

Brick & Block Careers

EST · 2005

ANNUAL REPORT
2021 -2022



Supporting the next generation of brick and blocklayers.





DIRECTORY

REGISTERED OFFICE AND POSTAL ADDRESS

4, 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.

BRICKANDBLOCKCAREERS.ORG.AU

1300 66 44 96





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MESSAGE FROM THE CEO



“In times of so much uncertainty Brick and Block Careers has managed its way through to result in a good year, full of new achievements and sound outcomes.”



Business for good

Great year - coming out of boom

Thanks to the valuable assistance of our brick and block manufacturer members and all their customers, Brick and Block Careers were again able to assist with the career path of over 1500 new brick and blocklaying apprentices.

Not all businesses in the construction/housing industry understand or appreciate the unique and valuable difference that the manufacturers, and their customers, make to the trade.

Whilst builders and bricklayers participant in the brickstart training contribution, it is not well known that each manufacturing company who is a member of the scheme contributes the same level of funding as each participant, dollar for dollar.

In each state, the manufacturers meet with us regularly to share their current market knowledge and make contribution to our strategies.

Without the significant support from the manufacturers, our organisation would not be able to achieve the results that we have, so all our staff and the apprentices in our scheme would like to sincerely thank Adbri Masonry, Baines Masonry, Brickworks (Austral), CSR (PGH), Island Block and Paving, Lutum, Midland Bricks, NV Bricks and Scott Brickworks.

In times of so much uncertainty Brick and Block Careers has managed its way through to result in a good year, full of new achievements and sound outcomes. These include the rebranding of our organisation to Brick and Block Careers, our recognition as a Social Enterprise, the increase in 1st year apprentice numbers and our solid financial results.

Our main purpose to fulfil the career aspirations of young Australians and job seekers is achieved by providing employment opportunities in brick and blocklaying. This takes many forms from increasing numbers of apprenticeships, promoting regional opportunities for apprentices, the recruiting of brick labourers and immigration of bricklayers to Australia.

Of course, our core business is the recruitment of apprentices, with the pleasingly increased numbers of our 1st Year apprentices doubling from 357 at the beginning of COVID in early 2020, to over 700 1st Year apprentices this year. It will take a few years, but these good intake numbers will filter through to trade completions.



MESSAGE FROM THE CEO

All credit for the growth in 1st Year apprenticeships goes to our staff. The operational team has been busy building rapport in all areas of education and employment agencies. This has led to a massive increase in referrals from career teachers and career professionals, especially those teachers who would not normally think of brick and blocklaying as a career of choice. They now know they are only a phone call away from placing a student on a program, or on work experience.

Our staff were excited at the prospect of leaving the old ABBTF name behind and introducing a fresh new memorable name. It took a long 12 months to work through the numerous suggestions and road testing the better ones to finally deliver "BRICK AND BLOCK CAREERS". It clearly represents both the brick and masonry industries and relates to the careers we promote.

What a successful re-brand launch! The new marketing colours and pictures are bold and vibrant. Our expo banners have been a standout at Career Expos. The new logo is immediately recognisable and looks fantastic on the company cars. It's been a significant hit on social media with our reach almost doubling since the launch.

Our new youth Ambassadors have been brilliant. Their support and passion for the bricklaying trade is influential. A big thank you to these Ambassadors for assisting us in our marketing, and for the promotional work you do at Career Expos. There is no doubt these young people will be successful leaders in the industry.

In May this year, Brick and Block Careers was officially awarded a Social Enterprise status with a Social Traders Certification. As a Social Enterprise, we are recognised for the work we achieve in improving and giving back to the community. Brick and Block Careers has a strong footprint in regional Australia and helps hundreds of regional students achieve a career in brick and blocklaying.

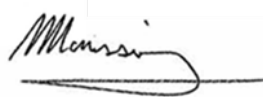
This year we have also been successful in expanding our programs and marketing to attract more females into a trade which is so male dominated.

Most of us are not brick or blocklayers, but we have all taken on the challenge of learning the VET elements of the trade with real enthusiasm, which in turn has armed us with the ability to promote and sell brick and blocklaying as a career of choice.

I would like to take this opportunity to sincerely thank the Brick and Block Careers team. They are all very enthusiastic, taking on the numerous challenges and changes with dedication and excitement. Without their continuous hard work and passion for the industry, we would not be able to achieve these great results.

I look forward to another year at Brick and Block Careers, confident in the knowledge that the team will continue to make a big difference.

Michael Morrissey
Chief Executive Officer






2021-22 HIGHLIGHTS

18 years
of operation

1,585
Apprentices
Supported

**Rebrand
2022**
Brick & Block
Careers
EST. 2005



Social Media
Followers
Reach
17,000 +



712

*Young Candidates
Placed in
1st Year Brick and
Blocklaying
Apprenticeships.*



ABOUT US

Vision

To fulfil the career aspirations of young Australians and job seekers, by providing employment opportunities in brick and blocklaying.

