



ANNUAL REPORT

2018

master
plumbers

Expert. Committed. Professional.



BREANNA SZITARITY

PLUMBING APPRENTICESHIPS VICTORIA

Tradelink Women in Plumbing Rose Curtis Award Winner
Victorian Training Awards Apprentice of the Year Finalist



VISION

to lead a **strong, respected and sustainable** plumbing industry



MISSION

to provide representation and services to support the success of our **members**, the future of the plumbing **industry** and the health of the **community**

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PRESIDENT & CHIEF EXECUTIVE REPORT

On behalf of the Master Plumbers Executive Board, we are pleased to present the Association's Annual Report for 2018.

The past year has been an exciting and eventful time for Master Plumbers. Your association has embarked on a journey to make membership more relevant and meaningful to members, and to ensure Master Plumbers' long-term future.

We commenced the implementation of a new three-year strategic plan, which puts members at the heart of the association. The strategic plan has six key themes centred around member value, industry development and sustainability.

1. Grow our membership
2. Enhance member value
3. Deliver high-quality, relevant training
4. Maintain trusted and effective relationships
5. Ensure a strong, safe and sustainable plumbing industry
6. Build our organisational capacity & resilience

Master Plumbers recommitted efforts to listening to members to better understand what is important to them. We are building further value into membership, rewarding current members for their loyalty and introducing new members to the Master Plumbers family.

The world our members operate in is increasingly complex and competitive and we recognise the importance of preparing for future challenges whilst ensuring the industry gains we have achieved in the past are not diluted. Master Plumbers needs to be more innovative and agile in how we respond to these challenges.

We started by making a significant investment in the capability of our organisation as well as improving our technology.

Through our partnership with the Plumbing Industry Climate Action Centre (PICAC) and the Plumbing Employees Union, we are building a \$30 million state-of-the-art training facility in Narre Warren which is due for completion in coming months. This campus will host training for the southern and eastern suburbs of Melbourne as well as eastern Victoria. It combines the latest plumbing technology with modern teaching facilities and generous contributions of equipment from manufacturers and suppliers to the industry. The new campus will make a critical contribution to the delivery of plumbing training and add further to Master Plumbers' proud reputation of

providing industry-leading quality graduate and post-graduate education. We plan to commence classes in the second half of 2019.

Also on the technology front, we are well underway with the construction of a new website and find-a-plumber tool, as part of our new digital strategy. Members have told us that they find the website hard to use, with information about their membership and Master Plumbers activities difficult to find at times. It is also apparent that find-a-plumber is outdated and does not compare well to modern tools when connecting potential customers with Master Plumbers' contractors. Our next-generation website and integrated platform will provide members with an enhanced level of service and the public with an easy way to find a Master Plumber. It will also emphasise information about our industry, with a focus for young people and those that influence them, on the diversity and benefits of a career in plumbing.

Providing more value for membership

These initiatives complement a new suite of products and services introduced recently, which have been designed to provide members with better ways to do business.

One of the most popular additions is our introduction of free Australian Standards for members, which they can download and print.

Our next-generation website and integrated find-a-plumber tool will provide members with an enhanced level of service and the public with an easy way to contact a Master Plumber.

This currently covers the essentials required by the vast majority of members, including AS3500 (plumbing and drainage), AS5601 (gas installations), AS2419 (fire hydrant installations) and HB39 (metal roof and wall installations). More than 10 per cent of members have already taken up this benefit, potentially saving up to \$3,500 each, and we expect it to become even more popular as word gets out.

Our member benefits program was well utilised with savings on a range of goods and services. Master Plumbers members purchased 77 new Toyota vehicles, saving \$560,000. Approximately 2,300,000 litres of fuel were bought by members in our Caltex and BP discount programs, saving around \$57,000. Further discounts and savings were enjoyed from Master Plumbers partners including Telstra, SP Solutions and Sheen Group.

Advice provided by our workplace relations, occupational health and safety and technical advice experts was valued by members, with the number of calls to Master Plumbers for these services topping 1,100.

