



## ANNUAL REPORT 2020 -2021







# 619

Young Candidates Placed in  
1<sup>st</sup> Year Brick and Blocklaying  
Apprenticeships.

*Over the last one year.*

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## Directory

### Registered Office and Postal Address

2, 42-46 Cochranes Road,  
Moorabbin VIC 3189

### Chief Executive Officer

Michael Morrissey

### Executive Assistant and Company Secretary

Susan Johnsen

### National Manager

Tony Bishop

### WA Manager

Dean Pearson

### Marketing and Communications Manager

Ayesha Dadlani

### Accountant

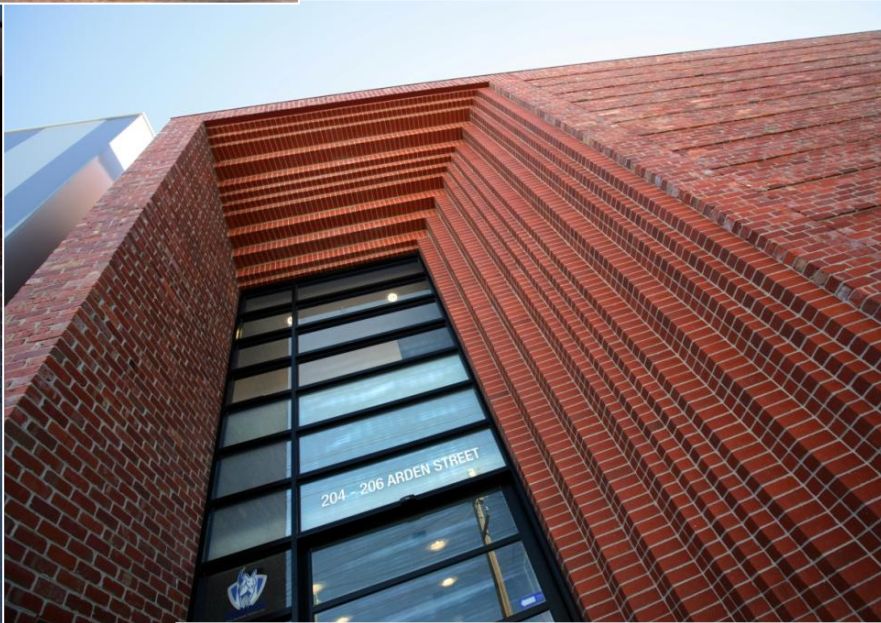
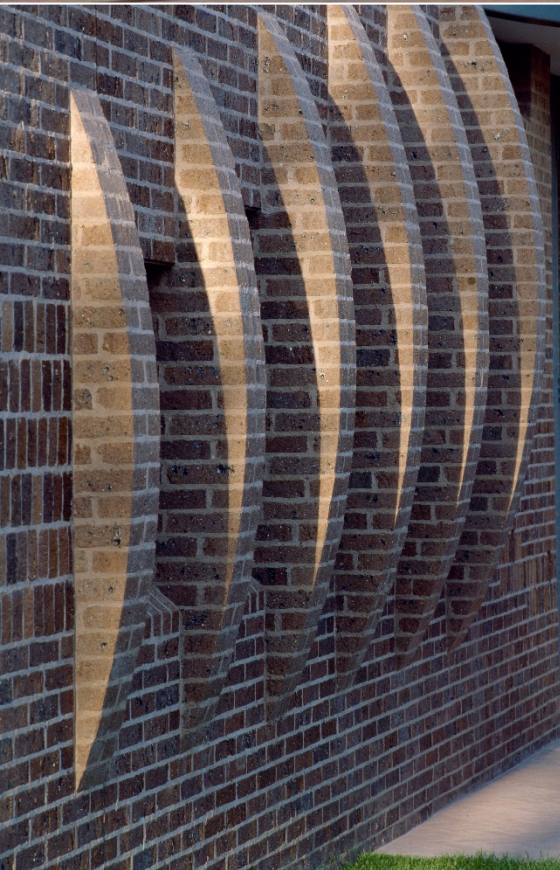
Canny Group

### Auditor

Davidsons Assurance Services Pty Ltd

[becomeabricklayer.com.au](http://becomeabricklayer.com.au)  
1300 66 44 96





Building Australia's Future.



# CEO'S MESSAGE



## INTRODUCTION FROM OUR CEO

It has been a year of changes and uncertainty for all of us. Pleasingly, ABBTF staff have been able to make the most of the situation and continued ahead with increased recruitment of brick and blocklaying apprentices. Our results for FY21 have been impressive, considering we commenced the year with uncertainty due to COVID and lockdowns impacting the construction industry.

ABBTF's performance for the year to 30 June 2021 was strong in both financial results and growth in supported apprentice numbers.

We were fortunate to have received additional funding due to the impact of the building boom and new supporters in Western Australia joining the ABBTF Levy scheme.

Nationally, ABBTF's success has seen an increase in the number of subsidised 1st Year apprentices - up 73% since the commencement of the COVID lock downs (55% increase for the full financial year). A huge turnaround and improvement compared with previous years, and a combination of many factors.

Impacts such as the success of the HomeBuilder Grant and the Boosting Apprenticeship Commencements incentives have all played a part. A change in ABBTF's strategy has captured these incentives and we have been able to capitalise on the situation. "BRICKLAYING AS A CAREER OF CHOICE"



ABBTF's new strategy focuses on making "bricklaying a career of choice". Having observed that brick and blocklaying is often seen as a second or fallback option to the more popular trades, we understand the need to improve our standing with career teachers and other key influencers, such as parents and friends.



ABBTF developed this new strategy which focuses attention into two separate, yet intertwined, functions:

1. Concentrate on targeting schools and career teachers at the levels for Years 9-12, along with developing target marketing and educational material to promote the benefits of brick and blocklaying as a career path.
2. Increase our efforts in the existing role of industry engagement. With the outsourcing of our programs, ABBTF's Industry Engagement Officers are now able to concentrate their efforts on the placement of suitable candidates, along with meeting the needs of the apprentice employers. When the industry is in a down cycle, this will enable us to focus on expanding the number of employers by actively chasing hot spots.

To achieve this strategy, ABBTF has introduced the new positions of Community and School Liaison Officers.

- The new Community and School Liaison Officers role is to actively promote bricklaying with schools and Job Ready groups - their primary function is to find the best candidates. Once identified, our Industry Engagement Officers then successfully place them into brick and blocklaying apprenticeships.
- These changes have allowed our field staff to build better relationships with career teachers and schools. In turn the teachers are more willing to put forward suitable candidates for work experience and work trial opportunities.
- From an employer's point of view, our Industry Engagement Officers can target the hot spots – the regions where apprentices are in most demand.

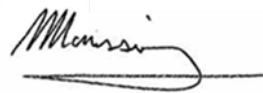
This year, our administrative team has set higher benchmarks for supporting our operations.

- Marketing, which is more aggressive and in tune to the younger cohorts has been launched. We have expanded our social media reach and added targeted video content.
- No business can be efficient without a good database. ABBTF has gone from a CRM that had limited functionality to a program that enhances our daily activities.
- The Welcome Pack program has been reinstated and well received by employers and 1<sup>st</sup> Year apprentices. The retention calls, apprentice surveys and pack distribution are centralised from our Head Office.

