

# HIA

Housing Industry Association Limited  
includes Concise Financial Report  
for the year ended 31 December 2021

# 2021 annual report



# HIA — the voice of the industry

## HIA'S BOARD OF DIRECTORS



From left: Greg Elsworthy, Bruce Robb, David Linaker, Shane Goodwin, Cathy Inglis, Graham Wolfe, Simon Norris, David Morris, Alwyn Even, Debbie Johnson and Ian Hazan.



# National President's Report 2021



**THE STABILITY AND SUCCESS OF THE ASSOCIATION REMAINED A KEY FOCUS FOR THE NATIONAL BOARD OF DIRECTORS, ENSURING MANY PRESSURES FACED BY THE INDUSTRY DID NOT IMPACT OUR CAPACITY TO MEET THE NEEDS OF OUR MEMBERS**

In 2021, the COVID-19 pandemic continued to impact all our lives in one way or another. By June, the Delta strain brought extended lockdowns and affected home building for almost six months across NSW, Victoria and the ACT. The Northern Territory, South Australia, Western Australia and Queensland were affected by ad-hoc shorter lockdowns throughout the year. Each event saw our members and our industry impacted in some way, while our customers were affected by increased prices and ongoing delays. The Association responded to each situation, providing timely and accurate information, resources and support.

The Association was fortunate to hold our National Policy Congress in person in May. I was privileged to be elected as HIA's national president, along with Debbie Johnson as vice-president. David Morris joined the Board while the immediate past president, Pino Monaco, ended his term after 16 years on the board and more than 30 years' service to the Association. It's also important to thank Simon Norris, past national president, for his leadership during the past two years.

Sadly, the year ended with the passing of past HIA Hunter president and national director Greg Elsworthy, who was a long-standing Hunter member and volunteer. His generous assistance to members and passion for HIA will be sorely missed.

Since it was an election year for the Association, new regional presidents and vice-presidents were elected. Thank you to the hundreds of volunteers who attended each of our regional service committees across the country. They provided the vital support we need to truly be the voice of the housing industry.

The stability and success of the Association remained a key focus for the national board of directors, ensuring many pressures faced by the industry did not impact our capacity to meet the needs of our members. A commitment to grow our online presence saw the launch of a

new [hia.com.au](http://hia.com.au) website, bringing to life a new way to support members and the industry with high-quality services. Through strong financial management, the Association was also well placed to invest in our people and ensure our capacity for industry advocacy and engagement with government was maintained.

Responding to COVID-19 saw our staff providing constant support to members. At the height of the restrictions, staff answered more than 300 calls a day. HIA's Making Space on Site resources were tailored to address the specific rules in each state. Our member alerts were prepared almost daily at times to keep pace with the changes, seeing more than 270 sent to members during the year.

Over the past two years, members have become adept at virtual meetings and events. It was pleasing to see strong attendance at HIA training and events, despite restrictions. Our flagship regional housing awards were presented virtually in NSW, Victoria, the Hunter and the ACT, while all other regions were fortunate to hold face-to-face events.

The strength of industry activity post-HomeBuilder brought concerns about price rises due to material and labour pressures. HIA recognised the financial pressures at play, providing a range of information and resources to support members managing these difficulties.

HIA's long-standing relationship with Beyond Blue reached a milestone with \$1 million contributed to its work in assisting people in the building industry who are dealing with stress, anxiety and depression over an extremely difficult year.

I am confident that the Association is well placed to continue providing the highest level of service to our membership in 2022. I look forward to working with the board and the staff to achieve this outcome.

**Alwyn Even**  
National President

# National Treasurer's Report



**HIA'S STRONG FINANCIAL POSITION  
WILL HELP IT MANAGE FUTURE  
BUSINESS RISK AND BUILD  
SUSTAINABLE WEALTH TO DELIVER  
EXPANDED SERVICES TO ITS MEMBERS**

The operating surplus for the year was \$373,524 compared with a surplus of \$733,357 in 2020. During the year, HIA conducted a review of its property portfolio resulting in a \$20.7 million increase in the Asset Revaluation Reserve.

HIA's total revenue in 2021 was \$79.7 million, representing a seven per cent increase from 2020. Year on year, revenue improvements were achieved in the business units of HIA Apprentices, training delivery, events, apprenticeship grants, insurance and membership.

Although COVID-19 continued to affect HIA's members, home building activity remained strong. This was boosted by HomeBuilder stimulus funding that ran until March 2021. The Association continued to access government stimulus funding packages, including Supporting Apprentices and Training (SAT) and Boosting Apprenticeship Commencements (BAC). SAT funding concluded in March while BAC funding will run until March 2022. HIA passed on all subsidies received under these programs to eligible hosts. This provided financial relief to hosts, encouraging them to maintain their apprentices' employment.

HIA's investment in online platforms delivered a significant growth in student numbers in a range of industry qualification courses. Both face-to-face and online events were also held which kept members abreast of key issues affecting the industry. The events business saw growth in revenue year on year, from a lower, COVID-19-impacted base in 2020. The HIA National Conference was cancelled once again due to the pandemic. Restrictions varied between states and territories, with some regions successfully holding face-to-face Housing Award programs, while others went online.

Together with state-based incentives, the HomeBuilder stimulus package resulted in an increase in demand for new housing construction. This presented business growth opportunities in areas of HIA Apprentices, training, membership, stationery and insurance. However, the resulting increase in demand also created supply chain and price increase issues for our members.

New dwelling starts are estimated to have totalled 231,290 in 2021, up

from 183,450 in the preceding year. Detached house commencements grew by 31.5 per cent in the past year from 113,280 to 148,940, while multi-unit starts grew to 82,350, up by 17.4 per cent. Home renovation activity was valued at \$44.9 billion in 2021, up by 16.8 per cent compared to the year before.

The financial statements show net assets at the end of 2021 of \$101.6 million, an increase of \$21.1 million from 2020. The increase is a result of a net operating surplus of \$0.4 million and an increase of \$20.7 million in property revaluation. Total assets increased by \$27.3 million and total liabilities increased by \$6.2 million.

In 2021, HIA launched its revitalised website, providing improved flexibility, upload speed, enhanced search facility, integration and user experience. This was followed by an additional \$1.4 million for the website during the year with further investments planned for 2022.

The Association successfully completed training for 151 apprentices under the Group Apprenticeship scheme. Funding support provided by both federal and state government grants greatly assisted in keeping apprentices employed. HIA also commenced a four-year NSW Government's Land and Housing Development-funded program for apprenticeships and traineeships across the state.

As a result of COVID-19 restrictions, the Home Inspirations Centre in Hunter was closed for a number of months. HIA provided rental relief to all exhibitors from July to September. This had a negative impact on revenue and profitability of the business. The Canberra centre, which was closed in 2020, was sold during 2021.

HIA had a nil loan balance at the end of 2021 and finished the year with a strong cash at the bank balance of \$20.9 million. HIA continues to maintain a very strong balance sheet with more than \$101 million in net assets and five dollars of assets for every dollar of liabilities. HIA's strong financial position will help it manage future business risk and build sustainable wealth to deliver expanded services to its members.

**David Linaker**  
Treasurer





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# HIA

## working hard for members

### Helping members every day in their business

- Every week, HIA responds to more than **6000 calls** from members seeking expert help, information and advice
- HIA provided more than **40,000 hours** of professional and business support and advice to members
- Delivered **573 courses** to **8339 participants**, across both nationally recognised training and industry training topics
- Rolled out training in the online Certificate IV to **1526 participants**
- HIA's national team of legal experts were on hand to respond to more than **14,500 member calls** to help manage business compliance and industrial relations issues
- Informed **6518 people** through HIA webinars on business support and information
- Brought together more than **6790 members** to network and learn at HIA events
- Tailored the *Making Space on Site* industry guides for NSW, ACT and Victoria to support members manage COVID-19 on their building sites
- Helped more than **100 builders** and registered more than **1600 trade contractors** to manage their compliance requirements through HIA TradePass
- Geared up **8450 members** in new vehicles, saving a combined **\$21 million** through HIA Vehicles
- Saved members hundreds of dollars per year through **HIA's Affinity partners** – Bupa health insurance, Caltex fuel cards, car hire and Qantas Club

### Supporting the industry's future

- More than **800 young Australians** were employed, supported and trained through **HIA Apprentices**
- Commenced more than **480 new apprentices**
- Worked with more than **1000 member businesses** to train HIA's apprentices
- Congratulated more than **140 apprentices** for successfully completing their training in 2021
- Administered and passed onto Host Trainers more than **\$1.8 million** in government funding per quarter
- Continued working with **Beyond Blue** to support the mental health of our industry through online services tailored to the building industry
- Raised more than **\$60,000** for the HIA Charitable Foundation

### Promoting the industry

- The [hia.com.au](http://hia.com.au) site visits increased by 5 per cent to **1.55 million** in 2021
- Over **1 million** website visits initiated from Google
- Shared important information to more than **93,000 followers** through our social media platforms
- HIA's regional Housing Awards program attracted more than **3047 entries**
- Celebrated the best of the industry across Australia with **11,637 HIA members, families and colleagues** watching virtual Housing Awards presentations and **4464** attending live events
- Accredited **14 HIA GreenSmart houses** and trained more than **100 HIA GreenSmart professionals**

### Keeping members up to date

- Expanded our dedicated free COVID-19 online resource library for the industry
- Informed members on COVID-19 changes through **270 member alerts**
- Created **102 new information sheets** to add to our library of more than **1000** resources on technical, planning, legal and business compliance
- Produced **38 issues** of *Housing* and *Building News* magazines
- Forwarded more than **750,000 Housing eDMs** to members with a specially chosen list of stories, where more than 200,000 opened, read and engaged with the content
- Produced our first national six-episode podcast series – **HIA Building Australia**
- Informed members on local, regional and national issues through regular emails and eNews
- Educated more than **2000 building professionals** on NCC at our national seminars

'Individual support,  
local knowledge,  
national strength'



'HIA members operate in a changing environment. Each year brings new challenges and opportunities. HIA is always there to help.'

HIA stands alongside our members every day, providing support, information, advice, training, promotion and advocacy with the united strength of a truly national organisation – an organisation that delivers at a local, state and national level, for both regional and metropolitan businesses.

Here is a sample of how the Association has been helping members over the past 12 months.

HIA members – You're in good hands.'

Graham Wolfe HIA Managing Director



## Fighting for the industry

### National

- Gained support for an extension of time to commence HomeBuilder projects
- Won support from the federal opposition to maintain negative gearing and capital gains tax settings
- Successfully advocated for an expansion of the Boosting Apprentice Commencements wage subsidy
- Secured an expansion of the first home guarantee scheme with 10,000 places in the New Home Guarantee and creation of the Family Home Guarantee
- Pushed for nationally consistent land and housing supply data through the National Housing Finance and Investment Corporation
- Spoke up for residential builders providing submissions to government consultations on planning, building codes, building reforms, industrial relations, taxation, immigration and skills and housing policy

### New South Wales

- Secured \$15 million in NSW Government funding over four years to deliver the NSW Land and Housing Corporation apprentice program
- Developed and gained government acceptance of a re-opening plan for Greater Sydney residential building sites, following the shutdown
- Championed the establishment of the e-planning taskforce and gained fixes to Complying Development Codes

### South Australia

- Won a change to security of payment laws supporting builders and contractors and stopped the introduction of trust and project bank accounts
- Gained an extension of Rescode to ensure HomeBuilder grants would not be delayed
- Gained changes to the new planning and design code

### Queensland

- Worked with the state government to develop consumer education material highlighting material and labour shortages and price increases
- Supported the government's free mediation process to assist builders negotiate extension-of-time outcomes on delayed projects
- Secured \$710,000 in Construction Skills Queensland funding to support Small Business programs, Trade Ready programs, Higher Qualifications, apprentices and short courses delivered by HIA

### Tasmania

- Secured \$1 million funding to support the launch of HIA Apprentices in Tasmania with a focus on diversity
- Successfully lobbied for the introduction of private planning certification
- Secured significant training board funding to support HIA youthBuild, establish a mentoring program and deliver on-demand training
- Re-established HIA homeFest, the largest home and renovation expo of its kind in Tasmania
- Obtained a grant to help grow the HIA Building Women's program by offering networking events, free Cert IV training places and a scholarship bursary

### Western Australia

- Successfully advocated for the Building Bonus commencement timeframes to align with HomeBuilder
- Gained a two-year transition period for falls from heights provisions and four years funding to provide Work Health and Safety industry education
- Prepared a *Framework for the continuation of industry during lockdown* to keep our workforce operational when WA reopens its border

### Australian Capital Territory

- Worked with the ACT government to reopen residential building sites and supported members to understand the regions' COVID-19 restrictions including cross-border rules
- Lobbied against anti-development planning agenda, achieving a number of positive amendments to Draft Variation 369
- Successfully lobbied the Suburban Land Agency to improve transparency of land allocation and end gaming of public ballots

### Victoria

- Secured major changes on trade registration and licensing legislation
- Made constant representations and gained wins in relation to industry operations throughout the Victorian lockdowns and shutdown
- Advocated against the proposed windfall gains tax to support regional Victorians
- Worked with government to establish a CPD framework that is practical and works for residential builders and trades

### Northern Territory

- Informed government on industry impacts from proposed reforms including CPD, builder registration and third-party review of construction documents
- Received additional funding for apprentice training and VET in school programs
- Engaged with relevant government departments during COVID-19 lockdowns and set out options to soften the blow of future lockdowns on residential building.