Professional development does not stop with the completion of an apprenticeship or further qualification. Master Plumbers has long advocated the need for Continuing Professional Development (CPD) for our industry.



Engaging our members

Master Plumbers has several channels through which we communicate with members, including Australian Plumbing Industry Magazine, our electronic newsletter, social media and direct contact by phone, text, email and post. We revamped our Australian Plumbing magazine to provide a stronger focus on stories members told us they were interested in, incorporated a national round-up and gave the publication a fresh look. The magazine has four editions per year, with a reach of approximately 28,000 people per edition. We consolidated our three electronic newsletters into one more targeted e-communication and changed its format to more effectively display content on mobile devices and tablets. We introduced Master Plumbers Radio, a podcast series interviewing industry experts on business and professional development topics. We also built our social media following to more than 9,000 (a 50 per cent increase) and added LinkedIn and Instagram to the established Facebook and Twitter channels.

With all the new initiatives we have implemented over the past 12 months, we have also seen some changes amongst our membership department with a new team dedicated to working with members in the ways those members prefer. Master Plumbers has ramped up its personal contact and we have undertaken to visit or speak directly with all new members soon after joining

and regularly thereafter. We are also refining how we best communicate with all our members, based on their individual preferences rather than a one-size-fits-all approach. We recognise that we need to do better in this regard and are committed to making substantial progress over coming months.

Representing members' interests

Master Plumbers is committed to ensuring members' interests are represented at a state and federal level and we had a very busy year in this regard.

Master Plumbers was invited to participate in a Coronial Inquest as an independent expert body to assist the investigation into a death from Carbon Monoxide poisoning from an open-flued gas heater. Master Plumbers' contribution and formal submissions were very well received and were reflected in the Coroners' findings.

We are pleased to report that your association also had a considerable impact on the Plumbing Regulations Sunset Review 2018, with successful advocacy to strengthen the protections necessary to ensure public health and safeguard the integrity of our industry. This included a commitment to legislative enablement of compulsory Continuing Professional Development (CPD) for the plumbing industry and a mechanism to recognise the challenges of complex plumbing and work towards an industry solution.

The Plumbing Training Package Review was, and continues to be, a significant challenge. Master Plumbers believes that the training package must be designed, developed and delivered to industry requirements and we have been strongly advocating this view nationally.

In a first for Master Plumbers, we published our inaugural advocacy document "Plumbing Industry Priorities" ahead of the Victorian State Election and distributed 750 copies to stakeholders and decision-makers, as well as to members. This special report sets out the seven key priorities which we believe are critical to the ongoing improvement of our industry and the safety of the communities our members serve. We made quite an impact with our advocacy with the key political parties committing to all or nearly all our policy positions. We continue to work with the elected government to ensure these commitments are seen through.

Master Plumbers' advocacy on these priorities was reinforced through personal contact with Ministers, their advisors and Members of Parliament over the course of the year, both in Spring Street and Canberra. We worked with our key industry stakeholders such as the Victorian Building Authority and Energy Safe Victoria to build stronger relationships and ensure they sought and clearly understood our position on a range of issues.

Our members continued to provide input to various technical advisory bodies, including the development and revision of Australian Standards. We take this opportunity to recognise this significant contribution and thank those members for giving their valuable time and knowledge on behalf of their industry.

Training our industry

Master Plumbers delivers a suite of industry training programs incorporating the Certificate II Pre-apprenticeship, Certificate III Apprenticeship and post-trade Certificate IV programs together with specialist training. Over the course of the year we delivered more than 77,100 hours of training to 719 students across these programs at the Master Plumbers PICAC Brunswick and Geelong campuses.

Our approach to quality education tailored to the student saw an average 98 per cent of our students pass the independent Journeyman's examination the first time, a rate far out-performing the plumbing training industry. Members saved nearly \$60,000 in post-trade training at Master Plumbers and this is sure to increase over coming

years as we expand our delivery. Adding to our offerings, we worked with RMIT University to pilot a Diploma in Project Management, contextualised to the plumbing industry. The feedback from the initial class of participants has been highly valuable in strengthening this postgraduate qualification for future delivery.