We recruit suitable candidates in brick and blocklaying apprenticeships.



Values

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

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

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

PEOPLE EMPOWERMENT RESPONSIBILITY TRANSPARENCY



ABOUT US

History

Victorian Brick & Blocklaying Training Foundation Ltd (VBBTF) was established in June 2003 following a request from the Clay Brick & Paver Association of Victoria, representing brick and block manufacturers, for a levy funded scheme to be put in place to address the shortage of competent bricklayers in Victoria.

In January 2006, the name was changed to Australian Brick & Blocklaying Training Foundation Ltd (ABBTF). A new Board was appointed and the Victorian business model was rolled out to all States as ABBTF, starting with the consolidation of Victoria, New South Wales, Queensland and the Australian Capital Territory. In 2007 Western Australia, South Australia and Tasmania were added to the group and operations commenced nationally.

In April 2022, the company adopted a new trading name – Brick and Block Careers.

By providing support in key areas, including apprentice retention and mentoring support for both the employer and the apprentice, Brick and Block Careers assists industry in preparing for current and future demand for quality bricklaying tradesmen and women.

Brick and Block Careers is governed by a Board of Directors who represent the clay brick and block manufacturers, builders, a Registered Training Organisation, the Housing Industry Association and the Master Builders Association. The structure of the Board is to ensure all relevant parties in the building and construction industry are represented.

Brick and Block Careers Rebrand - April 2022



BOARD MEMBERS



Josie Skyes (Chair)
General Manager
Austral Bricks VIC
Appointed: 13-11-2018



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



Shane Dermody (Deputy Chair)
General Manager Masonry,
Adbri Masonry
Appointed 12-07-2021



Alex Waldren
National Director-Industry Policy
Master Builders Australia
Appointed: 06-03-2019
Resigned FY2023



Heath Hopwood
Executive General Manager
CSR Masonry & Insulation
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
Brick and Block Careers
Appointed: 04-12-2019



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



Susan Johnsen
Company Secretary
Brick and Block Careers
Appointed: 30-05-2018

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



Nick Pezet
Independent Director
Resigned 17-11-2021



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
LUTUM
PGH Bricks & Pavers

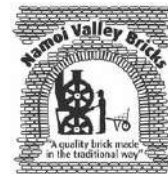
adbriMASONRY
working together

australbricks®

australmasonry®



Midland Brick



PGH BRICKS & PAVERS™



BRICK AND BLOCK CAREERS STAFF FY-2022

Management



**Michael
Morrissey**

Chief
Executive
Officer



**Tony
Bishop**

National
Manager



**Dean
Pearson**

Manager –
WA



**Susan
Johnsen**

Executive
Assistant &
Company
Secretary



**Ayesha
Dadlani**

Marketing and
Communications
Manager

Operations & Admin



**Tenille
Reilly**

Industry
Engagement
Officer
QLD-SA



**Nadine
McEwan**

Industry
Engagement
Officer
NSW-ACT



**Zoey
Heather**

Industry
Engagement
Officer
VIC-TAS



**Rebecca
Moriconi**

Industry
Engagement
Officer - WA



**Ian
Fitzgerald**

Industry
Engagement
Officer – WA



**Christine
Stewart**

Finance
Officer



**Mai
Nguyen**

IT-CRM
Support
Officer



OUR IMPACT



NEW
APPRENTICESHIP
OUTCOMES

753

NATIONAL
OUTCOMES

919

SUPPORTED
IN-TRAINING
APPRENTICES

1,585

LEADS
ENGAGED

3,231

DIGITAL
REACH

60,000+



Brick and Block Careers is now an accredited social enterprise under the national Social Traders certification scheme.



Business for good

Beneficiaries:

- Youth - 15 to under 25
- Youth Unemployed
- Youth Females
- Youth Financially disadvantaged backgrounds
- Youth in rural/regional communities
- Retention of youth within the apprenticeship.



DIRECTORS REPORT

FINANCIAL RESULTS

Brick and Block Careers performance for the financial year to 30 June 2022 was strong in both finance results and growth in supported apprentice numbers. 1st Year apprentice numbers remain high at 15% above the same time last year, along with a high number of completions over the last 12 months.

As a result of operating activities for the 2021-22 financial year a \$305,539 surplus was achieved against a budgeted \$11,265 (deficit). 2020-2021 was \$179,476 in surplus.

Contributions from industry and member companies were up 10% on the previous year. This was due to higher levy income across all States.