I would like to thank our staff for their efforts during this challenging year. This year's good result is a credit to the hard work put in by all ABBTF staff.

Looking forward to next year - ABBTF will be in a strong position, with a dedicated team, able to maximise the business of increasing the brick and blocklaying trades in Australia.

**Michael Morrissey**





# BOARD MEMBERS



**Nick Pezet (Chair)**  
Independent Director



**Ray Favetti**  
Director  
Favetti Group of Companies  
Appointed: 16-02-2017



**Josie Costanzo (Deputy Chair)**  
General Manager  
Austral Bricks VIC  
Appointed: 13-11-2018



**Simon Croft**  
Executive Director  
Building Policy,  
Housing Industry Association  
Appointed: 16-02-2017



**Heath Hopwood**  
Executive General Manager  
CSR Masonry & Insulation  
Appointed 12-07-2021



**Alex Waldren**  
National Director-Industry Policy  
Master Builders Australia  
Appointed: 06-03-2019



**Shane Dermody**  
General Manager Masonry,  
Adbri Masonry  
Appointed 12-07-2021



**Jarrod Sanfilippo**  
Managing Director,  
Burbank Group  
Appointed 13-05-2021



**Tim Murphy**  
Director  
Fugen Group  
Appointed: 18-11-2008



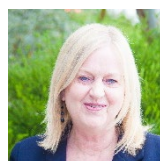
**Nik Babovic**  
General Manager Operations,  
TAFE Queensland  
Appointed 12-08-2021



**Ian Pedley**  
Director  
IRP Masonry  
Appointed: 14-11-2016



**Michael Morrissey**  
Chief Executive Officer,  
Australian Brick & Blocklaying  
Training Foundation Ltd  
Appointed: 04-12-2019



**Susan Johnsen**  
Company Secretary  
Australian Brick & Blocklaying  
Training Foundation Ltd  
Appointed: 30-05-2018

Directors who have resigned during or since the end of the financial year:

**Andrew Dell**

Chief Operations Officer –  
Concrete, Aggregates and  
Masonry, Adbri Masonry

Resigned 12-08-2021

**Ashleigh O'Brien**

Acting Executive General  
Manager, CSR Masonry &  
Insulation

Resigned 31-05-2021

**Anthony Tannous**

Executive General Manager,  
CSR, Bradford, Monier

Resigned 30-04-2021



# MEMBER COMPANIES

Clay brick and concrete masonry manufacturing companies strongly support the ABBTF training scheme to provide a skilled workforce and meet industry demand for their products.

Member companies are actively involved across all States and the ACT with the promotion of bricklayer training and employment, product support for training and advising their customers of ABBTF programs and activities.

## Our valued member companies:

### Victoria

Adbri Masonry  
Austral Bricks  
Austral Masonry  
PGH Bricks & Pavers

### Tasmania

Adbri Masonry  
Austral Bricks  
Island Block & Paving

### New South Wales

Adbri Masonry  
Austral Bricks  
Austral Masonry  
Baines Masonry  
Namoi Valley Brickworks  
PGH Bricks & Pavers

### Australian Capital Territory

Adbri Masonry  
Austral Bricks  
Austral Masonry  
PGH Bricks & Pavers

### Queensland

Adbri Masonry  
Austral Bricks  
Austral Masonry  
PGH Bricks & Pavers  
Scott Brickworks

### Western Australia

Austral Bricks  
Midland Brick  
(Brikmakers and Midland Brick have merged. BGC (Australia) Pty Ltd has announced that the combined entity will trade solely under the historic Midland Brick name.

### South Australia

Adbri Masonry  
Austral Bricks  
Boral Masonry  
PGH Bricks & Pavers

**adbri** MASONRY  
working together

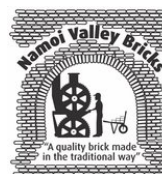
**australbricks®**

**australmasonry®**



[islandblock.com.au](http://islandblock.com.au)

**Midland Brick**



**PGH BRICKS & PAVERS™**



# OUR STAFF MEMBERS

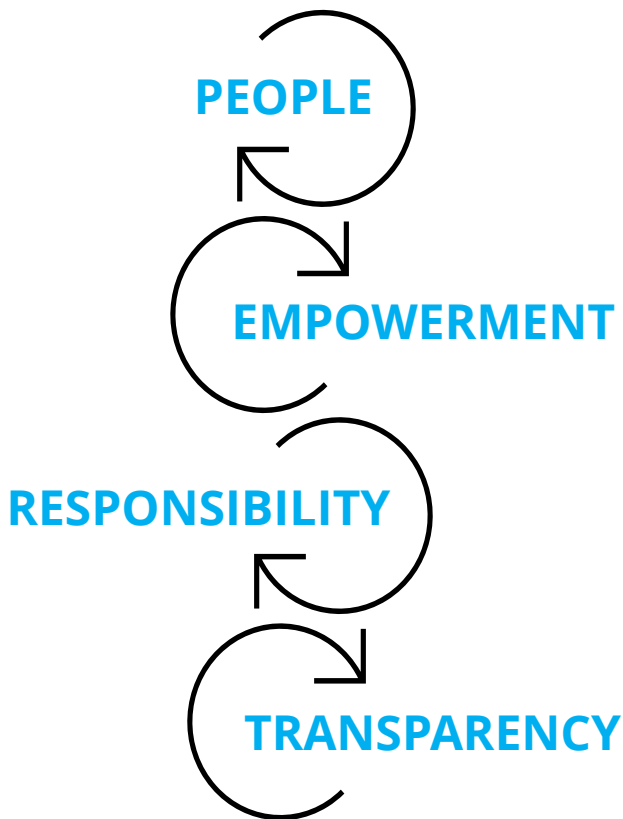
<b>Michael Morrissey</b> Chief Executive Officer	<b>Tony Bishop</b> National Manager	<b>Dean Pearson</b> Manager – WA
<b>Susan Johnsen</b> Executive Assistant & Company Secretary	<b>Ayesha Dadlani</b> Marketing and Communications Manager	
<b>Tenille Reilly</b> Industry Engagement Officer QLD-SA	<b>Nadine McEwan</b> Industry Engagement Officer NSW-ACT	<b>Ian Fitzgerald</b> Industry Engagement Officer - WA
<b>John Digiorgio</b> Community & School Liaison Officer NSW-ACT	<b>Dion Stewart</b> Community & School Liaison Officer - WA	<b>Zoey Heather</b> Community & School Liaison Officer VIC-TAS
<b>Christine Stewart</b> Finance Officer	<b>Jeanine Davidzon</b> Claims Officer	<b>Mai Nguyen</b> IT-CRM Support Officer



# OUR APPROACH



*We embrace values and behaviours that make a difference to the way we work with the community around us. Our work is guided by our values:*



1

We understand that people are at the core of what we do and readily accept the differences in people to create a harmonious environment. We are all responsible for creating a culture that provides an environment that is safe and fair.

2

We empower all staff to deliver a professional level of service that supports the delivery of operational excellence.

3

We are responsible to fulfil our commitment to staff and candidates with a clear understanding of the standards and accountabilities required.