# HIA the industry's voice

## साइट पर जगह बनाना:

नवीकरण और मरम्मत साइटों पर COVID-19 का प्रबंधन करने के लिए एक इन्डस्ट्री गाइड लाईन



राष्ट्रीय कार्य, स्वास्थ्य और सुरक्षा अधिनियमों और COVID-19 की कार्यकारी व्यवस्थाओं को पूरा करने के लिए बहुमत स्वास्थ्य और सुरक्षा दायित्वों के अलावा, आवश्यक (परिणाम) भवन इन्डस्ट्री और वे जो नवीकरण और मरम्मत कार्य करते हैं COVID-19 के संक्रमण के जोखिम को कम करने के लिए साइट पर जाहज बनाने के लिए प्रतिबद्ध हैं।

भवन नवीकरण और स्वास्थ्य के डेवेलपर्स के लिए और मरम्मत साइटों पर निर्माणकर्ता सदस्यों के अनुसार:

## MAKING SPACE ON SITE:

an industry guideline to manage COVID-19 on new housing sites



In line with work, health and safety requirements and the current health and safety obligations to meet COVID-19 working arrangements, the residential building industry commits to making space on site to minimise the risk of exposure to COVID-19.

Builders and trade contractors will adopt the following principles on residential (domestic) building sites:

- 1 Ensure the Government's social distancing criteria are met at all times by:**
  - Limiting access to any building site to essential workers involved in activity on the given day
  - Adopting the 1.5 metre social distancing requirement where practical
  - Applying the current 1 person per square metre rule in your location for all work being undertaken in enclosed or external spaces
  - Managing access for external visitors or third parties (e.g. building inspection)
  - Supporting workers to stand alone in company or private vehicles to and from site
- 2 Ensure the Government's self-isolation rules are met at all times by:**
  - Keeping any person displaying cold, flu or similar symptoms away from sites until the symptoms have passed or a negative test is provided to the site supervisor
  - Keeping any person who has been in close or casual contact and required to test and isolate off site until they have approval to return to work
- 3 Ensure adequate hygiene facilities are provided on site for all workers by:**
  - Providing adequate cleaning products and facilities for all workers on site
  - Implementing regular handwashing schedules
  - Regularly cleaning and disinfecting of any common areas and shared toolboxes
- 4 Ensure all workers have access to appropriate PPE by:**
  - Providing access to personal protective equipment that does not need to be shared including gloves, safety masks and eye protection appropriate to the work being performed
  - Checking all contractors entering the site have their own personal protective equipment appropriate for the work they are undertaking
  - Ensuring where face masks are required to be worn that all people are wearing face masks on site
- 5 Manage project scheduling to minimise overlap and numbers of people on site by:**
  - Scheduling sub-trades and work to minimise people on site and have designated work zones away from other workers performing different tasks
  - Maintaining a daily record of persons on site using a tool such as the HIA COVID-19 Site Induction, Site Manager QR Code or other registration process
  - Scheduling staggered break times for workers i.e. lunch and morning breaks to avoid on-site gatherings during these times
- 6 Facilitate contactless deliveries, payments and travelling out of peak times by:**
  - Using contactless as far as practicable with orders and site deliveries
  - Maintaining work other operation times to allow workers to travel to and from site in off peak times
- 7 Facilitate site inductions and updates on latest Government requirements by:**
  - Ensuring all persons, prior to entering the site, complete a COVID-19 site induction using a non-contact induction tool e.g. using HIA COVID-19 Site Induction
  - Conducting regular 'tool box' discussions to enable workers to stay informed on site and hazards including specifically about latest Government COVID-19 updates
  - Maintaining an action plan for how the site will be managed should a person test positive to COVID-19
  - Providing advice to all workers about the action plan that will be implemented

Version 1.1 - 16 December 2021 © Housing Industry Association

## Surviving another year of COVID-19

Throughout 2021, the industry was presented with another year of successfully managing the impact of COVID-19 on home building businesses and clients. For many, the impact in 2021 was more severe than 2020. HIA provided support for members, as well as engaging with governments to find the smoothest way through the pandemic.

As the year started, COVID-19 began its second wave, with business restrictions for many on the east coast. At the same time, the industry was working to manage the boost that had been delivered by HomeBuilder in June 2020 and to get projects into the pipeline by the December and March deadlines.

By June, the Delta variant had emerged, bringing with it the most severe restrictions to date, and the broadest impacts on the industry. Every state faced short lockdowns before NSW, Victoria and the ACT entered a period of almost six months of hard lockdowns and full closures of building sites.

Unfortunately, the home renovation sector was severely impacted by the lockdowns. Occupied renovations projects were closed in Victoria, metropolitan Sydney and the ACT. HIA worked to highlight the lack of government support for these businesses and their customers with some assistance coming late in the piece and falling well short of what was needed.

By mid-year, the roll out of vaccinations became a key piece in the response to COVID-19. For residential builders and contractors, vaccine mandates were introduced in metropolitan Sydney and Victoria early on, while the Northern Territory and Western Australia also introduced requirements later in the year. HIA worked closely with governments to ensure the requirements were practical and manageable onsite, given the constant movement of trades between sites. HIA adjusted our *Making Space on Site* induction tool to include capturing vaccination information.







The year looked well placed to end on a positive note. However, by Christmas, the emergence of Omicron saw a wave of cases across Australia. Despite the soaring numbers, it was encouraging to see governments remain committed to no new lockdowns, a gradual unwinding of restrictions and the removal of most COVID-19 safety requirements on new home building and renovation sites.

### Innovation through a crisis

HIA was there to support members dealing with the difficulties of closing sites and re-starting work. During this time, orders were delayed, staff stood down and the workforce and supply chain capacity significantly impacted by the lockdown. There were also significant supply chain disruptions and shortages in materials, resulting in prolonged delays and increased costs for many projects.

Beyond the impact onsite, those in the office also needed to find ways to operate via virtual tools with reduced face-to-face contact with clients in display homes, selection centres and offices. While the downsides of COVID-19 were significant in 2021 for every state and territory, the upsides were also obvious. The industry broadened its ability to deliver more complex solutions and refine more efficient and precise processes. Many companies shifted office staff to work from home, and job-site practices were under increased scrutiny around health and safety measures.

Companies managing display homes and offering spec or project home designs also needed to adapt. Many embraced innovative 3D virtual display home tours, which allow prospective homeowners to visualise home layouts in a way never thought possible a few years ago.

### Accurate and timely

COVID-19 provided a unique opportunity for the Association to support members in their daily business needs. Members around the country received 270 member alerts, providing timely and accurate updates about the changes in government restrictions and the actions required on building sites. These alerts linked to an ever-growing suite of free resources made available to benefit the whole industry.

During the complete shutdown in Darwin, Sydney, Canberra and Melbourne, these resources provided technical guidance on how to make a site safe and secure along with checklists to close a site. State and territory governments recognised the value of HIA's advice often sharing it via their own messages.

HIA's *Making Space on Site* resources also came into their own during 2021. The tailored site safety signs, site inductions and safety plans were adapted to suit the different rules in each state and updated each time those rules changed. Members using the *Making Space on Site* resources gained confidence and continued to operate safely throughout the pandemic.

## Setting our five-year policy priorities: 2021-2025

In the past decade, HIA's advocacy has been guided by our Strategic Policy Plans, each spanning five years. This year, the Association developed a new set of policy priorities that can take the Association from 2021 into 2025.

In May, the National Policy Congress endorsed eight Policy Priorities for the next five years.

1. **Housing matters:** Addresses home ownership and housing demand issues
2. **Maintain housing affordability:** Addresses planning and land supply issues
3. **Deliver a quality and compliant product:** Addresses standards and construction matters
4. **Let business do business:** Addresses business compliance and red-tape issues
5. **Keep our people safe:** Addresses safety rules and onsite safety issues
6. **Build careers for the future:** Covers industry skills and training issues



7. **Build a credible and trusted industry:** Provides a space to call out industry leadership opportunities
8. **The voice of the residential building industry:** Covers HIA's advocacy and engagement role.

The policy priorities are supported by a series of goals and objectives that will help guide progress.

## Economic Overview

The housing industry entered 2021 with the detached housing market and renovations activity booming. Over several months, records were continually broken for detached building approvals and loans issued for construction. At year's end, a record volume of detached homes were under construction. It's not expected that the records set in 2021 will be broken for several years, if not decades.

Following the end of HomeBuilder in March 2021, activity levels were expected to ease, and they did. But demand for housing was stronger than anticipated. There has been a clear shift towards lower density housing during

the pandemic, and this trend does not appear to show signs of slowing. This shift is not just those in units moving to detached housing but includes a shift to fewer people per household.

This has left the industry constrained not by demand, but by the availability of land, labour and materials. This strong level of home building activity suggests the current boom will be sustained throughout 2022 and into 2023.

The surge in detached housing was offset somewhat by weak conditions in the multi-unit market. The outlook for multi-unit construction improved in late 2021 but remains weak compared to pre-COVID-19 levels.







## Industry Issues

### Planning and environment

HIA represented the industry on several working groups, providing feedback on a range of planning reforms. In particular, the Association responded to the negative impacts of reforms to infrastructure contributions and taxes in New South Wales and Victoria. An overhaul of the NSW infrastructure contribution systems, including a move to introduce a land value contribution, featured heavily. Similarly in Victoria, a new windfall gains tax proposed to apply to the rezoning of land in regional Victoria saw HIA outline concerns on the impact these taxes would have on future housing supply and affordability.

Throughout the year, HIA continued to engage with the National Housing Finance and Investment Corporation and welcomed the release of the report, *Developer contributions – How should we pay for new local infrastructure?* The report provided a sensible and critical outline of these taxes and confirmed its impact on housing supply and affordability.

As part of a broader environmentally sustainable design discussion, the ACT, South Australian and Victorian governments consulted in relation to mandating tree canopy cover requirements. HIA highlighted the issues these requirements cause, including the number of trees proposed to be provided on residential land and the structural issues that may arise as these trees mature, particularly as many are generally becoming smaller.

### Skills and training

At the urging of industry, the government responded quickly at the onset of the pandemic to introduce measures supporting businesses to retain apprentices and trainees. The Boosting Apprentice Commencements (BAC) wage subsidy program was built upon this commitment. It ensured that training opportunities were available to the school leavers class of 2020.

Initially limited to 100,000 places, the BAC's cap was removed in early 2021 and the cut-off for commencement was extended until March 2022. Later in the year, the Completing Apprentice Commencements program was introduced to extend the wage subsidy throughout the second and third year of training.

Reforms stemming from the 2019 Vocational Education and Training review progressed throughout 2021. Changes to apprenticeship oversight and substantial reforms to structures facilitating industry engagement in training courses are slated for 2022. The existing structures will be wound up throughout the year and newly established 'Industry Cluster' entities will be introduced by the beginning of 2023.

The Industry Cluster reform is intended to give industry greater strategic influence in the design and delivery of training. HIA has been actively engaged in the existing Construction Industry Reference Committee and will strive to ensure the industry is well represented within the new Industry Cluster for building and construction. ➤



HIA's policy position on Vocation Education and Training underwent a comprehensive review during the year. A new policy position has been drafted which sets an advocacy framework for those starting a career in the industry. It is set to be presented to National Policy Congress in 2022.

### Work health and safety

The pandemic continued to dominate work health and safety (WHS) activity and demand for HIA's services to members. Although COVID-19 slowed the pace of WHS reforms, substantial progress was made by regulators to introduce WHS laws, most notably for crystalline silica and for psychological health.

NSW released a code of practice for managing risks to psychological health in the workplace, while Queensland and Western Australia also entered this space. Victoria committed to, and began work on, developing psychological health regulations that will be implemented in 2022. Model WHS regulations and a model code of practice were also under development by Safe Work Australia.

On the silica front, Victoria made new regulations and introduced a licensing scheme for work with engineered stone – the first jurisdiction to do so. Safe Work Australia published a code of practice for engineered stone and began work on model WHS regulations.

The National Dust Disease Taskforce released its final report on how to deal with silicosis in Australia. The report recommended a range of compliance and enforcement actions, including a ban on importation of engineered stone products if, by July 2024, there is no measurable and acceptable improvement.

All these reforms demanded advocacy and submissions to governments to support the interests of HIA members.

In May, HIA's national policy congress endorsed a position on 'safety in the residential building industry', setting a proactive agenda to support members and the industry in improving their approach to safety. HIA's 2021-2025 policy priorities expanded on this decision with a focus on 'keeping our people safe', setting out actions that will underpin this agenda.



### Building

The year of 2021 was another extremely busy year in building codes, standards and building reform space. Most attention was focused on the proposed National Construction Code (NCC) 2022 changes.

The NCC 2022 draft changes were released in two stages. Stage 1 included all the proposed changes apart from energy efficiency and



condensation. These amendments represented some of the most significant changes in more than two decades. Following the decision by the majority of the building ministers the proposal to introduce accessible housing provisions for all houses and apartments into the code were included.

A face-to-face seminar series was delivered in all capital cities and regional areas to inform and prepare members on the changes, with more than 1200 people attending.

HIA prepared a substantive submission in response to Stage 1 changes, informed by HIA's technical committees and member feedback during the seminars.

Stage 2 changes addressing the proposed stringency increases for energy efficiency and condensation provisions were released in the second half of 2021. The release was supported by a second series of webinars and seminars on the changes, with another 1000 people attending.

HIA provided a second substantive submission to Stage 2 changes and the associated regulatory impact assessment with the outcomes expected to be settled in early 2022.

The ABCB, along with state and territory governments, progressed a number of building reforms in responding to the Building Confidence Report (2019). The consideration of a range of building reforms will continue into 2022.

Lastly, a number of natural hazard events occurred in 2021, including flooding events, a tropical cyclone, bushfires and a 5.9-magnitude earthquake. HIA produced a range of support material to assist members post-incident for clean-ups, inspections

and rebuilding information, and resources and member support.

These activities throughout 2021 reinforced HIA's standing as the industry leader in providing codes, standards and advocacy while informing and supporting the residential building industry.

## Housing

As Australians stayed at home due to COVID-19 restrictions in 2021, working from home became entrenched in many states. Unexpectedly, 2021 saw a continued strength in new home sales and renovation work.

The HomeBuilder grant was extended in December 2020, providing a reduced \$15,000 grant to for new homes and major renovation projects that were contracted by 30 March 2021. Coming on the back of almost seven months of sales in 2020, taking advantage of the \$25,000 grant, the housing industry faced a new challenge in 2021 – pressure on labour and building material supplies. In an effort to alleviate some of this pressure, HIA successfully lobbied for an extension to the time to commence work on HomeBuilder projects. In April, the government announced an extension from six to 18 months to start work.