In addition to our formal education programs, Master Plumbers provided a range of information and awareness sessions across Victoria. Foremost amongst these was our very popular Carbon Monoxide Awareness program, which our trainers delivered to 4,000 registered/licensed plumbers at 34 locations across Victoria. We also held member forums in Frankston, Geelong, Bendigo, Ballarat and Sale and business breakfasts in Dandenong, Broadmeadows and Caroline Springs, with a range of expert and industry guest speakers. Social events also proved popular, especially the Apprentice Awards and Members' Christmas Function. Nearly 800 people attended our events program over the year.

Plumbing Apprenticeships Victoria (PAV), our Group Training Scheme, has a strong focus on providing high-quality apprentices to industry at a competitive rate. We devoted significant effort to building stronger relationships with our host employers to better understand their businesses. Our field officers, all of whom hold formal OHS qualifications, spent more of their time working with apprentices and host employers on site to ensure the partnership between PAV, business and apprentice is productive and provides industry with the next generation of work-ready plumbers. Members who use apprentices through PAV receive a significant discount and saved \$157,000 on apprentice hire over the year.

Professional development does not stop with the completion of an apprenticeship or further qualification. Master Plumbers has long advocated the need for Continuing Professional Development for our industry. As members may be aware from updates over the past months, we have now developed our own voluntary CPD program for members and their employees and will launch this in 2019, in preparation for any future compulsory government scheme.

Solid member equity

We are pleased to report that in a year of operational review, member equity increased by nearly \$200,000 over the 2017-18 financial year to nearly \$17.5 million. The association returned a healthy operational profit of just over \$190,000 for the year despite tough market conditions, especially for Plumbing Apprenticeships Victoria which spent the latter part of the financial year implementing changes to its operational model to improve quality and regulatory compliance.

Master Plumbers consolidated its non-current assets with the purchase of two adjoining units to our office in Albert Street Brunswick and this saw a corresponding decrease in cash and equivalents. Cash reserves are being managed conservatively with further investment in our training facilities committed in 2018-19.

The year also saw the introduction of a modern comprehensive business planning and operational management model to provide the Executive Board with better information and stronger governance oversight of the Associations activities.

Looking forward

Key priorities for the coming year will be framed by the ongoing implementation of our strategic plan. This will include the commencement of teaching at our Narre Warren campus and the updating of teaching facilities at Brunswick. We will introduce further post-trade training and plan to make specialist training more accessible to members across the state. We will ensure our group training provides industry with quality apprentices and further refine its operations to reduce risk and increase profitability.

The roll-out of our digital strategy will continue with a new website and find-a-plumber, together with a suite of new products, services and communication activity. Importantly, we will continue our efforts to better connect with our members in person and online and communicate effectively in the way members prefer.

As members will be aware, Ken Gardner retired as CEO and Secretary in March 2018. Ken made an enormous contribution to Master Plumbers and we thank him for this. Ken will continue to be involved by undertaking special projects and has accepted a non-member, non-voting position on the Executive Board, so members will still see him around the association from time to time.

In closing, we thank members for their continued loyalty over the year. We also express sincere appreciation to our fellow members of the Executive Board and National Councillors for their very significant contribution to the association.

With our solid financial position, trusted brand, dedicated and committed staff and a new strategic plan, Master Plumbers is well-placed to build further member value over coming years.

Scott Dowsett
President



Peter Daly
Chief Executive Officer
and Secretary



INVOLVEMENT

Coronial inquest

Master Plumbers was invited to participate in the coronial inquest into the death of Ms Sonia Sofianopoulos from Carbon Monoxide poisoning in 2017.

Our contributions and formal submissions were very well received and were reflected in the Coroners' findings.

Master Plumbers strongly supported Coroner Hawkins' findings into the tragic death where recommendations included a call for phasing out old technology open-flued heaters, consultation with industry to improve servicing compliance, a public awareness campaign on the dangers of carbon monoxide and ongoing training for plumbing professionals.