Subsidy payments to apprentice employers remained high during the year due to the increased number of 1st Year apprentices. Each enrolment of a new additional apprentice resulted in accruing provisions in line with our accounting practices. Operating costs for FY22 were less than budget due to the restrictions around COVID in the first six-months of the year. Expenses and programs were higher than FY21 due to the even lower expenditure in FY21 during the major COVID lockdowns. This was also impacted by the additional costs ongoing in Western Australia during the FY22 period, which was offset by additional levies collected.

The company is exempt from paying income tax.



DIRECTORS REPORT



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



Strategy/Focus

The recent stimulated housing market has led to material and labour shortages in all States and the Australian Capital Territory. Focusing on our main goal to ensure there are enough brick and blocklayers in Australia, Brick and Block Careers reviewed alternative approaches. The main aim was to assist in overcoming the higher than normal labour shortages in the bricklaying industry in general.



Attracting apprentices: Continue our primary role to recruit and place brick and blocklaying apprentices in the Australian market. Our strategy to target schools and career teachers at the levels for Years 10 to 12, along with developing target marketing and educational material to promote the benefits of brick and blocklaying as a career path. This, along with increasing our efforts in industry engagement, has enabled us to focus on expanding the number of employers by actively chasing hot spots.



Attracting brick labourers: As a short-term approach, Brick and Block Careers has reached out to the recruitment of labourers for those employers with apprentices. This is in response to many apprentices leaving their apprenticeship when they are used as labourers to cover shortages.



Attracting foreign immigration and working holiday visas: In conjunction with a migration company based in the United Kingdom, Down Under Centre, Brick and Block Careers has actively marketed in Europe for bricklayers to boost the current numbers.



Our 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.



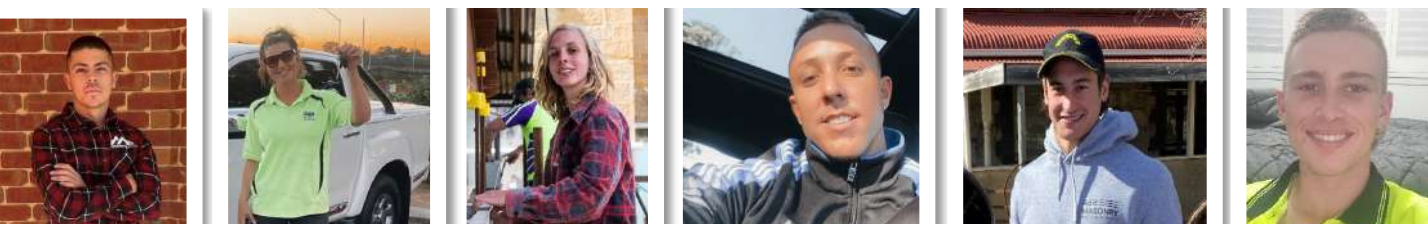
DIRECTORS REPORT

OUR AMBASSADORS 2020-21

At Brick and Block Careers we need young enthusiastic current apprentices or 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.



Six enthusiastic current apprentices or recently qualified bricklayers were selected as our ambassadors for the 2021-2022 year, to promote the trade to our target audiences, and to represent and endorse the career pathways in a positive light.



These ambassadors are:

- I. Diego Calderon, VIC: Qualified brick and blocklayer (became a business owner in July)
- II. Monique Juratovac, WA: Qualified brick and blocklayer (became a business owner in July)
- III. Chelsea Whelan, TAS: Qualified Brick and Blocklayer
- IV. Cory Smith, QLD: Qualified Brick and Blocklayer / Business Owner
- V. Jacob Pedler, SA: 2nd Year Apprentice
- VI. Adam Squires, NSW: 1st Year Apprentice.

Since the launch, we have noticed great engagement by analysing our digital insights. Several young enthusiastic apprentices have also approached us to be considered for the 2023 ambassador list, which is a great testament.

These individuals promoted the bricklaying industry via various channels – expos, career events, panel discussions, podcasts, website banner, blogs, news articles, social media, and promotional videos.



DIRECTORS REPORT

FUNDING OF BRICK AND BLOCK CAREERS

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
- Brickmakers
- Island Block & Paving
- Lutum
- Midland Brick
- 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.



DIRECTORS REPORT

SPONSORSHIP

WorldSkills Australia

Western Australia hosted the COVID modified National WorldSkills Australia competition held at the Perth Convention and Exhibition Centre, 26-28 August 2021. Despite restrictions, the competition was a success with bricklaying competitors from Western Australia and Tasmania coming together with the support of industry stakeholders and Brick and Block Careers to compete over the three days of the competition with all but one completing the projects.

Two secondary school students competed in the VETis competition, also finishing to a very high standard which reflects the excellent training standards at both pre-vocational and apprenticeship levels.