Despite this, the increased prices for global shipping and the home building boom, combined with restrictions on interstate and international travel, meant that many businesses ended the year concerned about their capacity to deliver on time and on budget.

Critical apprentice wage subsidies were retained during the year, providing a boost in trade training. However, new students will still need three-to-four years to complete their training. >



Many government reform programs were paused to allow industry time to manage COVID-19, but not all. New taxes on housing were introduced in Victoria and New South Wales.

The pipeline of home building work remained strong throughout the year, with post-HomeBuilder sales returning to the strong levels experienced pre-pandemic in 2019.

### Industrial relations and legal

The emergence of the Delta variant of COVID-19 in 2021 meant HIA's workplace services team continued to support members to understand restrictions on businesses and building sites as a primary focus.

While the COVID-19 outbreaks during 2021 predominately affected the ACT, NSW and Victoria, HIA's national team of advisors pulled together to take more than 300 calls a day for several weeks. Members were understandably distressed about the extended shutdowns of the industry and ongoing lockdowns. The team continued to provide timely, accurate information and

advice regarding the COVID-19 rules that often changed weekly, if not daily. The year ended with mandatory COVID-19 vaccinations as a key issue.

Concerns with price increases, building material shortages and delays, as well as labour shortages, have been ongoing, with members seeking advice about how to respond to circumstances that have been largely beyond their control and difficult to predict.

In response, HIA produced numerous factsheets to support the industry, including a toolkit of resources to help members manage price increases and delays. This is in addition to the constant development of resources to guide members through the ongoing challenges presented by COVID-19.

An undercurrent of regulatory reform saw the commencement of the requirement for company directors to obtain a Director Identification Number and the introduction of a legislated definition of casual employment, two reforms that have been on the agenda for some time.

## International Housing Association

The impact of COVID-19 on international travel meant that the International Housing Association's (IHA) two annual meetings were once again held virtually. Hosted by the US National Association of Home Builders, IHA's members took time to meet over two days in February and September, sharing the impact of COVID-19 on their countries and their housing industries.

At the interim meeting, Australia ended our extended three-year term as

chair, passing the role onto Norway for a one-year term.

During the meetings, members shared the pressures being experienced on building materials and labour impacting home building.

The Association's working groups were able to restart their activity with Australia nominating that a new working group be formed on Industry 4.0 and joining that group. Our involvement in the housing affordability, social housing, skills and careers working groups continued.





## SUPPORT

## HIA Member Benefits

HIA members continued to access exclusive HIA affinity offerings to help them save money and manage their business compliance needs. Offers available in 2021 included:

- **Qantas Club** – Exclusive corporate rates to HIA's Qantas Club
- **Bupa Corporate Health Cover** – Access to discounted private health plans through BUPA
- **Discounted fuel** – Access to savings throughout the year with Ampol
- **HIA Insurance Services** – Access to a full suite of insurance products to cover work and home
- **HR Docs** – Access to a comprehensive online library of HR documents
- **HIA Vehicles** – Access to a range of loan options and personalised car buying service
- **Toyota Fleet** – Access to Gold Fleet discounts that are usually only accessible by larger national businesses

**YOUR EXCLUSIVE OFFERS**

Being a member of HIA allows you to take advantage of substantial savings on an exclusive range of products and services related to your business.

- HIA Vehicles**  
As a HIA member, you, your family and your employees all have access to a personalised car buying service, leveraging carconnect's vast network of dealerships. Financing options to suit your business or personal needs are also available through Station Finance.
- Toyota Fleet Discount**  
HIA and Toyota have had a well-established partnership for nearly 20 years. Toyota Fleet provides a solution to all Fleet sizes from small, medium and large-sized businesses. HIA members are eligible for Gold Fleet discounts.
- Fuel Discounts**  
Save on fuel and simplify your payments with an Ampol fuel card.
- Business Assist**  
HIA provides assistance with your HR, legal and contract needs, covering all areas of running your business.
- Bupa Corporate Health Cover**  
Bupa offers members access to quality corporate health cover. Join Bupa and pay for your first month and the next 5 weeks are free. Members also get access to Bupa Plus, which includes rewards and discounts, tools and helpful information.
- HIA Shop**  
The HIA Shop has all the essential stationary, tools and business products you need. These include contracts, building guides, first aid kits and site signs. You can also purchase your contracts online via Contracts Online.
- Qantas Club**  
HIA members have exclusive access to HIA's Qantas Club corporate scheme, one of a significantly reduced rate including the Qantas Club Lounge and the frequent flyer program.

To find out more about these offers and view the terms and conditions of each, visit [HIA.com.au](http://HIA.com.au), call 1300 650 620 or email [enquiry@hia.com.au](mailto:enquiry@hia.com.au)

- **Avis & Budget Rentals** – A discounted rate on car rentals
- **Reckon One** – Exclusive savings on accounting software

HIA's service and product offering also continued to grow in 2021 with members having access to member pricing for:

- HIA Contracts Online
- HIA TradePass
- HIA Safety Services
- HIA Training
- HIA Events
- HIA Webinars
- HIA Stationary
- HIA Economics

The value of the HIA Associates program grew with the value of HIA's COVID-19 communication. This shows value to the staff of members to allow them to receive direct communications from the Association in a timely way. Associate members also continued to access all HIA's services and benefits through their own personal membership.

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## Membership

Over the past two years, the Association's approach to membership recruitment and retention has pivoted with an adjustment in resourcing and a new stability in the approach. This resulted in our activity exceeding budget.

HIA harnessed the digital tools available through the revamped [hia.com.au](http://hia.com.au) website and its marketing and communication channels to strengthen the reach of its membership offer.

During 2021, the top five reasons to join were for business support, help

with red tape, to access our contracts and stationery, keep up to date with industry changes, and to attend industry training and professional development.

The need for timely and accurate information on government restrictions for COVID-19 saw a strong intake of new members. However, the pressures on the industry in an extremely busy 12 months equally saw many choose to leave the industry or retire.

## HIA Safety

HIA's safety services team continued to support members to meet their workplace safety obligations throughout 2021. Once again, the safety services team received more than 6000 calls during the year. Many of these were relating to questions about the best way to manage the changing COVID-19 rules.

The COVID-19 lockdowns impacted how HIA Safety provided member services in 2021, specifically site safety inspections but also face-to-face consulting services with ongoing use of virtual and digital servicing.

HIA Safety Services provides a value add enquiry service for members to access a wide range of professional safety products and services, including tailored safety management systems, new or updated Safe Work Method statements, along with compliance tools such as SafeScan, safety toolbox

talks, supervisor safety sessions and safety inductions.

Our free HIA's SafeScan QR code compliance tool was available to the industry as a whole, boosting confidence and preparedness across building sites. The tool evolved with the constantly changing government COVID-19 requirements and was relied on by industry for site inductions. This assisted in allowing the industry to remain open for business. The tool has helped more than 250 builders a month implement smarter solutions onsite, resulting in more than 70,000 paperless site sign-ins and COVID-19 site inductions in 2021.

In addition, SafeScan expanded during 2021 with 12 standard templates now available. This includes site induction for contractors as well as visitors and suppliers; pre-start meeting, toolbox talk, pre-commencement checklist and more.



The image shows a digital form titled "HIA COVID-19 Safety Plan Site Induction". At the top left is the HIA logo with the tagline "MAKING SPACE ON SITE". Below the title is a red octagonal sign with a white hand icon. To the right of the sign, text states: "ALL WORKERS & VISITORS ARE REQUIRED TO COMPLETE A COVID-19 SITE INDUCTION AND SIGN IN". Below this is a QR code and the text "SCAN & REGISTER BEFORE ENTERING THIS SITE". Further text says: "Every person must complete an individual site sign-in every day." Below the QR code is a section for "Site Address or Job No:". On the left, there is a "DECLARATION" section with a red border, asking users to confirm they have answered screening questions and listing conditions like being free of COVID-19 symptoms, not in contact with a confirmed case, and meeting vaccination requirements. On the right, there is an "IT'S QUICK & EASY:" section with five numbered steps: 1. SCAN our QR CODE, 2. OPEN the Site Induction sign-in form, 3. COMPLETE the site induction, 4. FILL IN your details, and 5. SUBMIT the completed form. At the bottom, it states: "A copy of your sign-in details will be automatically sent to the builder when the form is submitted. We need your help to keep our building sites COVID-safe and open by completing a sign-in every time you enter one of our building sites. Thank you." The date "10 September 2021" and "© Building Industry Association" are at the very bottom.







## HIA Tradepass

HIA's Tradepass Contractor Management Solution has now helped more than 100 builders and registered more than 1600 trade contractors to manage their compliance requirements.

More than 11,000 compliance documents have been verified through the HIA Tradepass system, saving contractors and builders valuable time with single-touch updates, system reminders and HIA expert verification.

With checks revealing non-compliance items, HIA has assisted contractors in rectifying these issues. This gives builders confidence when engaging a HIA Tradepass Contractor. In addition, the HIA Tradepass



Contractor search register assists members to connect with trades and suppliers, particularly when the industry is managing trade and material shortages around the country.

## HIA Learning

HIA Training's online Certificate IV continued to be well supported in 2021, with the enrolment of around 1600 new students over the course of the year. Continued lockdowns meant only a limited number of face-to-face programs were offered. The demand for online training has enabled HIA to improve the virtual learning experience and student support.

Funding in several states created significant interest in not just the technical building qualification but also contract administration and estimating. The South Australian Work Ready funding was extended and Construction Skills Queensland (CSQ) made funding available for small business short courses delivered online in the second part of the year.

HIA also developed a Job Ready training and work experience program with assistance from CSQ. Funding from Tasmania's industry training body

Keystone enabled the development of short course material and will further support this and a range of support services and training pathways into 2022.

The focus during the year has been on developing HIA's new Certificate IV and Diploma in building and construction programs to launch in February 2022. The new courses will be designed to support HIA's national delivery model, offering more frequent opportunities for students to access courses and the option to study online but be supported regionally.

The development of our workshop-based professional development courses also reached a turning point in 2021, with the program to be launched in 2022. This will provide pathways to licensing and providing formal continuing professional development solutions in states where required, and voluntary professional development solutions in other states.

# HIA Apprentices

HIA's commitment to support the industry's future through training and mentorship of apprentices once again provided a success story for the Association.

More than 460 new apprentices and trainees began their career journey during 2021 with HIA's Group Training Scheme. This is an amazing number considering the ongoing difficulties associated with COVID-19.

Government wage subsidies were again administered by HIA and passed onto our hosts in full throughout the year. HIA decided that this funding would be passed onto our hosts as an hourly discount to their charge rate instead of administering it at the end of each quarter. This enabled our hosts to receive the cashflow benefits immediately and aid in the continuous employment of our apprentices.

Per quarter this equated to more than \$1.8 million in government funding.

As a registered group training organisation, HIA Apprentices is required to participate in external audits against the National Standards

for Group Training. HIA has maintained its accreditation against the National Standards in 2021.

The ultimate measure of success for HIA is seeing our apprentices and trainees complete their apprenticeship/traineeship and move into a career, whether this is with their host business, a new employer or setting up their own business. This year, more than 150 apprentices successfully completed their apprenticeship with HIA Apprentices.

HIA Apprentices ended the year with just under 700 apprentices employed.







## Apprentice initiatives

With significant financial support from the NSW Government, HIA commenced an inspirational yet challenging project in partnership with the Land and Housing Corporation. Close to 200 apprentices and trainees are being employed by HIA Apprentices from diverse backgrounds, many with traditional barriers to entry into the workforce.

The scheme provides significant wrap-around services for apprentices and hosts, including mentoring, tutoring, and financial and other support.

In Tasmania, HIA secured \$1 million in funding which supported the launch of an apprentice scheme.

## HIA Charitable Foundation and mental health awareness

In 2021, the HIA Charitable Foundation re-affirmed its commitment to increasing awareness of mental health issues in the residential building industry. It provided support mechanisms to those in need through our ongoing partnership with Beyond Blue.

This year, the Foundation reached a significant milestone with donations to Beyond Blue reaching \$1 million since the partnership began in 2014. The generous support of HIA members made this possible.

The partnership with Beyond Blue has the mutual aim of increasing awareness of the signs and symptoms of anxiety and depression and reducing stigma around support seeking within the residential building industry.

Mental health starts where we live, work and play.



# INFORM



## Keeping members informed

HIA's website, [hia.com.au](http://hia.com.au), was revitalised in 2021, offering a wide raft of services and information for members. This reboot followed extensive research from HIA's digital team, as well as compiling extensive feedback from members. Overall, they required quick access to quality information and services online. Following this, the updated platform now utilises advanced technology to provide easy navigation and quality content.

The mobile-friendly website works intuitively on any device – on members' computers, laptops, mobiles or tablets. It encourages members to feel connected and inspired. This provides a sense of community with a group of like-minded industry professionals.

Overall, the new platform provides tips and tools; a digital resource library; daily news and inspiration; and a community hub and events calendar.

When it comes to content, HIA was well covered with its national flagship magazine, *Housing*, complemented by Housing Online. In addition, HIA



produced quarterly *Building News* magazines across eight regions throughout the year. Here, members were kept informed on national and local issues affecting home building.

Throughout 2021, HIA's social media posts provided essential information for members, particularly when it came to COVID-19 updates. On Facebook, LinkedIn and Instagram, HIA posted up-to-the-minute news on policy changes as well as eye-catching images of award-winning interiors. Each month, HIA newsletters provided important news, events and member benefits.

## HIA Economics



HIA Economics expands knowledge and understanding of the residential building sector and communicates the important role of housing in Australia's economy. The group's activities span industry research, forecasting, media engagements, hosting industry events, commercial research and consulting services, providing guest speakers, and contributing to policy development and advocacy.

Much of the research undertaken by HIA Economics is published through a suite of regular and occasional publications. These cover many aspects of the industry, including the new home market (detached houses and the multi-unit market), home renovations, land supply, housing affordability, availability of skilled trades and future housing requirements.