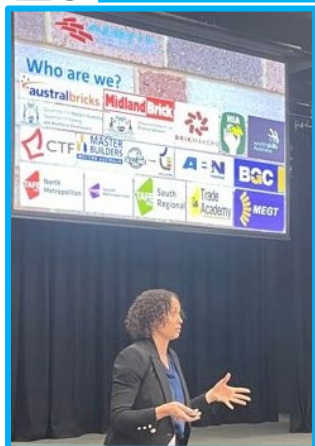
4

We believe in open, honest and responsive communication and collaboration with all staff.

# OUR MODEL

ABBTF has adopted the following purpose for its operation: To ensure there is an adequate and competent bricklaying/blocklaying workforce to support the demand for brick and block as a construction material and improve the standing of bricklayers and blocklayers within the building industry."

## 1. ATTRACT



"ABBTF's attraction activities and efforts are focused on maintaining and developing a pipeline of quality and eligible candidates."

## 3. PLACE



"ABBTF's #1 priority is the placement of candidates into bricklaying vacancies and to support employment outcomes across the industry including: Bricklaying/Blocklaying apprenticeships, work trials, pre-apprenticeship training, other trade employment outcomes."

"ABBTF supports a suite of tailored and interactive programs aimed at ensuring candidates are prepared and suited to a career in bricklaying."

## 2. PREPARE



## 4. RETAIN



"ABBTF provides a range of services and support, at critical milestones, to improve the retention of apprentices currently in training."





# Growth in numbers and support! ABBTF reached a 73% growth in supported 1<sup>st</sup> Year Bricklaying Apprentices since March 2020.

ABBTF staff members continue to work towards achieving our goal of fulfilling vacancies and finding new opportunities in the Bricklaying industry.

Covid 19 has been challenging for all businesses throughout Australia – at ABBTF, we have promptly responded to this by implementing several new strategies (listed below) that have proven to be very successful in growing our apprentice numbers.



We re-structured our workforce to employ Community and School Liaison Officers (CSO) in all major states to prioritise the engagement with Career Teachers and Years 9 - 12 students.



We doubled down on growing our digital engagement. Digital was already the preferred channel to reach our target audience within the 17 – 24-year age bracket.



We implemented a Customer Relationship Management (CRM) system to effectively capture new apprentice leads and manage their end-to-end journey. The entire claims process is also managed over the length of the apprenticeship term via the CRM which has provided ABBTF with a centralised and proactive management tool including enhanced and personalised candidate experiences.



Customised our very own Jobs Board platform that lists over 200 national apprenticeship vacancies [becomeabricklayer.com.au/jobs-board/](https://becomeabricklayer.com.au/jobs-board/)



ABBTF Ambassadors - our young and enthusiastic current apprentices / recently qualified bricklayers endorsing our brand and services to our target audiences and to represent and endorse the trade and the career pathways in a positive light. These individuals are passionate about the trade, have natural leadership skills, and will promote the bricklaying industry.



We ensure our strategy for growth is holistic and provides all our industry partners with the support services and resources that will jointly make us successful.



# OUR IMPACT



NATIONAL  
OUTCOMES

982

NEW  
APPRENTICE  
REGISTRATION

859

ABBTf  
Supported  
In-Training  
Apprentices

1,532



DIGITAL GROWTH  
Social Media  
Engaged Followers

16,000+

LEADS  
ENGAGED  
3,231



NEW  
STRATEGY &  
STRUCTURE



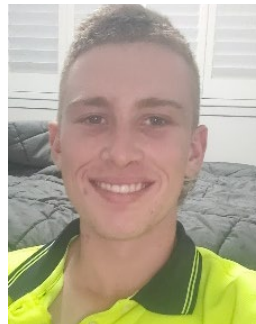


# ABBTF AMBASSADORS 2020-21



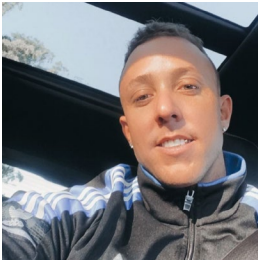
**CHELSEA WHELAN**

**4<sup>TH</sup> YEAR APPRENTICE**  
(Bricklaying/Blocklaying)



**ADAM SQUIRE**

**1<sup>st</sup> YEAR APPRENTICE**  
(Bricklaying/Blocklaying)



**CORY SMITH**

**BUSINESS OWNER**  
(Bricklaying/Blocklaying)



**JACOB PEDLER**

**2<sup>nd</sup> YEAR APPRENTICE**  
(Bricklaying/Blocklaying)



**MONIQUE JURATOVAC**

**3<sup>rd</sup> YEAR APPRENTICE**  
(Bricklaying/Blocklaying)



**DIEGO CALDERON**

**QUALIFIED BRICK & BLOCKLAYER**

Our aim was to launch our ambassadors this year as they act as key influencers in promoting our brand image. They are relatable to our target audience as they represent the same age group and have demonstrated success & passion for the trade. In essence they symbolise “the art of the possible” and the career pathways to get there by reflecting on their own journeys!

**The future looks promising.**

# FUNDING OF ABBTF PROGRAMS

The scheme is jointly funded by a levy on the sale of clay bricks and concrete masonry and a matching contribution from manufacturing members of the Foundation.

Manufacturers supporting the Foundation are:

- Adbri Masonry
- Austral Bricks
- Austral Masonry
- Baines Masonry
- Boral Masonry
- Island Block & Paving
- Midland Brick (Brikmakers)
- Namoi Valley Brickworks
- PGH Bricks & Pavers
- Scott Brickworks

The support rate is \$1.50 per thousand clay bricks delivered (\$3.00 per thousand for double height in Western Australia) and 7.5 cents per square metre in the wall for concrete masonry products. There is no concrete masonry levy in Western Australia.

The levy and matching contribution are paid monthly to Canny Group Accounting. An independent levy audit process is in place to validate application of the formulas and amounts paid.

The levy was re-authorised by the Australian Competition and Consumer Commission (ACCC) on 3 July 2014 following a submission by ABBTF.

## Principle Activities

The principle activities of the Foundation are to address the skill shortage in bricklaying by promoting the benefits of training, the career opportunities and supporting employers in the recruiting, training and employment of apprentices.

No significant changes in the nature of activities occurred during the year.





# SPONSORSHIP

## WorldSkills Australia Competition



The 2021 WorldSkills Australia Competition was held in Perth this year at the Perth Convention and Exhibition Centre.

Bricklaying was the stand out at the event, drawing the biggest crowds and creating the most significant interest around the young men and women that competed.

All projects were built to a very high standard with each competitor giving 100% resulting in some stand out performances.

At a time when Trades like Bricklaying are again in high demand, this competition was able to demonstrate that the future of our trade is in good hands and that future leaders of industry are also in the making.

This would have not been possible without the support of sponsors, supporters and judges.

The big announcement during the closing ceremony, was made by The Hon. Gayle Tierney, that Melbourne will be the host of the next National Championships in August 2023.

**Congratulations to all of the bricklaying competitors who participated.**

**Here are the winners :**

**The Bronze Medallist - Jake Scott**

**The Silver Medallist - Kyle Sanders**

**The Gold Medallist - Jayden Jennings**

# SPONSORSHIP

## National Skills Week

ABBTf supported the National Skills Week this year, for the first time. National Skills Week and the WorldSkills Australia competitions proved to be excellent events, despite the various COVID challenges. We proudly supported both events and were involved in several activities across the week.

Thanks to everyone at SkillsOne Television/National Skills Week and WorldSkills Australia for their hard work and congratulations to the competitors for all their efforts.