Brick and Block Careers provided marketing support and awareness of which yielded excellent views and positive interest. A guided tour of the event was provided to Brick and Block Careers manufacturers able to attend the event.

SkillsOne and National Skills Week

Brick and Block Careers partnered with SkillsOne to take part in National Skills Week for the first time this year. Held from 23-29 August 2021, in conjunction with one of the WorldSkills Australia national competition, our Silver Sponsorship package ran through to 30 June 2022.

National Skills Week is dedicated to raising the profile and status of vocational learning dispelling outdated myths and showcasing the attractive career opportunities for all Australians and has a key objective to raise the awareness and career pathway status of VET in the broader community through general media coverage and event promotion. The broader intent is to inspire Australians to consider a career in a trade or skill.



DIRECTORS REPORT

OPERATIONAL



Brick and Block Careers has maintained operational staff in the larger capital cities, while maintaining other States from these offices.

Brick and Block Operational Offices:

- Victoria, Melbourne office also servicing Tasmania
- New South Wales, Sydney office also servicing the Australian Capital Territory
- Queensland, Brisbane office also servicing South Australia
- Western Australia, Perth office.

The two main roles of the operational staff are: School and Community Liaison and Industry Engagement. For school and community engagement our staff work with schools and community groups to promote bricklaying as a career of choice. This year they have successfully developed rapport with the advisor to school cluster groups, Government career advisors and unemployment groups. Attending career expos, school and group presentations and various events on bricklaying. They also work closely with TAFE and private Register Training Organisations. Industry engagement has involved successfully placing students with prospective employers for work experience opportunities, followed up by placement into an apprenticeship.

Career Expos, Programs and Try-a-Trade Events

During the year Brick and Block Careers operational staff attended over 300 careers expos and events and ran over 100 bricklaying Try-a-Trade programs offering a hands-on experience to secondary school students and job seekers. These events also promote the career pathway opportunities that follow a Certificate III qualification in brick and blocklaying to career teachers, parents, the students themselves and other key influencers.

*Conditions apply – see Brick and Block Careers website for details.



DIRECTORS REPORT

APPRENTICE RETENTION



Apprentice retention remains a key focus with Brick and Block Careers.

During the year we made contact with 1st Year apprentices and their employers. This is the period where the apprentice is at most risk of leaving the apprenticeship and where we see the highest attrition rates. Calls are directed to both the employer and the apprentice. Once completed a welcome pack is sent to both in appreciation.

Additional methods employed are:

- While liaising with the career teachers, Brick and Block Careers field staff encourage a two-week work experience opportunity prior to assessing for trade suitability.
- Brick and Block Careers plays a critical role in matching the right apprentice with the best-fit employer. A good match minimises any problems or issues occurring in the early stages of the apprenticeship.
- Out of Trade (OOT) apprentices occur when an apprentice has lost their job due to unforeseen circumstances. When identified early, particularly through our retention call process, Brick and Block Careers are then able to register the apprentice and match them with a new employer within industry.

Database Management, CRM – Data Capture to Improve our Reach

Brick and Block Careers has continued to fine tune and perfect our customised Customer Relationship Management (CRM) software with improved customer experience for employers and apprentices. Maintaining a great customer experience relies on our staff having all the correct data at their fingertips. Our CRM is extensively used, not only to process claims, but also to give timely information and feedback. Many processes during the year have been automated including personalised emails and SMS.



DIRECTORS REPORT

SERVICES - INCENTIVES



Our 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.

Support for the employers has also been achieved through the Federal Government's skill shortage incentives.

Boosting Apprenticeship Commencements (BAC) was introduced in October 2020 and ceased on 30 June 2022. The BAC scheme was available to employers who engaged a new apprentice or trainee, with a subsidy of up to 50% of the wages for a new or recommencing apprentice, up to a maximum of \$7,000 per quarter.

BAC has now been replaced with Australian Apprenticeships Incentive System which offers support to both the employers and apprentices in priority occupations. Bricklaying remains on the Australian Apprenticeships Priority List.

For employers of apprentices from 1 July 2022 until 2024:

- 10% of wages for 1st and 2nd Year apprentices (up to \$1,500 per quarter), and
- 5% of wages for 3rd Year apprentices (up to \$750 per quarter).

For employers of apprentices in regional and remote Australia from 1st July 2022 until 2024:

- Additional 5% of wages for 1st Year apprentices (15% of wages for 1st Year apprentices (up to \$2,250 per quarter), 10% of wages in the 2nd Year (up to \$1,500 per quarter) and 5% of wages for 3rd Year apprentices (up to \$750 per quarter)).

For apprentices from 1st July 2022 until 2024:

- \$1,250 every six months over the first two years of the Australian Apprenticeship (up to \$5,000 in total).

Apprentice loans and living away from home allowances have remained the same.