HIA members benefit from being kept up to date with the latest

economic developments within the industry. With ongoing limits still in place for face-to-face events and travel during 2021, HIA Economics delivered a mix of in-person and online presentations and events. More than 40 presentations were given. The launch of the *HIA-COLORBOND® steel Housing 100* report for 2020/21 was once again delivered online, allowing more than 690 people across the country to attend.

The impact of COVID-19 on housing activity was seen in pressures on land, labour and materials acting as major constraints on the industry throughout 2021. HIA Economics provided regular updates on COVID-19's impact on the supply chain and our housing forecasts.

Following the end of the HomeBuilder grant in March 2021, the industry also looked to HIA Economics for guidance on activity levels in the years ahead.



# PROMOTE

## HIA GreenSmart

The HIA GreenSmart program continued to offer many benefits to the industry. It has provided members with the opportunity to network and learn more about building environmentally responsible homes and renovations.

Some highlights included:

- The delivery of nine GreenSmart Professional courses, upskilling another 100 participants around the country
- A growing demand for GreenSmart Project Accreditations – 14 accreditations for single dwellings were undertaken at the ACT Whitlam display village
- The HIA Australian GreenSmart Awards in its 20th year showcased high-quality, sustainable home building and innovative ideas in Australia.

The year of 2021 saw an increased industry focus on housing and sustainability issues, including regulatory



**HIA AUSTRALIAN GREENSMART PROFESSIONAL OF THE YEAR 2021: JANINE STRACHAN**

moves towards net zero, embodied energy, higher NCC energy efficiency standards and building resilience. Throughout the year, HIA participated in a range of working groups. They provided opportunity to highlight the importance of the HIA GreenSmart program and looked at refreshing HIA GreenSmart Professional course content.



Adelaide Green Homes





## HIA Kitchens & Bathrooms

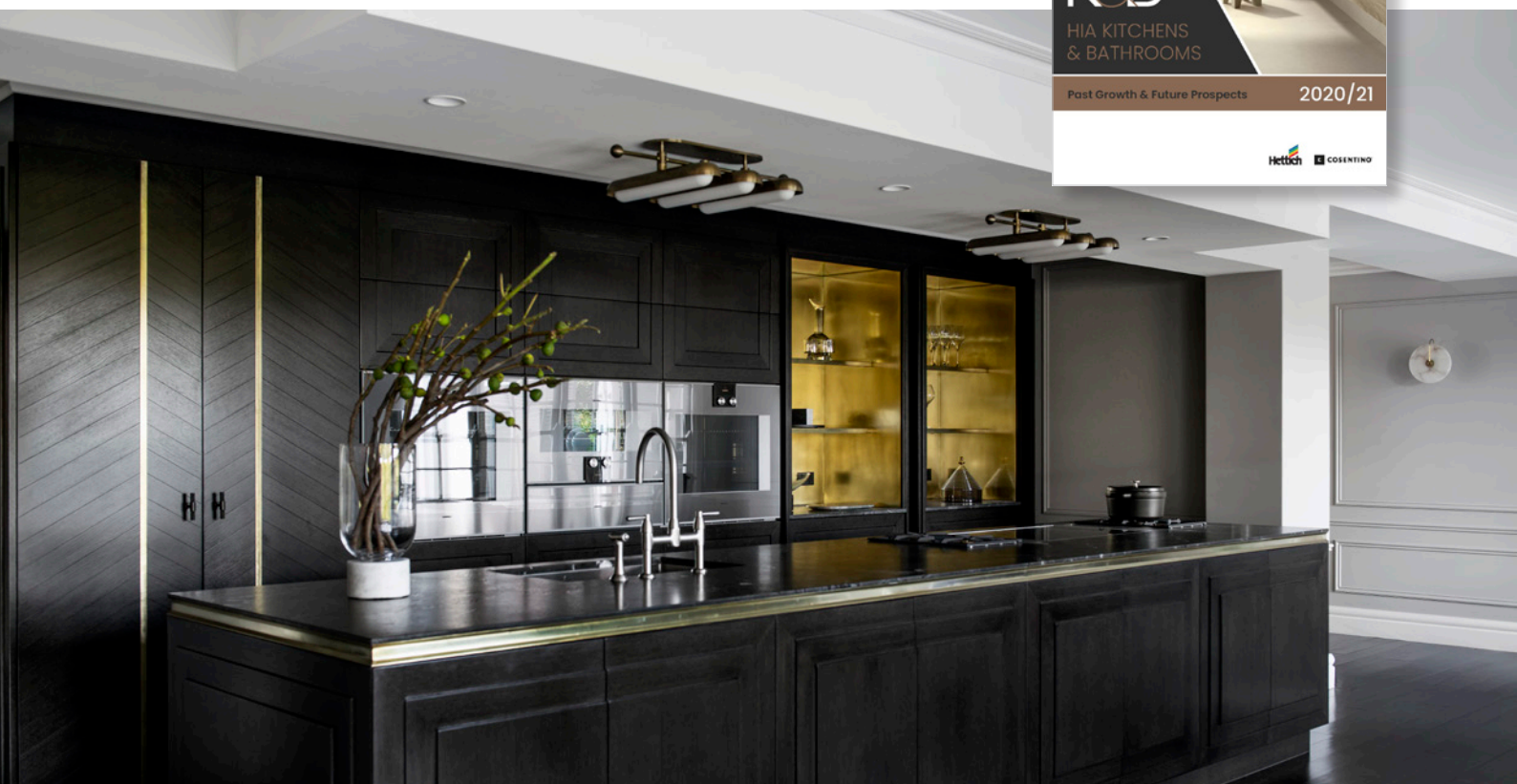
During 2021, HIA Kitchens & Bathrooms committees around Australia discussed the impact of the mandatory universal housing provisions in the National Construction Code 2022 for all new homes and apartments. The committee identified how bathroom, kitchen and laundry designs may be affected, and how industry can be supported to implement the changes in 2022.

The management of silica in the workplace, particularly factory settings,

was also a key concern for the sector. Governments adopted more stringent minimum standards for air quality throughout the year. Meanwhile, HIA continued to provide members with supporting material to understand how to work with silica-based products.

HIA Kitchens & Bathrooms research report was released in June. The report highlighted the record year of investment in renovations activity as households spent more time at home in 2020/21. Average expenditure on a kitchen renovation grew by 26.5 per cent, and the average expenditure on a bathroom renovation was 10.7 per cent higher than the previous year.

The 2021 HIA Awards program saw strong entry numbers in the kitchen, bathroom and design categories and showcased outstanding projects and high-calibre designs by members.



HIA AUSTRALIAN KITCHEN OF THE YEAR 2021: DARREN JAMES



# INSPIRE

## Home Inspirations

At the HIA Home Inspirations centre in the Hunter (Mayfield West), NSW, consumers viewed the latest products, services and trends in home building, renovating, and kitchens and bathrooms.

Despite a three-month closure when the region was in lockdown, visitor numbers and exhibitor interest remained strong. The pandemic continued to see many households looking to apply their savings to either

new homes or major renovations with the centre providing a unique opportunity to view a range of building products and solutions in one place.

During the year, the design and construction of a large alfresco display commenced. This new display will address the increasing desire from homeowners for outdoor amenities, matching the functionality and quality of spaces usually found inside the home.



## HIA Building Women

HIA's Building Women program continued to expand its reach in 2021, providing an important opportunity for women to inspire and be inspired.

While several regions felt the impact of COVID-19 on planned events, a range of activities were on offer. Advisory groups were formed in South Australia and Tasmania, and the HIA Building Women awards were expanded to include Tasmania, South Australia and the Northern Territory.

The ACT Southern NSW region held a successful breakfast with the Minister for Sustainable Building and Construction and the Worksafe ACT Commissioner who shared their experiences as female leaders in the building sector.

In Western Australia, the HIA Jason Windows Building Women Lunch was attended by 400 people in May. Julie Bishop provided a keynote address, while a second luncheon was held in December with 250 guests.

The Gold Coast region held its third annual lunch in June, with guests hearing from three inspirational speakers.

In Queensland, the 7th Building Women's awards were held in November with entries once again of the highest standards. More than 300 guests joined to celebrate the awards and recognise the impact of women across all sectors in residential building.

The program in Tasmania went from strength to strength, ending the year with \$75,000 in funding received from the state government, along with expanding the existing program. Kelsey Timms of Ellis Richmond was awarded the Tasmanian Leaders scholarship, five women commenced a complimentary Cert IV introduction, two successful networking events were held, and successful women were profiled in *Building News*.



# HIA major events

## 2021 HIA–CSR Australian Housing Awards



The 2021 HIA–CSR Australian Housing Awards were presented virtually for the second time due to COVID-19. Screened on 30 July, the announcement was viewed more than 2100 times in the five months after screening.

NSW builder Mallinger Constructions won the coveted HIA–CSR Australian Home of the Year for a cascading home with panoramic views. The living wing hovers nine metres out over a sandstone cave, while the open-plan kitchen flows onto a courtyard that contours around protruding boulders.

Consumers also had their say on their favourite home – selecting Victoria’s Sheridan Building as the 2021 HIA–CSR Australian People’s Choice Home. Voting through the Houzz Australia website, consumers selected their favourite home from the 10 state-based 2020 Home of the Year winners.

Western Australia’s Ultimo Constructions were named Australian

Professional Small Builder/Renovator for the third consecutive year for its strong customer service and team development initiatives.

Latitude 37 in Victoria was named Australian Professional Medium Builder/Renovator for its commitment to building high-quality luxury homes with transparency and integrity. Carlisle Homes, also from Victoria, was named Australian Professional Major Builder for its dedication to building quality, affordable housing with industry leading customer service.

The HIA–CSR Australian Housing Awards continue to be the ultimate platform for HIA members to showcase their talents. Close to 3000 projects were entered and competed in the regional awards program during 2020, culminating in the presentation of the national Awards in June.

The Housing Awards were hosted by popular presenter Osher Günsberg.



HIA–CSR AUSTRALIAN HOME OF THE YEAR 2021: MALLINGER CONSTRUCTIONS



## 2021 HIA Australian GreenSmart Awards

HIA members who build sustainable, energy-efficient homes were once again recognised at the 2021 HIA Australian GreenSmart Awards. The awards were announced in a virtual presentation on 14 September.



Ovens & King Builders in Victoria won the highest accolade – the Australian GreenSmart Home for a compact one-bedroom home built to Passive House standards. The winning home boasts comfortable temperatures year-round due to triple-glazed aluminium/timber composite windows, external wall insulation and the absence of thermal bridges to ensure thermal performance is maximised.

Award winners and finalists across the eight categories demonstrated sustainable building practices, excellence in design and smart material choices to address the environment of each home.



## 2021 National Policy Congress

In May, HIA's National Policy Congress had the good fortune to meet face to face with members from each HIA region, apart from Western Australia whose members participated virtually.

In this election year, the National Policy Congress elected Alywn Even (WA) as the national president, Debbie Johnson (Queensland) as vice president and David Morris (Tasmania) was elected to the newly vacant board position.

Congress endorsed the 2021-2025 policy imperatives, identifying the focus for HIA's advocacy over the next five years. A position on safety in residential building was also endorsed to provide a platform for leadership in

work health and safety, along with a position on 'build to rent' housing and accessing superannuation to assist in buying a home.

The Federal Assistant Treasurer and Minister for Housing, Michael Sukkar, joined the Congress to reflect on the past 12 months for the industry with the onset of COVID-19, the pressure on businesses and the introduction of the HomeBuilder grant.

As part of the regular review of national position statements, five legal policies and two planning policies were re-endorsed, while the vocational education and training policy was identified for review for Congress in 2022.



McArdle Projects



Solaire Properties

# HIA's strong regional presence

A national voice with regional delivery





# North Queensland

**PETER CAVALLO**  
PRESIDENT  
NORTH QUEENSLAND



**PETER FRY**  
EXECUTIVE DIRECTOR  
NORTH QUEENSLAND



For North Queensland, 2021 was the year of consolidation. Residential building activity continued to build on the activity in 2020, with solid approvals continuing across the region. Building approvals for detached housing were the best since 2014, with activity expected to continue well into 2022.

During the year, HIA's North Queensland team provided submissions and worked with councils to provide feedback on regional planning processes and strategies. HIA worked along with other associations in providing input to the Northern Australia Insurance Review.

Our events program had strong attendance across all events.

Seminars on the NCC 2022 changes had more than 100 people attending.

Congratulations to members who entered our awards program. It was great to see new entrants along with regulars who competed again. It's a testament to all our members that they maintained their effort and dedication to home building in 2022.

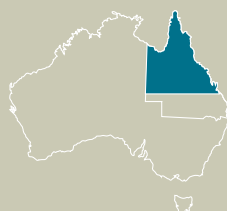
When 2021 approached, the industry was looking forward to a brighter year ahead, moving forward from the pandemic. Members saw strong home sales and housing activity across the region that would continue well into the year ahead.

The North Queensland region was spared from the lockdowns and restrictions that impacted so many parts of Australia. As the year ended with borders reopening and restrictions easing, there was a sense of optimism that normality would begin to filter back into both our personal and business lives.

Looking back on 2021, our members faced new challenges in their businesses with material and supply chain delays, price increases and skills shortages. This affected construction times and customer expectations.

HIA continued to support members through these challenging times. We provided regular information and updates to assist members in managing their businesses and, most importantly, their financial situations.

Housing affordability and accessible insurance were major issues affecting the region. HIA will continue to advocate on these issues with all levels of government to find suitable outcomes. Like many regions, accessibility to housing is becoming a priority for local councils. Low rental vacancy and the extended time to build slows opportunity for people migrating into our regional communities. On a positive note, there are great things happening across our region with new investments occurring and record strong housing activity. These will provide work for our members as these activities will continue well into 2022.