<https://www.nationalskillsweek.com.au/building-your-career-brick-by-brick-segment-1/>

## The Final Whistle



This year we partnered with 'The Final Whistle', a local rugby promotional group in NSW, which resulted in a great partnership for brand awareness!

Our 'Become a Bricklayer' brand was given the opportunity to be in front of their 19k followers on TFW Facebook page.



- Radio advertising.
- National Rugby League weekly post.
- Half Time National Rugby League report post
- Business advertisement post.
- Around the grounds Junior Rugby League post.
- Junior reps' posts.

# SERVICES

## Supporting Employers

ABBTF's Brickstart Subsidy of \$3,000 over the first three years of the apprenticeship has been a key factor in supporting apprentice training and employment. Our staff, through advertising, social media, and our website, actively promote all the incentives currently available to employers of apprentices.



State	ABBTF Incentive	State and Federal incentives at 30 <sup>th</sup> June 20 years of age and below*	State and Federal incentives at 30 <sup>th</sup> June 21 years of age and over*
VIC, NSW, QLD, TAS	\$3,000	Up to \$11,000	Up to \$15,000
SA	\$3,000	Up to \$18,000 includes CITB funding	Up to \$22,000
WA	\$3,000	Up to \$22,000 includes CTF funding	Up to \$26,000
ACT	\$3,000	Up to \$14,000 includes TFA funding	Up to \$18,000

\*Conditions apply – see ABBTF website for details.

In addition to the above and to assist with the recovery from the impact of COVID-19, the Australian Federal Government is providing support to all eligible employers who engage a new Australian apprentice.

The Boosting Apprenticeship Commencements (BAC) wage subsidy supports businesses to take on new apprentices to build a pipeline of skilled workers to support sustained economic recovery.

Through the subsidy, any business that engages an Australian Apprentice between 5 October 2020 and 31 March 2022 may be eligible for a subsidy of 50 per cent of wages paid to a new or recommencing apprentice or trainee for a 12-month period from the date of commencement to a maximum of \$7,000 per quarter. There is no cap on the number of eligible trainees/apprentices.



ABBTF Supported

# 1,532

Apprentices  
Nationally



# NATIONAL OVERVIEW – OPERATIONAL TOTAL SUPPORTED

Apprentices by State		Year 1	Year 2	Year 3	Year 4	Total
VIC	Supported	164	152	123	0	439
NSW	Supported	132	85	81	108	406
ACT	Supported	3	5	5	2	15
QLD	Supported	126	50	46	74	296
TAS	Supported	29	15	17	7	68
SA	Supported	70	24	28	26	148
WA	Supported	95	27	26	12	160
TOTAL	Supported	619	358	326	229	1,532

## At 30 June 2021 ABBTF Supported 1,532 Apprentices Nationally

Apprentice bricklayer numbers. ABBTF supported 1,532 apprentices In- Training, compared with 1,226 at the same time last year.

Apprentice bricklaying numbers in training based on data from the National Centre for Vocational Education Research (NCVER) as at December 2020 was 2,044 In training, compared with the previous year at 1,963. At that date, ABBTF supported 67% of all bricklaying apprentices in training.

ABBTF's focus during the year continued to be on recruitment, preparation, placement, and retention of young people for the trade to fill the vacancies for brick and blocklaying apprenticeships.





# DIRECTORS REPORT

## FINANCIAL RESULTS

ABBTFs performance for the financial year to 30 June 2021 was strong in both finance results and growth in supported apprentice numbers. A 55% growth in supported 1<sup>st</sup> Year apprentices was achieved.

As a result of the operating activities for the year 2020-21, there was a \$179,476 surplus, \$237,018 surplus against a budgeted \$841,629 (deficit).

Contributions from industry and member companies were up 16% on the previous year. This was a combination of higher levies in the Eastern States and the introduction of new member manufacturers in Western Australia contributing to the ABBTF levy scheme.

Incentive payments from the Federal and State Governments totalled \$254,500 during the COVID period to 30 June 2021.

Subsidy payments to apprentice employers were up from last year due to the increase in 1<sup>st</sup> Year apprentices. Each enrolment of a new additional apprentice resulted in accruing provisions in line with our accounting practices.

Operating costs were in line with FY21. Savings in costs were made during the year due to the restructure made in July 2020 and the general savings made while COVID restricted our operations. These were offset with the redundancy cost of the restructure, additional staffing required for Western Australia and the introduction of Community and School Liaison Officers in the last part of the year.

The company is exempt from paying income tax.



# DIRECTORS REPORT

## NEW APPRENTICESHIP OUTCOMES

736

## RECOMMENCEMENT OUTCOMES

141

## OTHER OUTCOMES

105

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## TOTAL OUTCOMES

982

The number of known rolling vacancies for brick and blocklaying apprentices across Australia at 30 June 2021 was 259 with new vacancies identified as soon as these are filled.

Total new apprentice registrations in the 12 months to 30 June 2021 were 859, most of which are included in the outcomes above, as employers generally continue to contact ABBTF for their apprenticeship needs.

A total of **3,231** leads were followed up by ABBTF during the year to assess their suitability for an apprenticeship in brick and blocklaying. Seek, Social Media and our Jobs Board portal remains our focus on attracting leads.

# DIRECTORS REPORT

## Skill Shortage

The National Skills Commission (NSC) has been set up by the Federal Government in 2020. This department now collects all information needed by both State and Federal Government in terms of skills and education processes. Now referred to as the Skills Priority List, brick and blocklayers have been rated as a shortage in all States. This allows bricklaying apprentice employers to gain access to the Federal Government Apprentice incentives of up to \$11,000.

During COVID the Department of Home Affairs also released a Priority Migration Skilled List of 44 occupations that they would allow to be fast tracked through immigration. Bricklaying has not appeared on the list yet as it mainly focusses on health and hospitality.

Vacancies slowly increased at a steady pace during the financial year. This was mainly due to the increased demand for bricklayers in most States. The strongest increase was seen in Victoria and Western Australia, with solid demand continuing in all other Eastern States.

To counter the shortage, ABBTF was successful in increasing 1st Year supported apprentice numbers in all States:

State	Increase in 1 <sup>st</sup> Year supported Apprentices (at June 2021)
Western Australia	132%
Queensland	107%
South Australia	94%
Tasmania	81%
New South Wales	26%
Victoria	21%
ACT	Constant

**Nationally 1<sup>st</sup> Year ABBTF supported apprentices rose by 55% compared with the previous year.**

# DIRECTORS REPORT

## Government Funding

In the first quarter of financial year 2020-21, ABBTF continued to see a significant reduction in levies and workload of our staff. During this COVID period, ABBTF reduced its office work hours and was financially assisted with the Federal Government Cash Boost and JobKeeper Payment schemes.

## Federal Government Response to COVID for Apprenticeships

**Boosting Apprenticeship Commencements** - On 5 October 2020, the Federal Government announced a new subsidy scheme – Boosting Apprenticeship Commencements (BAC). This scheme replaced the Support Apprentices and Trainees (SAT) scheme which came into effect from 1 January to 30 September 2020.

The new BAC scheme is available to employers who engage a new apprentice or trainee, with a subsidy of up to 50% of the wages for a new or recommencing apprentice for the period to 30 September 2021, up to a maximum of \$7,000 per quarter. This new subsidy was made available for the first 100,000 apprentices and trainees who are registered and not receiving any other wage subsidies.