Carbon monoxide program roll-out

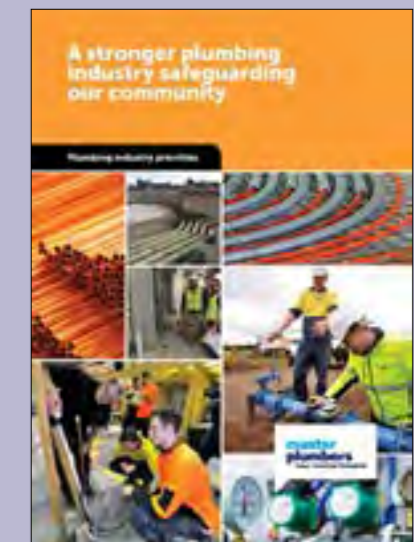
Master Plumbers, in conjunction with the VBA and ESV conducted training at 34 locations to upskill approximately 4,000 licensed and registered plumbers in ventilation for open flued gas appliances, negative air pressure testing and carbon monoxide spillage testing.



Plumbing industry priorities

In August 2018, Master Plumbers published 'A stronger plumbing industry safeguarding our community: Plumbing industry priorities' on behalf of our members and called on all political parties wishing to form government at the upcoming state election to commit to these priorities and help us build a stronger plumbing industry and a safer community. These comprise:

1. Ensuring the health and safety of our community
2. Safeguarding consumers' access to compliant plumbing products
3. Providing a fit-for-purpose compliance system to meet the increasing complexity in plumbing
4. Delivering a four-year comprehensive plumbing apprenticeship program as a minimum requirement for registration
5. Providing lifelong learning to future-proof our industry
6. Supporting security of payment for plumbing contractors
7. Cutting red tape to build a more efficient plumbing industry



MEMBERSHIP

Major Contractors Division

The Major Contractors Division held a forum on Water System Innovation, hosting hydraulics expert Phil Woolhouse and air valve product specialist Colin Kirkland from Bermad.

Plumbing and Gasfitting Division

The Plumbing and Gasfitting Division met quarterly in 2018 to participate in discussion and provide input into a range of issues that the industry faced throughout the year, including:

- Australian Standards
 - Participated in the review of AS/NZS3500 2018 Plumbing Standards
 - Participated in the development of AS/NZS5141 2018 Residential Heating and Cooling Systems
 - On-going participation in the review of AS/NZS5601 Gas Installations
 - On-going participation in the review of AS/NZS4575 Servicing of Type A Gas Appliances
 - On-going participation in review of AS3497 Water Filters
- Development of a discussion paper for consideration by Water Authorities in relation to inconsistent approach in dealing with sewer blockages.
- Provision of technical input for the Coroners inquest into the death of Ms Sofia Sofianopoulos.

The Plumbing and Gasfitting Division also hosted a roofing product demonstration from Dambusters.



Heating, Ventilation and Air Conditioning Division (HVAC)

Apart from the Annual Meeting, the HVAC Division did not convene any formal meetings for 2018.

Members participated in the review of AS5141 Residential Heating and Cooling Systems- minimum applications for energy efficiency, performance and comfort criteria.

Events

The Association was once again active on a social front, hosting a range of events for its members and other stakeholders including business breakfasts, member forums, awards nights and of course, the annual Member Christmas Function.



ABOVE: Paula and Kim from Roofrite talking to one of the guest speakers at a Business Breakfast

BELOW: WJ Bugg and Son Pty Ltd accept their milestone certificate for 80 years of membership

AGA Conference

Master Plumbers sponsored the Australian Gas Association (AGA) Industry Forum 'The Future of Gas' with a focus on hydrogen.