# Queensland

**PETER WOOD**  
PRESIDENT  
QUEENSLAND



**MICHAEL ROBERTS**  
EXECUTIVE DIRECTOR  
QUEENSLAND



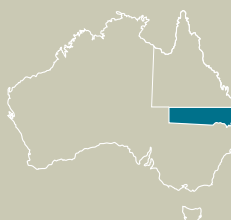
Border closures and a series of short lockdowns created a heightened level of uncertainty for the Queensland industry in the first half of the year. During this time, material and labour shortages, as well as cost increases, were already creating an impact on projects.

Looking back, the past 12 months provided the toughest trading conditions in recent history. Despite this, the industry continued to deliver for the Queensland economy, keeping more than 220,000 Queenslanders directly employed.

Discussions across the various regional committee forums continued to focus on material shortages, price increases and contract difficulties. HIA's communication to members on addressing these challenges within the terms of a contract was well received, particularly among smaller businesses.

Thankfully, the five scheduled housing awards across South-east Queensland were delivered with only minor disruptions due to COVID-19. The 2021 Housing Awards were a great opportunity for members and guests to celebrate after a difficult year. Over 1800 members and their guests attended across the region.

It was particularly pleasing to see the Queensland HIA Building Women Awards continue to grow. The calibre of entries in 2021 was once again high. With more than 300 guests at the awards, it was a great way to acknowledge and celebrate the significant contribution women are making in the industry in Queensland.



COVID-19 disruptions dominated much of the discussion across the regional committees and the government throughout the year.

In March, the Queensland Government, with HIA's urging, established the Residential Construction Industry Capacity Working Group, which provided a forum to educate government officials on the challenges being experienced in the industry due to COVID-19. This group's communication strategy aimed at educating consumers about the difficult conditions industry was facing on both material supply and labour shortages.

With the Queensland Minister for Housing announcing an intention to introduce mandatory accessibility requirements for all new homes, HIA worked closely with departmental staff to establish a range of exemptions and a transition period. Similarly, with the government committing to increasing the energy efficiency stringency from 6 to 7 stars, HIA engaged with the government to discuss the technical details along with critical implementation and transition requirements.





**REBECCA  
MACDONALD**  
BRANCH CHAIR  
GOLD COAST &  
NORTHERN RIVERS



**TONI BULL**  
EXECUTIVE DIRECTOR  
GOLD COAST &  
NORTHERN RIVERS



The Gold Coast and Northern Rivers members experienced several challenges during 2021. This included rolling lockdowns in both Queensland and NSW for several months, along with pressure on material supply and price increases.

The most confronting aspect on businesses and personal life were the Queensland border closures and the restrictions placed on members to attend building sites on either side of the border.

Despite these challenges, the region has continued to grow, with total building approvals up significantly from the previous 12 months for both the Gold Coast and Northern Rivers.

Our regional events program, including the 2021 Housing Awards, continued as planned but with technical enhancements to ensure our Northern Rivers members were able to participate, albeit virtually.

A record number of students completed the Certificate IV in Building and Construction qualification. A partnership with Construction Skills Queensland also supported the region to develop a pre-employment Trade Ready Program to encourage young people to join the residential building industry.

Despite a surge in renovations and construction in the Gold Coast and Northern Rivers region, COVID-19 continued to impact builders and trade contractors throughout the year. In particular, the Queensland border closures placed significant pressure on businesses on top of the existing material and labour shortages worsening month by month.

The membership greatly appreciated HIA's advocacy and support for members, including guidance and information for those impacted by cross-border restrictions.

In positive news, 2021 saw an increase in membership. The 2021 Housing Awards also saw a record number in physical attendance, with our Northern Rivers members joining virtually. The night illustrated the immense talent and craftsmanship across the industry, which was a testament to our members, particularly given the challenging times.



# Gold Coast & Northern Rivers



**PAUL LE MOTTEE**  
PRESIDENT  
HUNTER



Just like the previous year, 2021 had to deal with constant change and adjustment for both HIA and members' operations in the Hunter.

Like other regions, we commenced the year with the phenomenally successful HomeBuilder program reaching its end. Many Hunter families had taken advantage of this program.

The uptake of HomeBuilder, and the continued strong new dwelling and major renovations approvals in the months ahead, created a lifeline of work for builders and contractors throughout the year. Unfortunately, like other locations, the considerable construction pipeline and the combination of price increases, material and labour shortages and delays put pressure on many member businesses.

Sadly, we ended the year with the passing of past HIA Hunter president and national director Greg Elsworthy. Greg was a long-standing HIA member who had provided pro bono legal advice to fellow members since 1999. He was a member of the Hunter Regional Executive Committee and the National Industrial Relations Committee for 11 years. Greg's generous assistance to members and support of HIA will be sorely missed.



**CRAIG JENNION**  
EXECUTIVE DIRECTOR  
HUNTER



With the impact of the global pandemic creating a second year of change, the need for accurate, timely information for members on COVID-19 restrictions and work rules was a key priority for the Hunter in 2021.

With a regular series of alerts, members were kept up to date with health orders that were continually being written and adjusted. In addition, the region lobbied local governments and advised the state government on a range of planning matters. This included the impact of significant delays when lodging planning applications via the new Planning Portal.

Despite the challenging operating environment, there was much to celebrate in 2021. The apprentice team continued to grow, with the highest number of apprentices and trainees coming on board locally as part of the national Group Training Scheme.

It was exciting to conclude the year by commemorating an important milestone for the region. In December, the 21st anniversary of the HIA Hunter Housing and Kitchen & Bathroom Awards were held, celebrating the achievements of members across the region.

**VALE PAST HIA HUNTER PRESIDENT  
AND NATIONAL DIRECTOR GREG ELSWORTHY**





# New South Wales

**LAURIE COSENTINO**  
PRESIDENT  
NEW SOUTH WALES



**DAVID BARE**  
EXECUTIVE DIRECTOR  
NEW SOUTH WALES



In parallel with the COVID-19 response, the NSW Government embarked on some of the most significant and wide-ranging regulatory reviews ever experienced by our industry in NSW.

The HIA policy team and service committees were extremely busy with reviews that included the Design and Place SEPP, BASIX target increases, Infrastructure Contributions reform, IPART review into Home Warranty, amendments to Security of Payments legislation, implementation of the *Design and Building Practitioners Act*, implications of NCC 2022 and many more reforms.

HIA's advocacy and active support for the industry during the lockdown led to positive outcomes for membership growth. The region also experienced record enrolments in Certificate IV – Building, and significant growth in HIA apprentice numbers. This included the NSW Land and Housing Corporation funding program to support apprentices from disadvantaged backgrounds.

The 2021 annual Housing Awards were successfully delivered virtually due to COVID-19 restrictions with strong entries once again.

The year of 2021 posed significant challenges for our industry in NSW due to both the pandemic and a heavy policy workload.

The months of April to October realised strong detached home sales on the back of the HomeBuilder stimulus. However, supply chains remained under pressure in the second half of the year with material price increases and shortages in a number of areas.

Throughout the year, rule changes by the NSW Government in response to COVID-19 created major challenges for members. Most unexpected was the June announcement to close the Sydney construction industry for two weeks. HIA immediately engaged with the government, putting forward a plan to re-open sites.

The plan gained support both within NSW Government and across the industry. This led to daily meetings to gain agreement on the criteria for the safe re-opening of new home sites, which was achieved within two weeks and ahead of the proposed state government deadlines. The renovation sector was severely impacted by the lockdown, only returning to normal late in the year.

HIA successfully lobbied for the easing of COVID-19 restrictions over the months that followed. HIA's advocacy efforts received praise from the NSW Building Commissioner and SafeWork NSW. Members were kept informed with member alerts, while HIA helplines responded to record numbers of member calls during the lockdown.





# ACT & Southern NSW

**DARREN GOODWIN**  
PRESIDENT  
ACT & SOUTHERN NSW



With COVID-19 again disrupting the residential building industry and wider community during the year, it was crucial to support HIA members in the ACT and Southern NSW region.

Regular high-level communication with the ACT Government, and the provision of sound and timely advice to help guide decision-makers allowed the industry to make the best of this challenging environment. The ACT suffered the longest shutdown of the sector in the country for four weeks in August.

Members were able to access regular alerts, telephone support and webinars to guide them back to new home building sites. HIA was able to quickly roll out quality resources to help meet their COVIDSafe obligations in both NSW and the ACT.

The development of the *Making Space on Site* guidelines and associated resources by HIA was also essential in helping the industry meet its obligations to provide a safe working environment, along with providing the ACT government with a level of comfort that the industry could operate safely during the pandemic.

Given the circumstances, the resilience shown by the industry has been laudable, and I would like to pay tribute to members for the way they dealt with the situation of the past year. We can rightly be proud of members and our Association and recognise the importance of residential construction to the broader economy through its ability to keep people in work during significant pressures.



**GREG WELLER**  
EXECUTIVE DIRECTOR  
ACT & SOUTHERN  
NSW



In 2021, HIA worked with the Suburban Land Agency to deliver a display village in Canberra's newest suburb, Whitlam. Village homes will be accredited through the HIA GreenSmart program, promoting the benefits of sustainable building. HIA continued to service members and help them meet their CPD obligations through virtual events.

In addition, the virtual ACT and Southern NSW Housing Awards was a great success. It allowed more people to participate across the region through the get-togethers held by members. Throughout the year, HIA lobbied against an anti-development planning agenda, and in October, achieved positive amendments to Draft Variation 369 to the Territory Plan.

After 15 years in operation, Canberra's final curtain came down on the Home Inspirations Centre in 2021, with the sale of the premises. This meant that by years end we relocated our regional office to new premises in Barton.











**BEN WILSON**  
PRESIDENT  
TASMANIA



**STUART COLLINS**  
EXECUTIVE DIRECTOR  
TASMANIA



On the policy front in Tasmania, HIA was unwavering in seeking stronger government support for the industry, with the state election providing the perfect chance to place housing in the spotlight. A number of positive outcomes flowed from this.

One area where urgent action was required was planning reform, with HIA being one step closer to the introduction of private planning certification. HIA will advocate for this to be expanded into other housing applications and plumbing. HIA also participated in the consultation process in relation to the Hobart Metro Plan and the review of State Planning Policies. It will also focus the government on strategic land supply, infrastructure, housing diversity and affordability.

Meanwhile, the battle lines have been drawn with accessibility and energy efficiency, with HIA seeking important exemptions and concessions that address the practicalities of home building in Tasmania and support housing affordability. Discussions with the government on these issues are ongoing but were positive as the year drew to a close.

This year, Tasmania experienced a record number of home commencements as it capitalised on HomeBuilder, solid economic credentials and the state's COVIDSafe status.

The strong pipeline of work, providing the industry with a skilled workforce, has become even more critical. HIA continued to invest in training. Our YouthBuild program, delivered state-wide to more than 200 school students, offered practical electives that integrated with the education curriculum. This program will be complemented by HIA's apprenticeship scheme, which will launch in Tasmanian in 2022, with \$1 million in funding committed by the government over the next four years.

HIA's Building Women initiative went from strength to strength with scholarships, training, awards, events and publications.

This enabled HIA to promote the industry to women, and women within the industry, while helping them to succeed.

The return of HIA HomeFest, the largest home and renovation expo in Tasmania, and our sold-out Housing Awards program was a real highlight for 2021.

# Tasmania



# South Australia

**CHARLIE CONDO**  
PRESIDENT  
SOUTH AUSTRALIA/  
NORTHERN  
TERRITORY



**STEPHEN KNIGHT**  
EXECUTIVE DIRECTOR  
SOUTH AUSTRALIA



This year began where 2020 finished with the effects of the HomeBuilder grant continuing to deliver significant new home sales and renovation projects.

South Australia had the highest per capita take-up in the nation. While this was a great outcome in creating work for the industry, the consequences on demand for labour and materials were, for the most part, unforeseen.

International and national impacts created by the pandemic on supply chains and freight exacerbated what was already an overheated market.

HIA worked closely with the state government to ensure builders were kept up to date with key data on projects as they moved through the grant application process.

Numerous submissions were made throughout the year, notably on planning reform, state budgets, land supply and apprentices and training.

Appointments to high-level committees and industry boards have ensured that HIA maintains a high profile and is well placed to voice the industry concerns and influence policymakers.

Builders had a challenging year in 2021, with more to come. High demand for residential construction has led to significant shortages in skilled labour and material. This, coupled with substantial price increases across the board, has created market conditions not seen before.

Anxiety and stress have been a major concern during the pandemic. So it has been pleasing to see HIA's response, through their partnership with Beyond Blue, to provide support for the mental health of our industry.

Throughout the year, timely and accurate member alerts and information sheets were vital in keeping members up to date within an ever-changing landscape.

Regional events were once again of the highest quality and services. By supporting members in often difficult circumstances, these events were highly valued.

Planning reform has continued to cause concern with a total transformation of the planning system, creating new processes to come to grips with and a new design code to manage.

The highlight of the year was the HIA Housing and Kitchen & Bathroom Awards, held in December with more than 1000 guests attending. This also provided a celebration for the 50th anniversary of HIA, recognising excellence in design and construction in South Australia.





# Western Australia

**DEAN HUMPHREY**  
PRESIDENT  
WESTERN AUSTRALIA



**CATH HART**  
EXECUTIVE DIRECTOR  
WESTERN AUSTRALIA



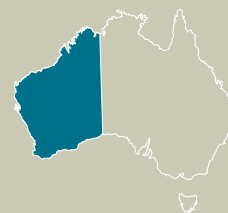
The importance of HIA's advocacy on behalf of its members was further realised in 2021 as a number of challenges emerged throughout the year.

HIA successfully worked with the government to ensure the commencement timeframes of the state's Building Bonus aligned with the HomeBuilder program to ensure the high volume of work could be completed.

Regular engagement with key ministerial figures proved pivotal as the threat of community transmission of COVID-19 remained in everyone's minds. Keeping our industry operational in the event of a snap lockdown was critical.

The region was also at the forefront of a range of industry issues, actively taking part in roundtable discussions with other sectors and the government to address the skill shortages and supply chain constraints.

The pipeline of work will remain strong in WA in 2022, with activity on track to remain well above pre-COVID-19 levels, anticipating 20,220 detached starts in 2022.



