training in Australia, delivering from the state of the art facilities at PICAC. Training includes Certificate III in Fire Protection, Fire Sprinkler Testing and Special Hazards Fixed System Testing and Maintenance as well as Fixed System Installation and Decommissioning.

Established in 1891, Master Plumbers is Australia’s largest plumbing industry association. An industry leader for over 120 years, they are a trusted source of information, advice and expertise for their members, the industry, government and the community.

Master Plumbers (RTO #03937) offers a wide variety of industry training programs to suit all business or professional needs delivered at PICAC. Master Plumbers industry based training includes Backflow Prevention, Certificate II in Plumbing (Pre-apprenticeship) and Type A and Type B Gas Appliance Installation.

The Air Conditioning and Mechanical Contractors’ Association (AMCA) is a nationwide trade association serving companies that operate in the commercial/industrial sector of the industry. AMCA has been serving the industry and its members since 1961.

AMCA (RTO #05139) delivers industry based training at PICAC and online including Energy Efficient HVAC Systems 1, Basic Air Conditioning System Design and Fire Damper Regulatory Requirements.
6/306 Albert Street
Brunswick VIC 3056
T +61 3 9356 8902
F +61 3 9356 8929
E training@picac.vic.edu.au
www.picac.vic.edu.au
facebook.com/PICACaus
twitter.com/PICACaus

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