During September 2020, ABBTF embarked on a communications plan to promote BAC to our employer and candidate lead contacts via the following channels:

- Social Media Posts: Facebook and Instagram – to employers and candidates.
- Blog and Banner: Become a Bricklayer website.
- EDM: Employers past and present, completed apprentices.
- Burst SMS Message: Employers past and present, completed apprentices.
- Job Adverts: Seek for all States.
- Job Adverts: Jobsearch.gov.au for all States.
- Paid AdWords to Boost SEO and SEM: Google.
- Video: Upgrade 15 second social media video – to candidates.

The Federal Government's extended Boosting Apprenticeship Commencements (BAC) 50% wage subsidy for eligible apprentices continues for apprentice sign-ups to March 2022 with no cap on the number.



# DIRECTORS REPORT

## Strategy Review

In the first half of the financial year, ABBTF reviewed the effectiveness of our existing strategy and looked at ways that we could achieve a stronger result with our funds employed.

We had a heavy reliance on our famous “Work Ready Programs” which were mainly internally run. These programs were very intense and successful five-day programs. These programs utilised most of our field staff resources in coordinating and running these programs. Due to the staff structure, we were committed to run programs on a continuous basis, rather than an on-demand system.

In June 2020, ABBTF made the decision to outsource our programs, similar to the existing model used in Western Australia.



# DIRECTORS REPORT



## New Strategy “Bricklaying a Career of Choice”.

ABBTF’s new strategy is to focus on making “bricklaying a career of choice”. Having observed that brick and blocklaying is often seen as a second or fall-back option to the more popular trades, we understood the need to improve our standing with career teachers and other key influencers, such as parents and friends.

ABBTF developed this new strategy which focuses attention into two separate, yet intertwined, functions:

1. Concentrate on targeting schools and career teachers at the levels for Years 9-12, along with developing target marketing and educational material to promote the benefits of brick and blocklaying as a career path.
2. Increase our efforts in the existing role of Industry Engagement. With the outsourcing of our programs, ABBTF’s Industry Engagement Officers are now able to concentrate their efforts on the placement of suitable candidates, along with meeting the needs of the apprentice employers. When the industry is in a down cycle, this will enable us to focus on expanding the number of employers by actively chasing hot spots.

# DIRECTORS REPORT

New Strategy “Bricklaying a Career of Choice”.

To achieve this strategy, ABBTF has introduced a new position of Community and School Liaison Officer.

Community and School Liaison Officer	Industry Engagement Officer
Purpose: To attract people to bricklaying by liaising with schools and job agencies.	Purpose: To position applicants into the industry.
Role: Education, attraction, and recruitment of apprentices.	Role: Matching of apprentices to employers and retention of existing apprentices.

To enhance this structure, we have undertaken several other strategic actions:

- Introduced a new marketing company that can quickly, and cost effectively develop material targeting the younger cohorts.
- Improved engagement with the State manufacturers to determine where geographically to target more apprentices. Manufacturer’s meetings have been recommenced in all States with local brick and block manufacturing management.

The new strategy has not deviated from our 4-pillar model. Our Community and School Liaison Officers focus on ATTRACTING and PREPARING young people to a career in bricklaying.



They also assist in finding programs to make the choice clearer, such Try-a-Trades.

Our Industry Engagement Officers work on PLACING the candidates into the best suited employment opportunities.

Once commenced, they monitor and mentor the apprentice to RETAIN them in the industry.



# DIRECTORS REPORT

YEAR ENDED 30 JUNE 2021

## What Success looks like: Increased 1st Year Bricklaying Apprentices by 73%.

Nationally, ABBTF's success has been able to increase the number of subsidised 1st Year apprentices by 73% since the commencement of the COVID lock downs (55% increase for the full financial year). A massive turnaround in improvement compared to previous years.

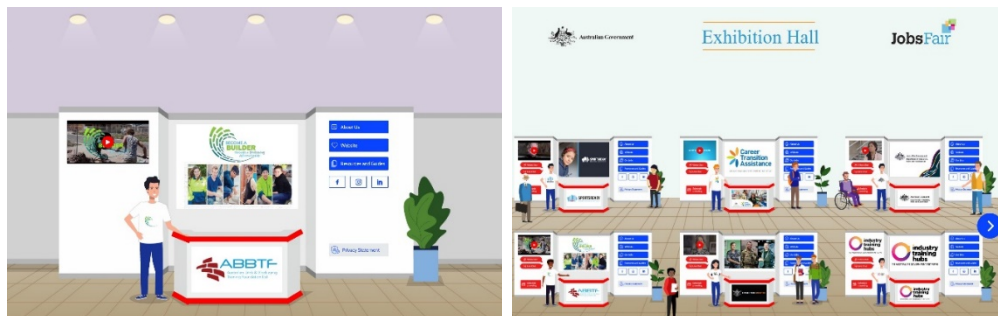
We have started to gain better acceptance with career teachers, as we now have the time to determine work experience possibilities, focusing on the regions where there is most demand for new apprentices.



## Digital Expos

With a changing school environment moving towards more virtual teaching, ABBTF responded to the needs via:

- Digital Expos
- Webinars
- Increased social media presence.



# DIRECTORS REPORT

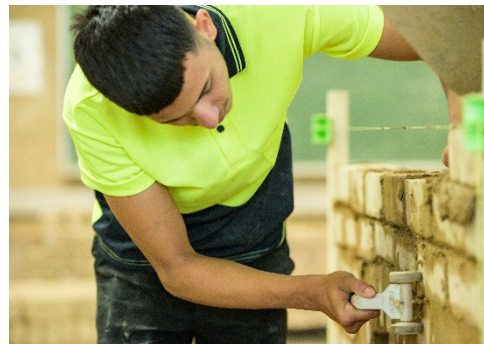
## Career Expos, Programs and Try-a-Trade Events

During the year ABBTF operational staff attended 119 careers expos and events, including both virtual expos and face-to-face expos and events offering the opportunity for school students and job seekers to discuss the career pathway opportunities available following a Certificate III qualification in brick and blocklaying, many also engaging in our hands-on Try-a-Trade.

Despite the ongoing impact of COVID lockdowns during the financial year, ABBTF undertook a total of 59 programs where secondary school students, parents, careers teachers, and job seekers were able to engage with ABBTF staff to discover the career pathway opportunities available.

While some ABBTF programs were able to be run in other States, most of these programs were run in Western Australia where there has been significantly less restrictions on access to secondary schools and TAFEs.

Programs in Western Australia were run both directly under the ABBTF banner and jointly with our industry partners in that State. These included two-to-three day Try-a-Trades, and a rolling Try-a-Trade at NM TAFE at Balga. Job Ready Programs were run in conjunction with the Department of Training and Workforce Development (DTWD), along with many school-based programs including a pilot program with the Department of Education, Skills and Employment (DTWD) via the Job Network providers for uptake of a new job seeker Try-a-Trade.



# DIRECTORS REPORT

## ABBTF Staff

As with all Australian workers, staff at ABBTF have done well working with the COVID restrictions in each State. They have taken up the challenge and finished with strong results for the financial year to 30 June 2021.