Master Plumbers representatives Gary Bath (3rd from left) and Brendan Gould (far right) attending the AGA Industry Forum

MEMBERSHIP

Ordinary Members

Category B: 2 Operatives	242
Category C: 3-5 Operatives	252
Category D: 6-10 Operatives	129
Category E: 11-25 Operatives	49
Category F: 26+ Operatives	22
Life Members	12

ORDINARY TOTAL 706

Affiliate Members

Category A: Sole Trader	86
Category I: Individuals	29
Category M: Corporate Partners	66

AFFILIATE TOTAL 181

TOTAL 887

DELIVERING MEMBER VALUE

\$560,000

saved by members buying fleet vehicles through Toyota

\$60,000

saved by members completing training courses through Master Plumbers

\$157,000

saved by members hiring apprentices/labour through Plumbing Apprenticeships Victoria

2.3 million

litres of fuel purchased through BP and Caltex partner programs

1,100

calls taken by Master Plumbers' workplace relations, OH&S and technical experts

28,000 copies nationally
(per edition)



MASTER PLUMBERS RADIO

As part of our digital strategy, Master Plumbers launched Master Plumbers Radio, a podcast for tradies, toward the end of 2018.

Master Plumbers Radio seeks to bring plumbers insight on how to better manage themselves and their businesses by interviewing experts from around the world, discussing everything from managing finances to maintaining a healthy mind and body.

The show got off to a great start in December with its first guest Scott Pape AKA The Barefoot Investor, sharing his vision for a financial apprenticeship.



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SOCIAL MEDIA AUDIENCE

CORPORATE SOCIAL RESPONSIBILITY

At Master Plumbers we believe that corporate social responsibility is a values-based approach to how we do business, leading us beyond legal compliance to make a positive contribution to the industries and communities in which we and our members operate.

This year, we participated in activities that focussed on and supported the health and wellbeing of our staff and the members that our Association represents.



ABOVE: Attending the launch of Incolink's Bluehats Suicide Prevention Program

BELOW: Attending the Mental Health Month Breakfast at Government House: Peter Daly, Hon Linda Dessau AC, Brendan Gould, Daniel Carroll



\$4,000
Donated to Whitelion in support of disadvantaged young people across Australia

\$20,000
Raised by members for Camp Quality through the annual Master Plumbers Golf Day in Bendigo



Bendigo Golf Day: (l to r) Caine Moroney, Phil Kelly (Master Plumbers National Councillor), Sean Memory, Brett Crapper

\$3,000
Raised in support of Movember and men's health by Master Plumbers' Board and Staff



A Mo-Ment for men's health: (l to r) Master Plumbers Director Michael Tomlinson, Communications and Media Manager Daniel Carroll and Chief Executive Peter Daly

CORPORATE GOVERNANCE



1. Scott Dowsett | President

Scott has over 25 years' experience in the commercial plumbing industry and has been a Member of the Association since 1997. He is Director of Cooke & Dowsett Pty Ltd, a national commercial company. He has been a committee member of the Major Contractors Division since 2006 and is the current Chairman. Scott is also a Director of Master Plumbers Australia.

2. Norm Anderson | Vice-President

Norm has over 36 years' experience in the commercial plumbing industry and is the Director of NSG Plumbing Pty Ltd, a Melbourne based company offering contract, maintenance, design and construct services.

NSG Plumbing currently employs 70 full time employees. Norm is an active member of the Major Contractors Division and is a representative of the National Council, as well as a Member of the Victorian Government's Plumbing Advisory Committee.

3. Kevin Shinnars | Vice-President

Kevin's company, Shinnars Plumbing, has been a Master Plumbers Member since 1953. In 2002, Kevin was presented with the Hygieia Award for outstanding voluntary services for the development of the plumbing industry and in particular, recognition of his dedicated involvement in pursuing improvements in apprentice training for the industry. Kevin was granted Life Membership in recognition of his continuing contribution to the Association.

4. Grant Donald | Hon. Treasurer

Grant is a qualified plumber who has been involved in the industry for over 40 years. He is Director of Premier Plumbing Service, a commercial plumbing company based in Ballarat. Premier Plumbing Service is a third generation family owned and operated company. Proudly their membership with the Master Plumbers has continued unbroken for 65 years.

5. Peter Daly | Secretary, Chief Executive

With nearly 20 years experience in senior leadership roles in the corporate and not for profit sectors, Peter has a deep understanding of membership organisations and a proven history of working successfully with government and industry to build consensus around business and public policy outcomes. He is a Civil Engineer and a member of the Australian Institute of Company Directors.