*Conditions apply – see Brick and Block Careers website for details.



DIRECTORS REPORT

SERVICES - INCENTIVES



Brick and Block Careers work closely with the Federal Government, supplying information on apprentice vacancies to ensure Certificate III in Bricklaying and Blocklaying remains on the National Skills Commission Skills Priority List.

Current incentives available to both employers of bricklaying apprentices, and apprentices in training are summarised in the table below.

Brick and Block Careers, Federal and State Government Incentives:

State	Brick and Block Careers	Federal Government July 2022*	State Government July 2022*	Total
VIC, NSW, QLD, TAS	\$3,000	Up to \$15,000		Up to \$18,000
SA	\$3,000	Up to \$15,000	Up to \$11,200 Construction Industry Training Board	Up to \$29,200
WA	\$3,000	Up to \$15,000	Up to \$10,000 Construction Training Fund	Up to \$28,000
ACT	\$3,000	Up to 15,000	Up to \$6,000 Training Fund Authority	Up to \$24,000

*Conditions apply – see Brick and Block Careers website for details.



DIRECTORS REPORT

BRICK AND BLOCKLAYING LABOURERS



During the year Brick and Block Careers ran four short Intensive Skills/Trowel Hand courses with the intent of recruiting candidates for trowel hand and labourer positions.

These courses were in response to the high demand from industry for labourers, and we were only seeking to run these courses during this time of high skill demand. Trainers used their experience and local knowledge to deliver an outcome-focused course.

Similar courses were run in Western Australia throughout the year, these were sponsored by the Western Australian Government and assisted by the Brick and Block Careers team.

The intent was that the training formed part of the employment process and not a “try-and-see” if you like it type of course.

Brick and Block Careers also promoted the recruitment of labourers in most States. In several instances the labourer applicant took the opportunity to take up an apprenticeship rather than a labouring position.

DIRECTORS REPORT

BRICK AND BLOCK CAREERS STAFF



It was an exciting time to be part of the Brick and Block Careers team in FY22. We launched our new brand in March with most the team joining us in Melbourne for the official launch. Five of our six Brick and Block Career Ambassadors also joined in the celebrations.

The new branding gave most of the staff a fresh look to our business. New car decals, new expo stands, new banners and the renewal of most of our handouts gave the team the opportunity to renew old relationships and develop new ones.

Again, COVID took its toll on all staff members. With schools and training centres locking down in various parts of the country, our operational staff still managed to work effectively in remote. Travel restrictions, which were still in place, restricted our reach and limited our face-to-face contact.

The Chair and Board of Directors have acknowledged the hard work and effort put in by all Brick and Block Careers staff.

DIRECTORS REPORT

DIVIDENDS



Dividends

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

Significant Changes during the Financial year 2021-2022

- In April 2022, ABBTF and “Become a Bricklayer” was rebranded and consolidated to the brand name “Brick and Block Careers”. Australian Brick & Blocklaying Training Foundation Ltd. (ABBTF) remains as the legal financial entity.
- Since March 2020, Brick and Block Careers 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 saw a surge in new home starts and a subsequent increase in brick and block sales. During the latter half of the financial year sales stabilised as new home starts were slowed due to material and labour shortages.
- A financial review was conducted on our investment strategy. Upon advice funds previously held in low interest-bearing term deposits were moved to better performing guaranteed annuities. Roughly 25% of the total invested has been placed into an annuity fund every quarter which will allow Brick and Block Careers to have access to 25% of funds every quarter if needed. Each quarter the annuity will be adjusted based on the funds available.

Matters Subsequent to Balance Date

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

- Brick and Block Careers will continue to monitor the residential housing industry as sales start to return to normal levels.
- The Federal Government has ceased the BAC (Boost Apprenticeship Commencements) scheme as of 30/6/2022 and replaced it with the Australian Apprenticeships Incentive Scheme. Brick and Block Careers has not seen a significant move away from hiring apprentices as the demand is still high due to labour shortages.



DIRECTORS REPORT

MARKETING – FRESH OUTLOOK

An important part of Brick and Block Careers role is to ensure that brick and blocklaying is portrayed in a way that makes it an appealing “career of choice” to potential candidates.



Rebranding

For several years our company name 'Australian Brick & Blocklaying Training Foundation Ltd' was not aligned to our mission and caused confusion when dealing with our key stakeholders. Even our trading name 'Become a Bricklayer' was limiting and did not reflect the full suite of our services. Hence, we commenced a rebranding exercise last year with a focus on relating more closely with our target audience.



“The rebrand was well accepted by all stakeholders and better represents what we do and who we are.

The subsequent marketing has been driven by brighter colours and a refreshed look ”

During 2022:

- The website re-skinned – brickandblockcareers.org.au
- All web traffic redirected to this site
- Social media sites all restyled to the new brand
- Emails changed to firstname.s@brickandblock.org.au
- Car decals, uniforms and expo stands rebranded
- New merchandise.