Although it was a difficult year that posed new challenges in our ability to reach out to schools and career teachers, our staff have tackled the problem by finding solutions to continue our engagement with these stakeholders via phone contact, virtual meetings, and social media.

It was also a very busy time with our apprentice employers. The operational staff worked tirelessly to meet the demand for apprentices, filling as many vacancies as possible.

While this was happening the head office staff maintained their support, not only in their own role, but crossing over to the operational side.

From all the Board members, thank you for your efforts during the year.

## Dividends

The company does not have a share capital and it is precluded from paying dividends.

## Significant Changes during the Financial year 2020-2021

- In July 2020, ABBTF reviewed the workload, finances, and demand for programs in the medium term. This resulted in a restructure of the organisation and the outsourcing of many of our programs. The savings are being redirected into other programs that achieve ABBTF's goals. This was a more cost effective and flexible approach, enabling us to meet the market demand based on where the apprenticeship vacancies are located.
- Since March 2020, ABBTF has been working under various COVID restrictions across all States. These have included many weeks of working from home for all staff.
- The impact of the Federal Government housing incentives and BAC incentives were not seen until late 2020. The resulting record new housing approvals, have in turn resulted in higher levies being collected.
- In late 2020, ABBTF was pleased to welcome additional members contributing to the levy scheme in Western Australia. This additional support couple with Austral Bricks commitment in WA since 2007, has enabled ABBTF to employ two operational staff members to meet the rising demand for apprentices in that state".
- ABBTF, in line with our strategy, introduced Community and School Liaison Officers in Western Australia, Victoria and New South Wales.



# DIRECTORS REPORT

## Marketing

An important part of ABBTF's role is to ensure brick and blocklaying is portrayed in a way that makes it an appealing 'career of choice' to potential candidates.

- We partnered with a digital marketing company which helped us connect better with the younger cohort.
- Sponsorship of WorldSkills Australia, Skills One and The Final Whistle.
- Reproduction of the Top Ten Reasons to Become a Bricklayer educational video.
- Optimisation and ongoing enhancement of our website.
- Strong performance on social media, mainly Instagram, Facebook and YouTube.
- Commencement of TikTok and LinkedIn marketing
- Marketing Campaign Segmentation to improve customer experience
- Periodic EDM campaigns to the career teachers, apprentices, and employers.

## Database Management

### CRM – Data Capture to Improve our Reach

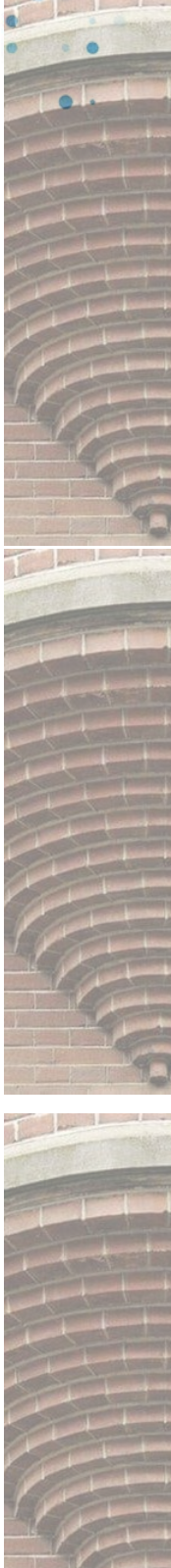
ABBTF has now developed our customised Customer Relationship Management (CRM) software to a point where it is now increasing value in both our internal processes and our external user interface with apprentices and employers.

Work has continued on improvements to our CRM during the year, in simplifying and streamlining the interface and processes. There have been several updates to cleanse outdated information and to increase user efficiency.

ABBTF has engaged directly with an overseas developer. At a high level, they can customise our program coding to ABBTF operational requirements.

### CRM – Improving the Customer Experience

ABBTF's Brickstart Subsidy claims process has now been fully automated and streamlined with all claims raised online and emailed directly to the apprentice's employer from the CRM, once approved for payment. Bricklayer employers qualifying for ABBTF's Brickstart Subsidy now only need to return email with their Tax Invoice for the nominated claim amount. A completed claim form is no longer required.



# DIRECTORS REPORT

## Matters subsequent to balance date

Since 30 June 2021, the following subsequently matters have taken place causing changes to the operation of the company in the financial year 2021-2022:

- ABBTF, has continued to be impacted by the growing concerns of COVID restrictions. This has particularly been hard in Melbourne and Sydney.
- Management is monitoring the staff workload and the situation in areas mostly effected by the restrictions. Due to the nature of our work, we can share workloads across States.
- ABBTF will continue to monitor, however, at this time, are not expecting an impact on our annual income through levies. Pent-up demand is strong in the Eastern States and Western Australia's demand continues to exceed expectations.

There are no other matters or circumstances which have arisen since 30 June 2021 that have significantly affected, or may significantly impact the operations of the company, the results of those operations, or the situation of the company in the financial years subsequent to that financial year.

## Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

## Superannuation Trustees

Contributions for employees are made to superannuation funds, which are totally independent of ABBTF.

## Contracts with Directors

Since the end of the previous financial year, no Director has received or become entitled to receive any benefit (other than a benefit included in the aggregate amount of remuneration of Directors shown in the accounts) by any reason of a contract made by the company with any Director, or with a firm of which a Director is a member, or with a company in which a Director has a substantial financial interest.



# DIRECTORS REPORT

## YEAR ENDED 30 JUNE 2021

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### **With the exception of the following:**

ABBTF subsidies for the employment of apprentice bricklayers are paid on a valid claim from the following:

- Fugen Group with whom Tim Murphy is a Director;
- IRP Masonry with whom Ian Pedley is a Director; and
- Favetti Group of Companies with whom Ray Favetti is a Director.

These companies are eligible to claim the support in accordance with ABBTF's terms and conditions of the apprentice employment subsidy.

### **Indemnifying Officer or Auditor**

During the financial year, the company paid a premium in respect of a contract insuring the Directors of the company, the Company Secretary, and all Executive Officers of the company against a liability incurred as a Director, Company Secretary or Executive Officer to the extent permitted by the Corporations Act 2001.

The company has not otherwise, during or since the end of the financial year indemnified or agreed to indemnify an Officer or Auditor of the company or any related body corporate against a liability incurred as an Officer or Auditor.

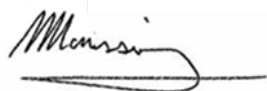
Signed in accordance with a resolution of the Board of Directors:

Director



Nick Pezet

Director



Michael Morrissey

Dated this 12<sup>th</sup> day of August 2021.



# DIRECTORS DECLARATION

The Directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the company declare that:

- The financial statements and notes, present fairly the company's financial position as at 30 June 2021 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
- In the Directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

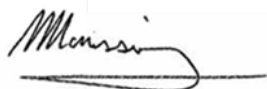
This declaration is made in accordance with a resolution of the Board of Directors:

Director



Nick Pezet

Director



Michael Morrissey

Dated this 12<sup>th</sup> day of August 2021.

# AUDITOR'S REPORT



/ EST.1905

## AUDITORS INDEPENDENCE DECLARATION UNDER S307C OF THE CORPORATIONS ACT 2001

### TO THE DIRECTORS OF AUSTRALIAN BRICK AND BLOCKLAYING TRAINING FOUNDATION LTD

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2021 there have been:

- No contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and
- No contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read 'S. Kirtley'.