Peter is a Director of the Indigenous Plumbing and Sanitation Foundation, Plumbing Staff Solutions and Master Plumbers Australia.

6. Rob Hansen | Director

Commencing with Barden Roofing in 1983, Rob has been involved in all aspects of the business. Rob was appointed a Director of Barden-Steeldeck Industries in 2006. He has extensive experience working with builders, employees and union representatives and is committed to ensuring activities are carried out in strict accordance with all state and federal government legislative requirements.

The Board currently comprises 8 Directors elected from the National Council, the Association Secretary who is appointed as Chief Executive Officer and one non-member non-voting Director. Directors are elected in accordance with Article 21 of the Rules of Master Plumbers and Mechanical Services Association of Australia.



As a Board Member, Rob has a desire to ensure that roofing is protected and kept in the plumbing stream, to ensure that quality is paramount and protects the consumer from any unqualified persons carrying out unlicensed work to their properties.

7. Daniel Smolenaars | Director

Daniel has over 20 years' experience in the plumbing industry. He is the Managing Director of Smolenaars Plumbing and has two facilities in Sale and Traralgon trading under the Laser Plumbing Group umbrella. The business has been established in Gippsland for over 40 years and delivers work across a broad section of Eastern Victoria between Lakes Entrance and Warragul.

Smolenaars Plumbing deliver all facets of the plumbing industry covering new construction, civil earth works and pipe installation, with a specialisation in plumbing and gas maintenance. They have continued to expand the business into domestic and commercial hydronic heating, whilst also focusing on undertaking the role of principle contractor on opportunities within the local region. They are third party accredited in OHS, environmental and quality aspects relating to the works undertaken.

8. Greg Tink | Director

Greg has over 30 years' experience both as a contractor and an educator. He has delivered over 15,000 hours of theory and practical training across the pre-apprenticeship, apprenticeship and post-apprenticeship programs at RMIT University. Greg has contributed to a number of industry handbooks, reports and training

programs, including over a decade of involvement in developing and delivering Green Plumber training. He has also designed and managed the installation of various leading edge work stations at PICAC.

9. Michael Tomlinson | Director

Michael has over 15 years' experience in the industry, ten of those successfully running Tomlinson Plumbing, which services Geelong, the Surf Coast and the Bellarine Peninsula. He is passionate about providing excellent standards of customer service and workmanship for his clients. He is keen to share his knowledge and expertise with other plumbers, believing that it's important to help others in the industry to broaden their skills.

10. Ken Gardner | Director (non-voting)

Ken is well-known throughout the plumbing, gasfitting and energy industries. His experience covers interaction with all levels of government, industry, unions and plumbing businesses. He has spent ten years on the Plumbing Industry Commission and has also had a key role in National Licensing.

He is currently on the board of Incolink, the Industry Skills Council, the Plumbing Industry Climate Action Centre (PICAC), and the Plumbing Joint Training Fund.

Ken is also Chair of the Plumbing Advisory Committee in Victoria and Secretary/Treasurer of the World Plumbing Council.

FINANCIALS

Statement of profit or loss and other comprehensive income for the year ended 30 June 2018.

REVENUE	2018 (\$)	2017 (\$)
Operating Revenue		
Government grants	274,020	350,667
Apprentice and tradesmen hire	9,960,486	13,324,560
Members' subscriptions and related services	1,195,580	1,115,299
Training	1,948,102	1,849,779
Magazine advertising	215,904	258,588
Other Revenue		
Investments & property rental	455,756	471,284
Royalties	266,589	317,998
Other revenue	41,031	16,222
TOTAL REVENUE	14,357,466	17,704,397
EXPENSES		
Employee related expenses	11,417,172	14,448,397
Occupancy expenses	118,857	98,091
Professional services & legal fees	485,889	291,837
ICT expenses	75,108	99,613
Motor vehicle expenses	46,468	50,619
Administration & other expenses	2,027,400	2,380,022
TOTAL EXPENSES	14,170,894	17,368,579
Profit before income tax	186,572	335,818
Income tax expense	252	
Gain on revaluation of financial asset	3,857	160,071
TOTAL COMPREHENSIVE INCOME	190,177	495,889

Statement of financial position as at 30 June 2018.