**BRICK AND BLOCK CAREERS
supported**

1,585

**Apprentices
(in-training)
nationally**



NATIONAL OVERVIEW –

OPERATIONAL TOTAL SUPPORTED

Apprentices by State		Year 1	Year 2	Year 3	Year 4	Total
VIC	Supported	177	122	113	2	414
NSW	Supported	154	99	81	50	384
ACT	Supported	7	4	1	3	15
QLD	Supported	156	84	47	22	309
TAS	Supported	24	26	16	14	80
SA	Supported	85	55	17	22	179
WA	Supported	109	65	26	4	204
TOTAL	Supported	712	455	301	117	1,585

At 30 June 2022

ABBTF 1,585

Apprentices Nationally

Brick and Block Careers supported 1,585 apprentices in training, compared with 1,532 at the same time last year. The number of 1st Year apprentices supported remain high at 15% above the previous year.

Our 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

**NEW
APPRENTICESHIP
OUTCOMES**

753

**RECOMMENCEMENT
OUTCOMES**

151

**OTHER OUTCOMES -
BRICKLAYING
LABOURERS**

15

TOTAL OUTCOMES

919

The number of known rolling vacancies for brick and blocklaying apprentices across Australia at 30 June 2022 was 360, with completions at 386 for the year. Demand for brick and blocklaying apprentices remains high in this post-COVID building boom with new vacancies identified as soon as existing vacancies are filled.

Apprentice bricklaying numbers in training based on data from the National Centre for Vocational Education Research (NCVER) as at December 2021 was 2,173 In training, compared with the previous year at 2,044. At that date, Brick and Block Careers supported 68% of all bricklaying apprentices in training.

Brick and Block Careers 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.

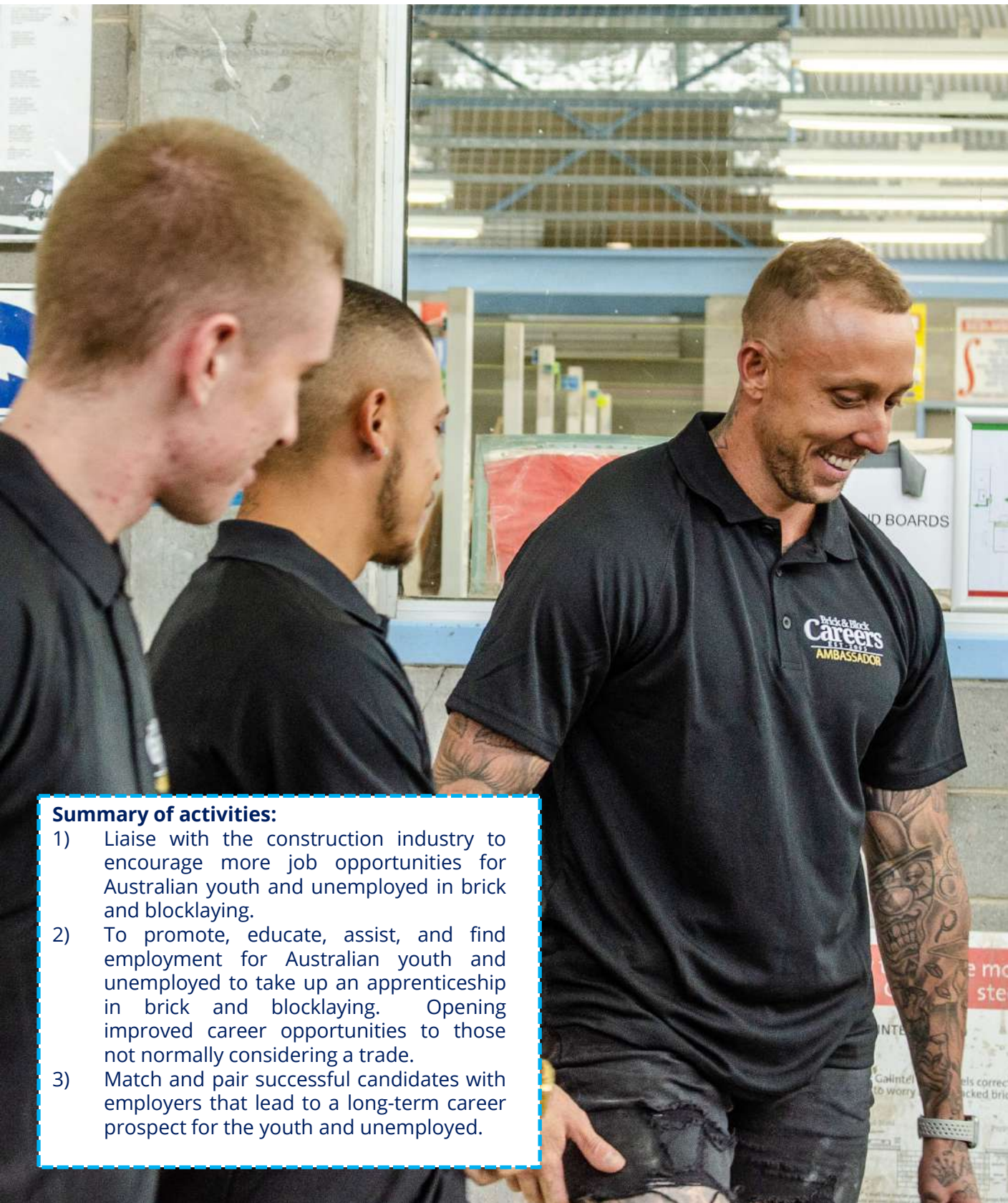
Seek, Social Media and our Jobs Board portal remains to be our focus on attracting leads.