**Stephen Kirtley**  
Director

Dated this 20<sup>th</sup> day of August, 2021

Davidsons Assurance Services Pty Ltd  
101 West Fyans Street  
Newtown, Geelong, 3220

**/ GEELONG**

101 West Fyans Street  
PO Box 386  
Geelong VIC 3220  
**PHONE** 03 5221 6399

**/ TORQUAY**

6 Walker Street  
PO Box 125  
Torquay VIC 3228  
**PHONE** 03 5261 2029

**/ DIRECTORS**

Stephen Wight CA  
Stephen Kirtley CA

Davidsons Assurance Services Pty Ltd  
ACN 123 098 662 / ABN 77 123 098 662  
info@davidsons.com.au  
**davidsons.com.au**

Liability limited by a scheme approved under Professional Standards Legislation. Davidson's is not licensed to provide financial product advice under the Corporations Act 2001 (Cth)



# FINANCIAL REPORT

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
<b>Income</b>			
Members and Industry Contributions		3,596,631	3,096,682
<b>Operating Costs</b>			
Group Scheme Subsidies		152,200	94,655
Direct Employment Subsidies		1,136,825	580,434
Marketing and Promotional Costs		91,883	40,314
Personnel Costs		1,474,009	1,546,790
Programs		45,135	52,779
		<u>2,900,052</u>	<u>2,314,972</u>
<b>Gross Surplus (Deficit)</b>		<b>696,579</b>	<b>781,710</b>
<b>Non-Operating Income and Costs</b>			
Interest Received		32,424	83,678
Sundry Income		256,821	286,134
Administration Expense	2	(806,348)	(914,504)
<b>Net Surplus (Deficit) for the year</b>		<b>179,476</b>	<b>237,018</b>

The accompanying notes form part of these financial statements.



# FINANCIAL REPORT

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	Note	2021 \$	2020 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	5,285,374	4,510,008
Trade and other receivables	4	641,587	522,653
Sundry debtors		70,523	71,360
Accrued income		21,381	28,457
<b>TOTAL CURRENT ASSETS</b>		<b>6,018,865</b>	<b>5,132,478</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	527,407	633,935
<b>TOTAL NON-CURRENT ASSETS</b>		<b>527,407</b>	<b>633,935</b>
<b>TOTAL ASSETS</b>		<b>6,546,272</b>	<b>5,766,413</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	258,955	116,577
Employee entitlements		209,290	182,958
Provision for future subsidies		1,287,550	1,075,550
GST payable	7	101,647	73,450
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,857,442</b>	<b>1,448,535</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee entitlements		7,521	30,545
Provision for future subsidies		920,000	705,500
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>927,521</b>	<b>736,045</b>
<b>TOTAL LIABILITIES</b>		<b>2,784,963</b>	<b>2,184,580</b>
<b>NET ASSETS</b>		<b>3,761,309</b>	<b>3,581,833</b>
<b>EQUITY</b>			
Retained earnings		3,581,833	3,344,815
Current year earnings		179,476	237,018
<b>TOTAL EQUITY</b>		<b>3,761,309</b>	<b>3,581,833</b>

The accompanying notes form part of these financial statements.

# FINANCIAL REPORT

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2021

	Retained Earnings	Total
	\$	\$
<b>Balance at 1 July 2019</b>	3,344,815	3,344,815
Total comprehensive income for the year	237,018	237,018
<b>Balance at 30 June 2020</b>	<b>3,581,833</b>	<b>3,581,833</b>
<b>Balance at 1 July 2020</b>	3,581,833	3,581,833
Total comprehensive income for the year	179,476	179,476
<b>Balance at 30 June 2021</b>	<b>3,761,309</b>	<b>3,761,309</b>

The accompanying notes form part of these financial statements.

# FINANCIAL REPORT

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from customers		4,097,487	3,787,518
Payments to suppliers and employees		(3,333,228)	(3,778,063)
Interest received		39,500	102,542
<b>Net cash provided by operating activities</b>	8	<b>803,759</b>	<b>111,997</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Proceeds from sale of property, plant and equipment		44,545	20,691
Payment for property, plant and equipment		(72,938)	(46,963)
<b>Net cash used in investing activities</b>		<b>(28,393)</b>	<b>(26,272)</b>
Net (decrease) increase in cash held		775,366	85,725
Cash at beginning of financial year		4,510,008	4,424,283
<b>Cash at end of financial year</b>	3	<b>5,285,374</b>	<b>4,510,008</b>

The accompanying notes form part of these financial statements.



# FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

### Note 1: Summary of Significant Accounting Policies:

Australian Brick & Blocklaying Training Foundation Limited is a company limited by guarantee, incorporated and domiciled in Australia.

The statements were authorised for issue on 12 August 2021 by the Directors of the Company.

### Reporting Basis and Conventions

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the needs of members.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

Australian Brick & Blocklaying Training Foundation Limited does not comply with the accounting standard AASB137 in regard to the recognition and measurement requirements of that standard. In accordance with this standard the provision for future subsidies recognised in these financial statements would be overstated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of the statements are as follows:

### Accounting Policies

#### A. Income Tax

No provision for income tax has been raised as ABBTF operates solely as a not-profit company and is exempt from income tax.

#### B. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

#### Plant and equipment

Plant and equipment are measured on the cost basis. The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

#### Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a diminishing value basis over the asset's useful life to the company commencing from the time the asset is held ready for use. The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Plant and equipment	15 – 50%
Motor Vehicles	15 – 22.5%
Website and Database	20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

# FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 (CONTINUED)

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

### C. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

### D. Impairment of Assets

At the end of each reporting period, the company reviews the carrying values of its tangible to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

### Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset.

Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expired. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

### E. Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

### F. Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period. Provisions for future subsidies are recognised by way of calculation of the number of apprentices supported direct and through Group Training Organisations in all states as at 30 June 2021.

The calculation is determined on each apprentice's time to complete his/her three years of their apprenticeship, per the table below.

Subsidy Provision per Apprentice			
		Provision years	Provision \$
Direct	Yr1	2	2,000
	Yr2	2	2,000
	Yr3	1	1,000
GTO	Yr1	1.5	1,500
	Yr2	1.5	1,500
	Yr3	0.5	500

# FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 (CONTINUED)

### G. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand and deposits held at call with banks.

### H. Revenue and Other Income

Revenue collected via the Levy Contribution is recognised based on the Contributor providing a self-assessed recipient created tax invoice.

Interest revenue is recognised using the effective interest rate method, which, for floating rate financial assets is the rate inherent in the instrument.

All revenue is stated net of the amount of goods and services tax (GST).

### I. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

### J. Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

### Key estimates

#### (i) Impairment

The company assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

### K. COVID-19 Pandemic

COVID-19 caused a global pandemic, which impacted Australia from March 2020. Significant Government restrictions were imposed to assist in stopping the spread of the disease. Whilst restrictions are now starting to be eased, it is expected that the impact of the pandemic will continue into the foreseeable future.

These restrictions had little operational and financial impact on Australian Brick & Blocklaying Training Foundation Limited due to the nature of trade of the entity, except for all staff were required to work from home during the various state's lockdown periods.

There were programs that could not be run through this time and expos were cancelled or postponed. There were some minor savings due to reduced travel by staff and the costs of the programs that could not be run.