Western Australia entered 2021 in a fortunate position with a strong pipeline of work, thanks to federal and state government building grants.

While WA was relatively untouched in terms of restrictions and lockdowns, the region was faced with the challenges of isolation and closed borders. HIA worked closely with the government to ensure they understood the issues facing the industry and urged them to proceed cautiously with reforms.

A bushfire north-east of Perth and a severe cyclone in the state's mid-west caused devastation to many homes and businesses earlier in the year. HIA played an active role in the post-recovery process with affected members and key stakeholders.

In 2021, HIA's advocacy resulted in major wins on new work health and safety laws. This included a two-year transition period for the falls from heights provisions. HIA also received government funding to provide work health and safety industry education with initiatives to roll out in 2022. HIA also prepared a COVID-19 framework for the continuation of housing activity during any lockdowns and when WA reopens its hard border in 2022.





**JUSTIN GILL**  
BRANCH CHAIR  
NORTHERN  
TERRITORY



**LUIS ESPINOZA**  
EXECUTIVE DIRECTOR  
NORTHERN  
TERRITORY



The Northern Territory escaped many of the misfortunes experienced by our colleagues in other regions during 2021. The introduction of HomeBuilder and the Territory Build Bonus stimulated the sector with a boost in activity that will extend into 2022.

The interruptions from COVID-19 dampened the free-flowing progress of this unexpected boom. Australia's first complete shutdown of construction sites occurred in the Territory in June. From then, the industry faced numerous lockdowns, restrictions and a vaccination mandate until year's end.

Material supply issues became evident with the growing demand, given we were still recovering from floods, bushfires and the closure of international borders. The effect on the cost of materials and other supplies has only added to the headaches for the industry. Obvious deficiencies emerged because of the situation over the past two years with the Territory experiencing shortages of skilled trades. There's every chance industry in the Territory will continue to experience similar activity in 2022 but as construction costs rise and the pandemic brings uncertainty, there's no clear outlook beyond.

During the confusion of restriction and lockdowns in 2021, HIA kept our members informed by providing numerous member alerts and other information to guide them.

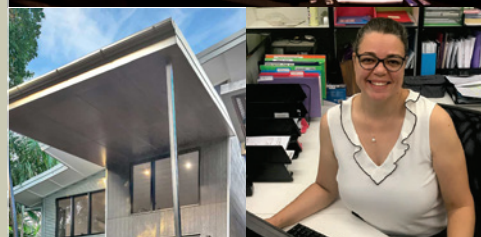
We continued to work with government agencies, particularly the various building reforms on foot. This included the proposed NCC 2022 changes affecting energy efficiency and accessibility for new homes. We also implemented various changes to improve building quality, including compulsory professional development.

HIA continued our position on the Building Advisory Committee and other working groups. Our goal was to ensure the government recognised the need to support housing affordability and housing supply in the Territory.

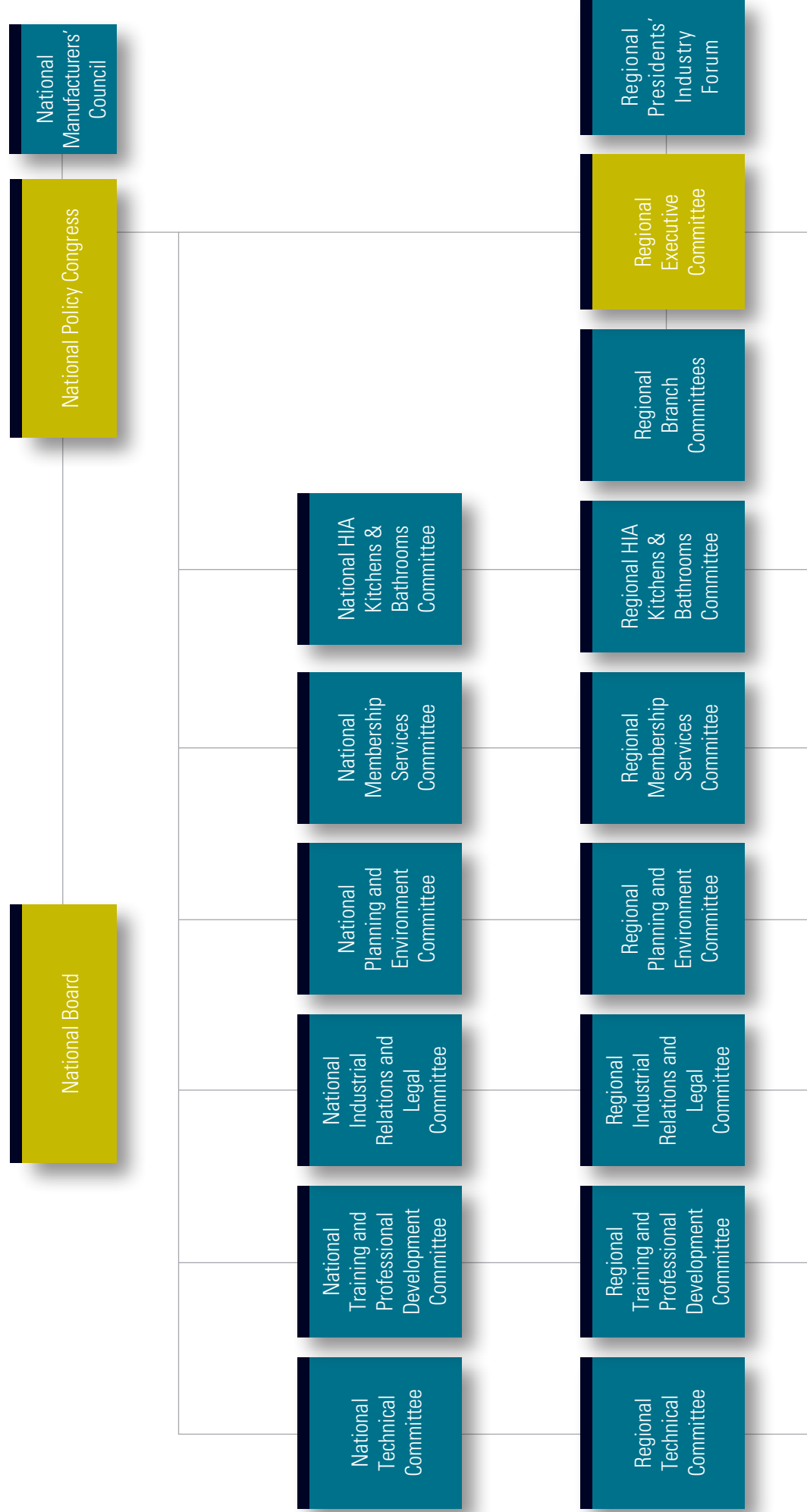
The number of apprentices attending training at our trade skills centre doubled in 2021. The growth in apprentices also saw more demands from the industry for new courses that will be rolled out in 2022. HIA also connected with external training groups keen to use the facility for a broader range of industry skills training in 2022. The addition of a new classroom facility was also arranged to allow further expansion of the centre. HIA is now well recognised as a building industry trainer in the Territory.



# Northern Territory



# HIA's committee structure





# HIA staff

As at 31 December 2021

## National Office

Graham Wolfe Managing Director

Warwick Temby Deputy Managing Director

Kristin Brookfield  
Chief Executive – Industry Policy

Jocelyn Martin  
Chief Executive – Operations

## Business Services

Liz Keen Legal Desktop Publisher/  
HIA Shop Assistant

Guillermo Risco National Manager –  
Member Benefits and Programs

## Corporate Services

Annette Christou Group Operations Manager

David Humphrey Corporate Legal Counsel

Fiona Knight Executive Officer

Jelica Ivetic Executive Assistant

Lisa Wigram  
Receptionist/Membership Assistant

## Digital

Lindsay Pepper Graphic Designer

## Economics

Kirsten Lewis  
Economics Group Coordinator

Angela Lillicrap Economist

Tim Reardon Chief Economist

Nick Ward Senior Economist

## Employee Services

Angela Donnellan Payroll Manager

Tegan Lowe-Moon  
Senior Employee Services Adviser

Mara Sutcliffe  
Employee Services Administrator

## Finance

Michael Kerr Senior Accountant

Sandhya Mahaseth  
Accounts Payable Officer

Lalit Prasad Chief Financial Executive

Keshena Saxby Accounts Officer

Logan Smith Accounts Officer

Anoj Shrestha Assistant Accountant

Annette Van Wyk Accounts Officer

Tony Zhang Accounts Payable Officer

## HIA Apprentices

Sarah Guest  
Senior Apprentice Payroll Coordinator

Selena Pellegrino Payroll/Administration  
Officer – Lahc Program

Haley Pitman  
Senior Apprentice Payroll Coordinator

## Industry Policy

Melissa Adler Executive Director –  
Industrial Relations & Legal Services

Simon Croft  
Executive Director – Building Policy

Geordan Murray  
Executive Director – Industry Policy

Joe Shanahan Manager – Media and  
Government Relations

## IT

Glenn Alderton Client Services Officer

Emily Crampton Smith  
Resource Developer/Data Entry Officer

Chan Dissanayake .Net/Crm Developer

Stephen Fowler Client Services Officer

Dean Mason  
Database Administrator and Developer

Jo Randles Manager – IT Support

Joseph Randles  
Network & Systems Administrator

Vijayakumar Santhanam  
.Net/Crm Developer

Birendra Shah Software Technical Lead

Chandni Sharma Client Services  
Applications and Desktop Support Officer

Kelly Tot  
General Manager – Information Technology

## Marketing & Communications

Jennifer Haling Manager – Awards Program

## Membership

Shauna Novacsek Membership Data  
and Administration Coordinator

Kirthika Subramanian Membership  
Subscriptions Officer

## Publications

Laura Valic Editor

## Training

Tim Ferrari General Manager – HIA Training

## Australian Capital Territory/ Southern New South Wales

Greg Weller  
Executive Director – ACT/Sthn NSW

David Biggs  
Membership Sales Representative

Chloe Mazari Receptionist

Ian McGown Manager – HIA Apprentices

Sabine Meyer Customer Service  
Coordinator – HIA Training

Daniel Rathbone  
Event & Partnership Coordinator

Tabitha Rattray Executive Assistant

## NSW roles based in the ACT

Marcus Vartiainen  
Building Services Adviser

## National roles based in the ACT

Rochelle Faiz Customer Service  
Coordinator – HIA Training

## Gold Coast

Toni Bull  
Executive Director – Gold Coast/Nth Rivers

Vanessa Chalmers Customer Service  
Coordinator – HIA Training

**Brooke Foote** Member Services Coordinator  
**Shinade Hartman**  
 Member Services Coordinator  
**Jane Whicher** Administration and  
 Customer Service Officer

### **National roles based in the Gold Coast**

**Zoran Durdev**  
 National Safety Manager – HIA Apprentices  
**Laura Regan**  
 Executive Director – People and Culture

## **Hunter**

**Craig Jennion** Executive Director – Hunter  
**Laurence Antcliff** Manager, Northern NSW – HIA Apprentices  
**Lizabeth Campbell**  
 Coordinator – Home Inspirations Centre  
**Bronwyn Carlyle** Customer Service Officer – Home Inspirations Centre  
**John Chivers** Support Officer, LAHC Program – HIA Apprentices  
**Alysha Croussos** Workplace Adviser  
**Jack Dunn** Customer Service Officer – Home Inspirations Centre  
**Christine Durie** Customer Service Officer – Home Inspirations Centre  
**Caroline Evans**  
 Events and Partnership Coordinator  
**Joanne Greig** Customer Service Coordinator – HIA Training  
**Catherine Huley** Customer Service Officer – Home Inspirations Centre  
**Sarah Huntley** Customer Service Coordinator – HIA Training  
**Phoebe Jovanovich** Customer Service Coordinator – HIA Training  
**Katie Lee** Business Development Representative/Field Officer – HIA Apprentices  
**Penelope Lees** Field Officer – HIA Apprentices  
**Samual Lees** Customer Service Officer – HIA Apprentices  
**Cameron Morrow**  
 Business Development Representative  
**Amanda Pearce**  
 Receptionist/Stationery Officer  
**Ian Tennant** Customer Service Officer – Home Inspirations Centre

**Samantha Tull** Administration Assistant  
**Esther Wilson** Office Administrator

### **National roles based in the Hunter**

**Brooke Allsopp**  
 Membership Data Administrator  
**Kyla Kenney** National Business Compliance Officer – HIA Training  
**Jade Lynch** Senior Membership Data Officer  
**Dian Purba** Accounts Officer  
**Angela Schaefer** Accountant

## **New South Wales**

**David Bare**  
 Executive Director – New South Wales  
**Brad Armitage** Deputy Executive Director – New South Wales  
**Jemima Accadia**  
 Administration Assistant – Coffs Harbour  
**Joshua Burg** Assistant Director – Building  
**Glen Cassidy** Business Development Representative/Field Officer – HIA Apprentices, Coffs Harbour  
**Mark Challenger** Support Officer, LAHC Program – HIA Apprentices  
**Megan Chase** Events and Training Customer Service Coordinator – Coffs Harbour  
**Jane-Marie Fayad**  
 Business Safety Manager – HIA Safety  
**Dorothy Frick** Business Development Representative/Field Officer – HIA Apprentices  
**Meredith Frohreich**  
 Senior Workplace Adviser  
**Lisa Harris**  
 Administration & Communications Executive  
**Kassandra Lewis** Manager – HIA Training  
**Deepti Menon**  
 Trainee Administrative Assistant  
**Dennis Meyn**  
 Senior Safety Adviser – HIA Safety  
**Jasminne Muliadi**  
 Manager – Workplace Services  
**John Nagle** Business Development Representative/Field Officer – HIA Apprentices  
**Kathy Nguyen**  
 RTO Administrator – HIA Training  
**Kelly Ortiz Martinez** Customer Service Coordinator – HIA Training