YEAR ENDED 30 JUNE 2022

Operational Review

Brick and Block Careers supported 1,585 apprentices in training, compared with 1,532 at the same time last year. The number of 1st Year apprentices supported remain high at 15% above the previous year.



**Summary of activities:**

- 1) Liaise with the construction industry to encourage more job opportunities for Australian youth and unemployed in brick and blocklaying.
- 2) To promote, educate, assist, and find employment for Australian youth and unemployed to take up an apprenticeship in brick and blocklaying. Opening improved career opportunities to those not normally considering a trade.
- 3) Match and pair successful candidates with employers that lead to a long-term career prospect for the youth and unemployed.

DIRECTORS REPORT

YEAR ENDED 30 JUNE 2022

There are no other matters or circumstances which have arisen since 30 June 2022 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 Brick and Block Careers.

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.

With the exception of the following:

Brick and Block Careers 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 Brick and Block Careers terms and conditions of the apprentice employment brickstart subsidy.


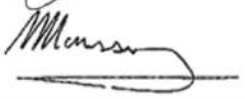
Indemnifying Officer or Auditor

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

Shane Dermody

Director

Michael Morrissey

Dated this 7th day of September 2022



DIRECTORS DECLARATION

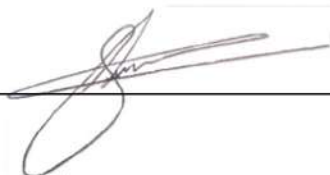
The Directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the company declare that:

- The financial statements and notes, present fairly the company's financial position as at 30 June 2022 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



Shane Dermody

Director



Michael Morrissey

Dated this 7th day of September 2022



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 2022 there have been:

- I. No contraventions of the auditor independence requirements of 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.

Stephen Kirtley
Director

Dated this 31st day of August, 2022

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Liability limited by a scheme approved under Professional Standards Legislation. Davidson 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 2022

	Note	2022 \$	2021 \$
Income			
Members and Industry Contributions		3,950,482	3,596,631
Operating Costs			
Group Scheme Subsidies		188,590	152,200
Direct Employment Subsidies		1,004,292	1,136,825
Marketing and Promotional Costs		143,995	91,883
Personnel Costs		1,555,275	1,474,009
Programs		116,431	45,135
		<u>3,008,584</u>	<u>2,900,052</u>
Gross Surplus (Deficit)		941,898	696,579
Non-Operating Income and Costs			
Interest Received		53,834	32,424
Sundry Income		45,601	256,821
Administration Expense	2	(735,797)	(806,348)
Net Surplus (Deficit) for the year		305,536	179,476

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	6,043,814	5,285,374
Trade and other receivables	4	518,137	641,587
Sundry debtors		71,653	70,523
Accrued income		31,995	21,381
TOTAL CURRENT ASSETS		6,665,599	6,018,865
NON-CURRENT ASSETS			
Property, plant and equipment	5	501,079	527,407
TOTAL NON-CURRENT ASSETS		501,079	527,407
TOTAL ASSETS		7,166,678	6,546,272
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	220,817	258,955
Employee entitlements		221,081	209,290
Provision for future subsidies		1,453,150	1,287,550
GST payable	7	99,021	101,647
TOTAL CURRENT LIABILITIES		1,994,069	1,857,442
NON-CURRENT LIABILITIES			
Employee entitlements		13,264	7,521
Provision for future subsidies		1,092,500	920,000
TOTAL NON-CURRENT LIABILITIES		1,105,764	927,521
TOTAL LIABILITIES		3,099,833	2,784,963
NET ASSETS		4,066,845	3,761,309
EQUITY			
Retained earnings		3,761,309	3,581,833
Current year earnings		305,536	179,476
TOTAL EQUITY		4,066,845	3,761,309