Australian Brick & Blocklaying Training Foundation Limited was entitled to cash flow boosts and JobKeeper reimbursements from the Australian Government and also some payroll tax relief from the various states but has not received any other financial assistance.





# FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 (CONTINUED)

	2021 \$	2020 \$
<b>NOTE 2: EXPENSES</b>		
Administration expenses include:		
— Remuneration of auditor	12,000	12,500
— Accounting services	10,250	10,250
— Depreciation of equipment & vehicles	136,440	169,649
— Occupancy costs	218,334	198,615
<b>NOTE 3: CASH AND CASH EQUIVALENTS</b>		
Cash on hand	-	-
Cash at bank	1,335,374	560,008
Term deposits	3,950,000	3,950,000
	<b>5,285,374</b>	<b>4,510,008</b>
<b>Reconciliation of cash</b>		
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:		
Cash and cash equivalents	5,285,374	4,510,008
	<b>5,285,374</b>	<b>4,510,008</b>
<b>NOTE 4: TRADE AND OTHER RECEIVABLES</b>		
<b>CURRENT</b>		
Trade receivables	641,587	522,653
	<b>641,587</b>	<b>522,653</b>

# FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 (CONTINUED)

	2021 \$	2020 \$
<b>NOTE 5: PROPERTY, PLANT AND EQUIPMENT</b>		
<b>PLANT AND EQUIPMENT</b>		
Equipment at cost	95,388	111,017
Less accumulated depreciation	(66,960)	(71,133)
<b>Total plant and equipment</b>	<b>28,428</b>	<b>39,884</b>
 Website and Database at cost	 524,351	 521,441
Less accumulated depreciation	(196,913)	(116,324)
<b>Total website and database</b>	<b>327,438</b>	<b>405,117</b>
 Motor vehicles at cost	 319,665	 345,818
Less accumulated depreciation	(148,124)	(156,884)
<b>Total motor vehicles</b>	<b>171,541</b>	<b>188,934</b>
<b>Total Property, Plant and Equipment</b>	<b>527,407</b>	<b>633,935</b>
 <b>NOTE 6: TRADE AND OTHER PAYABLES</b>		
<b>CURRENT</b>		
Trade payables	86,755	46,979
Sundry payables and accrued expenses	172,200	69,598
	<b>258,955</b>	<b>116,577</b>
 <b>NOTE 7: GST PAYABLE/(REFUNDABLE)</b>		
<b>CURRENT</b>		
GST collected	154,403	124,038
Less GST paid	(52,756)	(50,588)
	<b>101,647</b>	<b>73,450</b>

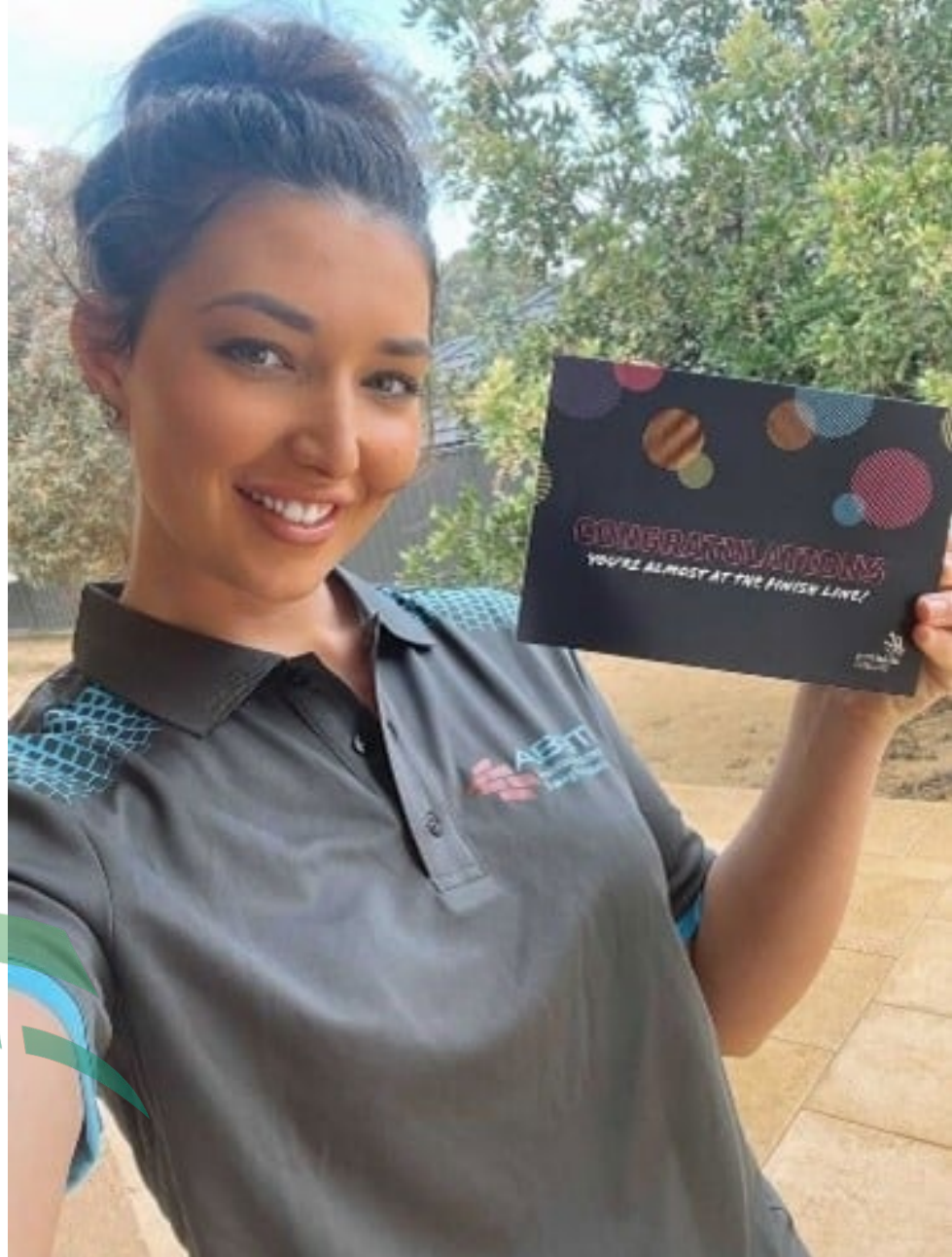


# FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 (CONTINUED)

	2021 \$	2020 \$
<b>Note 8: Cash Flow Information</b>		
Profit after income tax	179,476	237,018
Non-cash flows in profit:		
— Depreciation	136,440	169,649
— (gain)/loss on sale of plant and equipment	(1,519)	(5,598)
Changes in assets and liabilities:		
— (increase)/decrease in receivables	(111,021)	96,821
— Increase/(decrease) in payables	39,776	(53,016)
— Increase/(decrease) in accrued expenses	529,102	(353,280)
— Increase/(decrease) in employee entitlements	3,308	13,168
— increase/(decrease) in GST liabilities	28,197	7,235
	<b>803,759</b>	<b>111,997</b>





## Supporting the next generation of brick and blocklayers.

TRUSTED LEADER IN DELIVERING  
CAPABILITY TO SUSTAIN THE  
**FUTURE WORKFORCE**  
OF THE CLAY BRICK AND  
CONCRETE MASONRY INDUSTRY.