**Alicia Owen** Event & Partnership Manager  
**Joey Pelante**  
 Business Development Representative

**Gary Rudnick** Sales Manager NSW/ACT – HIA Apprentices

**Carolyn Sheean** Project Leader – HIA NSW Targeted Apprentice Project, Lahc Program

**Lesley Steel**  
 Office Administration & Facilities Manager

**Richard Stoker**  
 Branch Manager – Coffs Harbour

**Shannon Summers** Receptionist

**Cornelius Thien** Workplace Adviser

**Michelle Todd**  
 Business Development Representative

**Cathy Towers** Assistant Director – Planning

**Tiarne Wallace**  
 Event and Partnership Coordinator

**Nicole Wilson**  
 Administration/Customer Service Officer

### **National roles based in NSW**

**Liz Barrett**  
 Senior Digital and Content Producer  
**Belinda Bouverie**  
 Manager – National Retentions  
**Ben Brooker** General Manager – Digital  
**Jennifer Brooks**  
 Online Awards Program Coordinator  
**Anne-Maree Brown**  
 General Manager – Content  
**Lyndall Cheshire** Web Content Writer  
**Shireen Da Costa**  
 National Conference Manager  
**Emma Davies** National Events Manager  
**Angela Esen** Graphic Designer  
**Fristine Flores** Digital Coordinator  
**Nikitha Gajawada**  
 RTO Administrator – HIA Training  
**Andrew Harrington** Junior Graphic Designer  
**Donna Heryawan** General Manager – National Membership  
**Rebecca Hunt**  
 General Manager – Marketing  
**Catherine Lynch** Chief Executive – Marketing and Digital Transformation  
**Melanie Matthews** Conference Administrator and Events Air Super User  
**Ryan May**  
 Marketing Communications Manager



Leslyn Parker Senior Graphic Designer

Kerryn Ramsey

Senior Content Manager/Editor

Bella Shen

Marketing Communications Specialist

Sushant Sohani

Digital Analytics and Optimisation Manager

Lucy Vicars

Manager – National Partnerships Strategies

Dora Vo Website Content Administrator

Trent Watkins

Marketing Communications Specialist

Kerrie Wilson Manager – Member Business

Support – Coffs Harbour

Jack Woodford

Digital & Content Coordinator

## Northern Territory

Luis Espinoza

Executive Director – Northern Territory

Greg Adams

Trainer/Assessor – HIA Training

Fitri Santosa Customer Service Coordinator

Kerri Tanner Administrative Assistant

## North Queensland

Peter Fry

Executive Director – North Queensland

Naree Griffey

Events & Partnership Coordinator

Colin Hancox Office and Event Administrator

Josephine Mafoa

Member Services Representative

Shane Moon Branch Manager – Cairns

Kim Torrisi Customer Service Coordinator

– HIA Training

### National roles located in North Queensland

Aimee Barratt

Compliance Adviser – HIA TRADEPASS

## Queensland

Michael Roberts

Executive Director – Queensland

Hannah Ball Workplace Adviser

Morgan Blake Manager, Workplace Services

Kim Coles Events & Partnership Manager

Kelvin Cuskelly Manager – Building Services

Kurt Ebert

Business Safety Manager – HIA Safety

Katrina Edwards Executive Assistant

Naomi Eggmolesse Customer Service

Coordinator – HIA Training

Catherine Hall

Receptionist/Administrative Officer

Vince Hammond

Business Safety Manager – HIA Safety

Lynette Hawthorn Customer Service

Coordinator – HIA Training

Samuel Heckel Assistant Director – Planning

Toni Jacovides Senior Event Coordinator

Brian Johnson Manager – HIA Apprentices

Barry McShane Assistant Director – Building

Josie Norman

Administrative Officer – Sunshine Coast

Philip Read Business Development

Representative/Field Officer –

HIA Apprentices

Ken Smith

Branch Manager – Sunshine Coast

Doreen Terry

Membership Services Representative

Toni Trost Receptionist

Mark Van Der Merwe Business Development

Representative – Sunshine Coast

### National roles based in Queensland

Leonne Barker National Business

Compliance Officer – HIA Training

Ricco Caiulo Infocentre Officer

Mark Elgood Chief Executive – Sales

Philipa Evans Processing Officer –

HIA TRADEPASS

Dylan Gray Infocentre Officer

Ben Hastings Infocentre Officer

Tegan Ives Infocentre Supervisor

Anjana Jeyakumar Infocentre Officer

Angie Leben National Partnership and

Advertising Sales Manager

Kye Masters Infocentre Officer

Stuart McMillan

Manager – HIA TRADEPASS

Juliana Mena Infocentre Officer

Vi Pham Infocentre Officer

Alessandra Schladetsch Director –

Industrial Relations and Legal Services

Jason Stanford Infocentre Officer

## South Australia

Stephen Knight

Executive Director – South Australia

Emma Allen

RTO Administrator – HIA Training

Clive Broughton

Business Development Representative/

Field Officer – HIA Apprentices

Stephanie Cardillo

Event and Administration Coordinator

Samuel Errity Workplace Adviser

Stefanie Farr Customer Service Coordinator

– HIA Training

Lucinda Knight

Event/Administration Coordinator

Roger Kuhlmann Sales Manager

Jennifer Mackenzie Customer Service

Coordinator – HIA Training

Lisa Madrussani

Event and Partnership Manager

Olivia Meadows

Enrolment Coordinator – HIA Training

Vanessa Mitchell

RTO Administrator – HIA Training

Tom Noble Trainer/Assessor – HIA Training

Simon Reid Business Development

Representative/Field Officer –

HIA Apprentices

Marie Rinaldi Membership and Customer

Service Coordinator

Grant Robinson

Manager – HIA Apprentices

Amanda Scutter Executive Assistant

Kendall Simon-Bailey Receptionist

Carly Sisto Customer Service Coordinator

– HIA Training

Sophie Turtle

RTO Administrator – HIA Training

Michael Wilson Business Development

Representative/Field Officer – HIA Apprentices

Christopher Wiltshire Assistant Director –

Planning, Building and Environment

### National roles based in South Australia

Denise Agnew

Deputy General Manager – HIA Training

Angela Arsie

Administration Officer – HIA Apprentices

Lachlan Everitt Learning and Pathways

Adviser – HIA Training

**Brenton Gardner**  
Chief Executive – Business Innovation

**Kaitlen Hier** Recruitment Consultant/  
Administration Assistant – HIA Apprentices

**Russell Holtham**  
General Manager Operations

**Amy Kozilek**  
Administrative Assistant – HIA Apprentices

**Laura Tascione** Accounts Receivable  
Officer – HIA Apprentices

**Wendy Ventura** Senior Administration  
Officer – HIA Apprentices

## Tasmania

**Stuart Collins**  
Executive Director – Tasmania

**Kelly Allan** Executive Assistant

**Ashlee Armstrong** Customer Service  
Coordinator – HIA Training

**Zoe Bailey-Drake** Events Administrator

**Danita Bond**  
Events and Partnership Manager

**Maree Johnstone**  
Receptionist & Stationery Sales Coordinator

**Marina Tyrrell** Customer Service  
Coordinator – HIA Training

**Jacob Sertori**  
Branch Manager – Launceston

### National roles based in Tasmania

**Corrinna Downham**  
Systems Support – HIA Training

**Rachael Oakley** National Professional  
Development Manager – HIA Training

## Victoria

**Fiona Nield** Executive Director – Victoria

**Keith Ryan**  
Deputy Executive Director – Victoria

**Racheal Beggs** Office Administrator

**Jennifer Brannigan** Learning and Pathways  
Adviser – HIA Training

**Marvin Bude** Building Services Adviser

**Nick Condos** Field Officer – HIA Apprentices

**Roger Cooper** Senior Planner

**Cobi Davies** Office Administrator

**Meg Diola**  
Bookshop and Facilities Coordinator

**Abhinav Dua** Customer Service Coordinator  
– HIA Training

**Garry Fitzsimons**  
Field Officer – HIA Apprentices

**Ana Garzon Cortes** Customer Service  
Coordinator – HIA Training

**Danielle Grech**  
Receptionist and Bookshop Assistant

**Stephen Greenwood** Building Support  
Services – Technical Advisor

**Rebecca Hall**  
Business Development Representative

**Savvas Hercules**  
Manager – Workplace Services

**Marie Jean-Pierre**  
Enrolment Coordinator – HIA Training

**Kim Johnstone** Membership Coordinator

**Barbara Juric** Workplace Adviser

**Thila Nadarajah** Customer Service  
Coordinator – HIA Training

**Jason Keller** Business Development  
Representative – Albury/Wodonga

**Harry Marr** Learning and Pathways Adviser  
– HIA Training

**Irena Melnik** Office Administrator – Geelong

**Victoria Pahos**  
Safety Consultant – HIA Safety

**Majenta Ritchie**  
Events and Partnership Administrator

**Donna Rowe** Office Administrator – Bendigo

**Bronwyn Scott** Manager – HIA Training

**Rasika Senadheera**  
Product Administrator – HIA Training

**Tharani Senadheera** Workplace Adviser

**Natalia Smith**  
Manager – Workplace Services

**Shaun Stone** Business Development  
Representative – Bendigo

**Stuart West** Events Manager

**Jessica Wood** Receptionist

**Peter Zagorski** Director – Building Services

### National roles based in Victoria

**Mark Barbieri**  
Project Director – Business Improvement

**Tom Devitt** Economist

**Lisa Ebert** Finance and Administration  
Manager – HIA Apprentices

**Sam Ffrench** National Business  
Development Manager – HIA Training

**Chris Fortune** National Operations and  
Systems Manager – HIA Apprentices

**Nadine Goldsmith** Chief Executive –  
Infrastructure and Culture

**Mike Hermon** Executive Director –  
Planning and Development

**Tony Lopez** Assistant Director – OH&S

**Chris Mahon**  
National Product Manager – HIA Training

**Jennifer Sempf** Web Content Administrator

**Anh Tran** National Business Compliance  
Director – HIA Training

## Western Australia

**Cath Hart**  
Executive Director – Western Australia

**Michael McGowan** Deputy Executive  
Director – Western Australia

**Pina Versace** Membership Manager

**Rachael Fox** Administrative Assistant

**Georgia Graham** Event Administrator

**Eva Jolic** Event Coordinator

**Angela Kinsella** Customer Service  
Coordinator – HIA Training

**Rebecca Lau** Event Manager

**Madeleine Palm**  
Communications and Media Coordinator

**Libby Pracilio**  
Assistant Director – Workplace Services

**Janeen Robertson** Executive Assistant

**Aaron Sice**  
Assistant Director – Planning and Building

**James Skouros** Manager – HIA Apprentices

**Sharon Smith**  
Membership Stationery Sales Coordinator

### National roles based in Western Australia

**Diane Blom**  
System Administrator/Project Lead

**Lisa Grigsby**  
Administrator – HIA Charitable Foundation

**Marilyne McPaul** Learning and Pathways  
Adviser – HIA Training

**Naomi Mockford** Customer Service  
Coordinator – HIA Training

**Daniel Smee** Director – Building Services



# 2021

## financial report

Housing Industry Association Limited and Controlled Entities ACN: 004 631 752  
Concise Financial Report for the year ended 31 December 2021

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# Directors' Report

The directors present their report on the consolidated entity (referred to hereafter as the Group) consisting of Housing Industry Association Limited (HIA) and its controlled entities for the financial year ended 31 December 2021.

## Directors

The names of the directors in office at any time during, or since the end of the year are:

Alwyn Gerard Even

Debra Megan Johnson

David Charles Linaker

Graham Erle Wolfe

Gregory John Elsworthy – ceased 7 November 2021

Yitzhak Arie Hazan

Catherine Mary Inglis

David John Demetrius Morris – appointed 6 May 2021

Andrew Bruce Robb

Shane Paul Goodwin

Simon Gordon Collolo Norris

Pino Anthony Monaco – resigned 6 May 2021

Craig Robert Muse – appointed 20 January 2022

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## Principal activities

The Group's principal continuing activity during the year consisted of:

- the promotion of industrial resources in Australia's building industry through associating the members of the residential building, renovation and development industry for purposes of mutual advantage and co-operation; and
- the development, maintenance and high appreciation of the objectives and responsibilities of builders, renovators and developers within the building industry in providing the highest standards of professional and commercial conduct.

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

## Objectives, strategies and key performance measures

HIA's purpose is to promote the development of the industrial resources of Australia in the building industry. In pursuit of its purpose, HIA has regard to objectives that promote:

- the association of members of the residential building industry;
- the highest standards of professional and commercial conduct;
- continual improvement of industry techniques and practices;

### Important information about this concise financial report

The concise financial report is an extract from the full financial report of Housing Industry Association Limited and controlled entities. The financial statements, specific disclosures and other information included in the concise financial report are derived from, and are consistent with, the full financial report. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Housing Industry Association Limited and controlled entities as the full financial report. A copy of the full financial report and auditor's report will be sent to any member, free of charge, upon request by calling 02 6245 1300.

Housing Industry Association Limited is a company limited by guarantee incorporated and domiciled in Australia. Its registered office and principal place of business is: Housing Industry Association Limited, Housing Industry House, 79 Constitution Avenue Campbell, ACT 2612

The financial statements were authorised for issue by the directors on 17 March 2022. The directors have the power to amend and reissue the financial statements.



- excellence in construction;
- an adequate supply of industry skills and the availability of appropriate and sufficient industrial resources to the residential building industry for the provision of appropriate housing to all people in Australia;
- efficient and equitable employment and contracting arrangements; and
- the use of building products, systems and methods that efficiently utilise or ensure the long term viability and sustainability of Australia's industrial resources.

Focused on being "a building practitioner's indispensable business partner", the Board's strategy is directly aligned to HIA's mission to: "promote policies and provide services which enhance members' business practices, products and profitability, consistent with the highest standards of professional and commercial conduct".

In pursuing its organisational strategy, specific strategic initiatives and plans have been devised to:

- grow membership;
- improve and effectively market HIA's member proposition, business offering and dealings; and
- address the political, regulatory and structural capacity of the building industry.

Performance measures are aligned with both HIA's strategic objectives and financial targets. The HIA Board ensures the appropriate governance arrangements, risk management processes, systems and controls are in place to ensure the integrity of reporting arrangements needed to monitor performance of the entity.