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2022

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2020	3,581,833	3,581,833
Total comprehensive income for the year	179,476	179,476
Balance at 30 June 2021	3,761,309	3,761,309
Balance at 1 July 2021	3,761,309	3,761,309
Total comprehensive income for the year	305,536	305,536
Balance at 30 June 2022	4,066,845	4,066,845

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		4,521,051	4,097,487
Payments to suppliers and employees		(3,739,134)	(3,333,228)
Interest received		43,221	39,500
Net cash provided by operating activities	8	825,138	803,759
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		57,727	44,545
Payment for property, plant and equipment		(124,425)	(72,938)
Net cash used in investing activities		(66,698)	(28,393)
Net (decrease) increase in cash held		758,440	775,366
Cash at beginning of financial year		5,285,374	4,510,008
Cash at end of financial year	3	6,043,814	5,285,374

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

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 7 September 2022 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 2022 (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. The annual leave has been measured at the amounts expected to be paid at the end of the reporting period. The long service leave is calculated at the net present value of the amount expected to be paid and is discounted based on a probability of the employee reaching the time required to receive long service leave payments.

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 2022. The calculation is determined on each apprentice's time to complete his/her 3 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 2022 (CONTINUED)

G. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand and deposits held at call with banks and annuities held as investments for 12 months.

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.



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022 (CONTINUED)

NOTE 2: EXPENSES

	2022 \$	2021 \$
Administration expenses include:		
— Remuneration of auditor	11,700	12,000
— Accounting services	10,250	10,250
— Depreciation of equipment & vehicles	118,626	136,440
— Occupancy costs	196,635	218,334

NOTE 3: CASH AND CASH EQUIVALENTS

Cash on hand	-	-
Cash at bank	1,318,046	1,335,374
Term deposits	4,725,768	3,950,000
	6,043,814	5,285,374

Reconciliation of cash

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	6,043,814	5,285,374
	6,043,814	5,285,374

NOTE 4: TRADE AND OTHER RECEIVABLES

CURRENT

Trade receivables	518,137	641,587
	518,137	641,587



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS

NOTE 5: PROPERTY, PLANT AND EQUIPMENT

	2022 \$	2021 \$
PLANT AND EQUIPMENT		
Equipment at cost	55,785	95,388
Less accumulated depreciation	(27,032)	(66,960)
Total plant and equipment	28,753	28,428
Website and Database at cost	525,890	524,351
Less accumulated depreciation	(262,590)	(196,913)
Total website and database	263,300	327,438
Motor vehicles at cost	329,130	319,665
Less accumulated depreciation	(141,991)	(148,124)
Total motor vehicles	187,139	171,541
Leasehold improvements at cost	22,174	-
Less accumulated depreciation	(287)	-
Total leasehold improvements	21,887	-
Total Property, Plant and Equipment	501,079	527,407

NOTE 6: TRADE AND OTHER PAYABLES

CURRENT

Trade payables	62,999	86,755
Sundry payables and accrued expenses	157,818	172,200
	220,817	258,955

NOTE 7: GST PAYABLE/(REFUNDABLE)

CURRENT

GST collected	158,843	154,403
Less GST paid	(59,822)	(52,756)
	99,021	101,647



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022 (CONTINUED)

NOTE 8: CASH FLOW INFORMATION

	2022 \$	2021 \$
Reconciliation of Cash Flow from Operations with Profit after Income Tax		
Profit after income tax	305,536	179,476
Non-cash flows in profit:		
— Depreciation	118,626	136,440
— (gain)/loss on sale of plant and equipment	(25,601)	(1,519)
Changes in assets and liabilities:		
— (increase)/decrease in receivables	111,707	(111,021)
— Increase/(decrease) in payables	(23,756)	39,776
— Increase/(decrease) in accrued expenses	323,718	529,102
— Increase/(decrease) in employee entitlements	17,534	3,308
— increase/(decrease) in GST liabilities	(2,626)	28,197
	825,138	803,759



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD

Opinion

We have audited the financial report of Australian Brick & Blocklaying Training Foundation Ltd (the company), which comprises the statement of financial position as at 30 June 2022, and the statement of comprehensive income, statement of changes in equity and statement of cashflows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by those charged with governance.

In our opinion, the accompanying financial report of the company is prepared, in all material respects, in accordance with the Corporations Act 2001.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the company for the purpose of fulfilling the directors' financial reporting responsibilities under the Corporations Act 2001. As a result, the financial report may not be suitable for another purpose.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report in accordance with the Corporations Act 2001, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the company's financial reporting process.

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Auditor's Responsibilities for the Audit of the Financial Report

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stephen Kirtley
Director

Dated this 4th day of November, 2022

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