CURRENT ASSETS	2018 (\$)	2017 (\$)
Cash and cash equivalents	3,059,587	6,930,847
Trade and other receivables	1,768,189	1,313,710
Other assets	24,707	185,091
Financial assets	218,216	209,151
TOTAL CURRENT ASSETS	5,070,699	8,638,799
NON-CURRENT ASSETS		
Financial assets	3,933,525	4,965,326
Property, plant and equipment	1,319,703	1,543,202
Investments	9,410,058	4,517,623
Intangibles	23,350	23,350
TOTAL NON-CURRENT ASSETS	14,686,636	11,049,501
TOTAL ASSETS	19,757,335	19,688,300
CURRENT LIABILITIES		
Trade and other payables	1,408,616	1,571,004
Employee benefits provisions	809,404	778,172
TOTAL CURRENT LIABILITIES	2,218,020	2,349,176
NON-CURRENT LIABILITIES		
Employee benefits provisions	46,297	36,283
TOTAL NON-CURRENT LIABILITIES	46,297	36,283
TOTAL LIABILITIES	2,264,317	2,385,459
NET ASSETS	17,493,018	17,302,841
EQUITY		
Retained earnings	17,490,151	17,303,831
Reserves	2,867	(990)
TOTAL EQUITY	17,493,018	17,302,841

AWARDS

2018 Apprentice Awards

Master Plumbers RTO Awards:

Joshua Traine
Most Outstanding 1st Year Apprentice

Hans Mills
Most Outstanding 2nd Year Apprentice

Luke Merrett
Most Outstanding 3rd Year Apprentice:
General Plumbing

Troy Powell
Most Outstanding 3rd Year Apprentice:
Mechanical Services

Plumbing Apprenticeships Victoria Awards:

Benjamin Ambrosi
Sir Rohan Delacombe
1st Year Apprentice Award

Tahley Houghton
Peter Pratt
2nd Year Apprentice Award

William Kavanagh
Don Pritchard
3rd Year Apprentice Award

Matthew Jolly
Alfred Atherton
4th Year Apprentice Award



Award Winners (l to r): Troy Powell, Hans Mills, Tahley Houghton, Matthew Jolly, Benjamin Ambrosi, Luke Merrett



Plumbing and Fire Industry Awards

The 4th annual Plumbing and Fire Industry Awards (PFIA) were held Saturday 1st of September 2018 at The Sofitel Melbourne on Collins. Over 520 plumbing and fire protection industry participants, partners, friends and family members attended this year's event. The winners were:

Indigenous Professional Award
Troy Peden Jr., RAW Recruitment

Tradelink Women in Plumbing Rose Curtis Award
Breanna Szitarity, PAV

Excellence in Occupational Health and Safety Award
Ron Burgess, CEPUTECH

Excellence in Education and Training Award
Warren James, RMIT

Excellence in Sustainability Award
The Drain Man

Victaulic NFIA Apprentice Award
Christopher Dunn, Geelong Fire Services

Excellence in Fire Protection Award
Mark Buckley, Contractfire

AHSCA Tom Clements Consultant of the Year
Ben Rimmington, rimmQ

AHSCA Commercial Plumbing Affiliate Award
Geschke Plumbing Contractors

AHSCA Corporate Sponsors Award
Dean Rowlands, SpecRep Services

Mechanical Services Award
Mokhtar Mahamood, PAV

Frank Maskell General Plumbing Award
Thomas Dunn, David McCarthy Plumbing

NA Smith Gas Award
Stephan Putter, PAV

Project of the Year
Geelong Fire Services - For Bunjil Place

The Andrew Letten Gold Medal Award
Thomas Dunn

William P. Hite Leadership Excellence Award
Ken Gardner, Former CEO



THOMAS DUNN

DAVID MCCARTHY PLUMBING

Frank Maskell General Plumbing Award Winner
Andrew Letten Gold Medal Award Winner

pictured with David McCarthy (right)

Master Plumbers and Mechanical Services Association of Australia

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