## Dividends

The Constitution of HIA does not permit the distribution of dividends to members.

## Review of operations

The profit of the Group for the year ended 31 December 2021 amounted to \$373,524 (2020 profit: \$733,357).

## Significant changes in the state of affairs

There have been no significant changes in the state of affairs of the Group during the year.

## Matters subsequent to the end of the financial year

Subsequent to year end, HIA entered into an agreement to sell one of its properties in Victoria. The contract for sale was exchanged on 25 February 2022.

No other matter or circumstance has arisen since 31 December 2021 that has significantly affected, or may significantly affect:

- the Group's operations in future financial years, or
- the results of those operations in future financial years, or
- the Group's state of affairs in future financial years.

## Likely developments and expected results of operations

Information on likely developments in the operations of the Group and the expected results of operations have not been included in this financial report because the directors believe it would be likely to result in unreasonable prejudice to the Group.

## Environmental regulation

The Group is not affected by any significant environmental regulation in respect of its operations.

## Information on directors

NAME	TITLE	EXPERIENCE
Alwyn Gerard Even	National President	Experience: Director, ABN Group
Debra Megan Johnson	National Vice President	Experience: Company Director and Partner, Building Suncoast Green
David Charles Linaker	National Treasurer	Experience: Company Director
Graham Erle Wolfe	Managing Director	Experience: Managing Director, Housing Industry Association Limited
Gregory John Elsworthy	National Director (ceased 7 November 2021)	Experience: Director, Elsworthy Solicitors
Yitzhak Arie Hazan	National Director	Experience: Managing Director, i2 Homes Pty Ltd
Catherine Mary Inglis	National Director	Experience: General Manager Technical and Innovation, Brickworks Building Products Pty Ltd
David John Demetrius Morris	National Director	Experience: Director, Simmons Wolfhagen
Andrew Bruce Robb	National Director	Experience: Managing Director, Alpha Edge Pty Ltd
Shane Paul Goodwin	Additional National Director	Experience: Director, BCI Insight Pty Limited
Simon Gordon Collolo Norris	Immediate Past National President	Experience: Company Director
Pino Anthony Monaco	Past National President (resigned 6 May 2021)	Experience: Managing Director, GV Lawyers Pty Ltd, Barristers & Solicitors
Craig Robert Muse	National Director (appointed 20 January 2022)	Experience: Development Director, Infrastructure, Frasers Property Australia

## Company secretary

The company secretary is Annette Jayne Christou. Annette holds a Bachelor of Arts degree and is a member of the Australian Institute of Company Directors. Annette was appointed to the position of company secretary in 2004.

## Company limited by guarantee

HIA is incorporated under the *Corporations Act 2001* as a company limited by guarantee. If HIA is wound up, the constitution states that each member and each former member who was a member during the year ending on the day of the commencement of the winding up, undertake to contribute to the property of HIA for;

- payment of debts and liabilities of HIA;
- payment of the costs, charges and expenses of winding up; and
- any adjustment of the rights of the contributories among members.

The total amount that each member or past member is liable to contribute is \$20.



## Meetings of directors

During the financial year, 8 meetings of directors were held. The number of meetings each director was eligible to attend and attendance by each director during the year were as follows:

	FULL MEETINGS OF DIRECTORS	
	A	B
Alwyn Gerard Even	8	8
Debra Megan Johnson	8	8
David Charles Linaker	8	8
Graham Erle Wolfe	8	8
Gregory John Elsworthy	6	6
Yitzhak Arie Hazan	8	7
Catherine Mary Inglis	8	8
David John Demetrius Morris	5	5
Andrew Bruce Robb	8	8
Shane Paul Goodwin	8	8
Simon Gordon Collolo Norris	8	7
Pino Anthony Monaco	3	3
Craig Robert Muse	-	-

A = Number of meetings held during the time the director held office during the year

B = Number of meetings attended

## Insurance of officers

During the financial year, Housing Industry Association Limited paid a premium of \$51,756 (2020: \$49,939) to insure the directors and officers of HIA and its controlled entities.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of entities in the Group, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to HIA. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

## Proceedings on behalf of the company

No person has applied to the Court under Section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of HIA, or to intervene in any proceedings to which HIA is a party, for the purpose of taking responsibility on behalf of HIA for all or part of those proceedings.

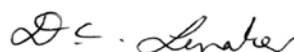
## Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under Section 307C of the *Corporations Act 2001* is set out on page 44.

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



Alwyn Even  
Director



David Charles Linaker  
Director

17 March 2022

# Auditor's Independence Declaration to the Directors of Housing Industry Association Limited



## Auditor's Independence Declaration Under Section 307C of the Corporations Act 2001 to the Directors of Housing Industry Association Limited

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2021 there have been:

- i. no contraventions of the 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.

A handwritten signature in black ink, appearing to read "Nexia Duesburys (Audit)".

**Nexia Duesburys (Audit)**  
Canberra, 17 March 2022

A handwritten signature in black ink, appearing to read "G J Murphy".

**G J Murphy**  
Partner

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Nexia Duesburys (Audit) (ABN 21 841 510 270) is a firm of Chartered Accountants. It is affiliated with, but independent from Nexia Australia Pty Ltd. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information [www.nexia.com.au/legal](http://www.nexia.com.au/legal). Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

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# Discussion and Analysis

The HIA Limited group of companies reported a consolidated surplus of \$0.4 million for the year ended 31 December 2021. This compares with a \$0.7 million surplus for the 2020 year.

## Statement of profit or loss and other comprehensive income

Home building activity remained strong during the year with the assistance of HomeBuilder stimulus funding that commenced in 2020 and was subsequently extended to end of first quarter of 2021. The Association continued to access Government stimulus funding packages including Supporting Apprentices and Training (SAT) and Boosting Apprenticeship Commencements (BAC). SAT funding concluded at the end of the first quarter of 2021 and BAC funding was extended to end of first quarter of 2022. HIA passed on 100 per cent of the subsidies received under these programs to eligible hosts.

The subsidies greatly assisted with the continuance of the employment of HIA's apprentices by providing financial relief to the hosts and encouraging them to maintain their apprentices' employment.

HIA achieved varied results across the key commercial business units. A brief summary of the financial highlights includes:

- An increase in group turnover of seven per cent, from \$74.5 million in 2020 to \$79.7 million in 2021.
- Year on year revenue improvements were achieved in the business units of HIA Apprentices, Training Delivery, Events, Apprenticeship Grants, Insurance and Membership. However, revenue declined in Stationery, Home Inspirations Centre and Publications.
- HIA's investment in online platforms delivered a significant growth in student numbers in qualification courses. A number of both face to face and online events were also held which kept members abreast of issues affecting the industry. The Events business saw growth in revenue year on year, from a lower, COVID impacted base in 2020. The National Conference was cancelled once again due to the pandemic. Whilst COVID-19 restrictions had varied between States and Territories, some regions successfully held face to face Regional Housing Award programs, while others were delivered through online platforms.
- HIA Group Apprenticeship Scheme continued to assist in HIA's endeavours to address skill shortages in the building trade with the completion of 151 apprenticeships during the year.
- HIA commenced a four-year New South Wales Government's Land and Housing Development (LAHC) funded program for apprenticeships and traineeships across the State.
- 2021 saw the launch of HIA's new website, providing improved architecture, flexibility and upload speed, and enhanced search facility, integration and user experience. Further enhancement of the website continued throughout 2021 with \$1.4 million worth of investment undertaken during the year.
- An upgraded version of the HIA's Customer Relationship Management (CRM) system was successfully commissioned mid-year.
- Responding to COVID-19 restrictions, the Home Inspirations Centre in Hunter was closed for a number of months during the year. HIA provided rental relief to all exhibitors from July to September. This had a negative impact on the revenue and the profitability of this business. The Canberra centre which was closed in 2020 was sold during 2021.
- HIA conducted a valuation review of its property portfolio resulting in a \$20.7. million increase in the Asset Revaluation Reserve.

## Statement of financial position

The Group's financial position improved in 2021, with net assets increasing by \$21.1 million to \$101.6 million. This was represented by the net operating surplus of \$0.4 million and \$20.7 million in property revaluation increments.

Subsequent to the year end, HIA entered into an agreement to sell one of its properties in Victoria. This also resulted in reclassification of the related property value from non-current assets to current assets. The current ratio improved year on year from 0.99 to 2.56.

HIA continues to maintain a very strong balance sheet with five dollars of assets for every dollar of liabilities.

## Cash flow

HIA concluded the year with a \$6.9 million cash balance, an increase of \$4.6 million from 2020 and had a nil loan balance at the end of 2021.

Net cash inflows from operating activities in 2021 were \$5.7 million, an increase on the net outflows in 2020 of \$0.7 million.

Net cash flows from investing activities saw an outflow of \$0.7 million in 2021, which was lower than the outflow of \$1.3 million in 2020.

Net cash flows from financing activities in 2021 was an outflow of \$0.4 million, compared with a similar amount in 2020.

# Consolidated Statement of Profit or Loss and Other Comprehensive Income

FOR HOUSING INDUSTRY ASSOCIATION LIMITED ACN 004 631 752

FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 \$	2020 \$
<b>Revenue</b>		
Revenue from contracts with customers	78,291,097	58,877,601
Other Income	1,379,659	15,608,673
	<b>79,670,756</b>	<b>74,486,274</b>
Cost of sales	(35,901,638)	(30,226,917)
<b>Gross profit</b>	<b>43,769,118</b>	<b>44,259,357</b>
Finance income	21,305	14,230
Finance costs	–	(696)
Lease interest expense	(80,303)	(67,644)
Gain/(loss) on disposal of property, plant and equipment	(95,682)	(36,386)
Write-off of assets	–	(4,042,979)
Depreciation and amortisation expenses	(1,399,462)	(1,848,938)
Amortisation of right-of-use assets	(453,075)	(363,419)
Administrative expenses including employee benefits	(41,388,377)	(37,180,168)
<b>Profit for the year</b>	<b>373,524</b>	<b>733,357</b>
<b>Other comprehensive income</b>		
<i>Items that will not be reclassified to profit or loss</i>		
Gain on revaluation of land and buildings	20,756,576	–
<b>Other comprehensive income for the year</b>	<b>20,756,576</b>	<b>–</b>
<b>Total comprehensive income for the year</b>	<b>21,130,100</b>	<b>733,357</b>



# Consolidated Statement of Financial Position

FOR HOUSING INDUSTRY ASSOCIATION LIMITED ACN 004 631 752

AS AT 31 DECEMBER 2021

	2021 \$	2020 \$
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	20,857,000	6,866,179
Trade and other receivables	5,972,248	7,034,679
Inventories	376,368	433,758
Other assets	2,901,583	2,533,641
Property, plant and equipment	27,499,619	–
<b>Total Current Assets</b>	<b>57,606,818</b>	<b>16,868,257</b>
<b>Non Current Assets</b>		
Trade and other receivables	8,776	8,776
Property, plant and equipment	66,183,211	80,386,076
Intangible assets	353,083	452,681
Right-of-use assets	2,084,025	1,180,841
<b>Total Non Current Assets</b>	<b>68,629,095</b>	<b>82,028,374</b>
<b>TOTAL ASSETS</b>	<b>126,235,913</b>	<b>98,896,631</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade and other payables	6,473,497	4,436,115
Lease liabilities	557,400	316,351
Income in advance	9,760,653	6,989,780
Provisions	5,715,238	5,327,148
<b>Total Current Liabilities</b>	<b>22,506,788</b>	<b>17,069,394</b>
<b>Non Current Liabilities</b>		
Lease liabilities	1,596,013	890,055
Provisions	520,448	454,618
<b>Total Non Current Liabilities</b>	<b>2,116,461</b>	<b>1,344,673</b>
<b>TOTAL LIABILITIES</b>	<b>24,623,249</b>	<b>18,414,067</b>
<b>NET ASSETS</b>	<b>101,612,664</b>	<b>80,482,564</b>
<b>EQUITY</b>		
Asset revaluation reserve	52,226,019	31,946,707
Retained earnings	49,386,645	48,535,857
<b>TOTAL EQUITY</b>	<b>101,612,664</b>	<b>80,482,564</b>

# Consolidated Statement of Changes in Equity

FOR HOUSING INDUSTRY ASSOCIATION LIMITED ACN 004 631 752

FOR THE YEAR ENDED 31 DECEMBER 2021

	Retained Earnings \$	Asset Revaluation Reserve \$	Total Equity \$
<b>2021</b>			
<b>Balance at 1 January 2021</b>	48,535,857	31,946,707	80,482,564
Profit for the year	373,524	–	373,524
Gain on revaluation of land and buildings	–	20,756,576	20,756,576
Transfer from asset revaluation reserve – realised increment on property sold during the year	477,264	(477,264)	–
<b>Balance at 31 December 2021</b>	49,386,654	52,226,019	101,612,664
<b>2020</b>			
<b>Balance at 1 January 2020</b>	47,802,500	31,946,707	79,749,207
Profit for the year	733,357	–	733,357
<b>Balance at 31 December 2020</b>	48,535,857	31,946,707	80,482,564

# Consolidated Statement of Cash Flows

FOR HOUSING INDUSTRY ASSOCIATION LIMITED ACN 004 631 752

FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 \$	2020 \$
<b>Cash flows from operating activities</b>		
Receipts from members, customers and others	90,845,253	77,455,822
Payments to suppliers, employees and others	(82,451,269)	(71,704,799)
Interest received	16,646	10,942
Interest paid	–	(696)
Lease interest paid	(80,303)	(67,644)
<b>Net cash provided by/(used in) operating activities</b>	8,330,327	5,693,625
<b>Cash flows from investing activities</b>		
Purchase of property, plant and equipment	(712,496)	(145,689)
Purchase of intangibles	–	(710,041)
Proceeds from sale of property, plant and equipment	6,776,772	148,858
<b>Net cash provided by/(used in) investing activities</b>	6,064,276	(706,872)
<b>Cash flows from financing activities</b>		
Principal payments of lease liabilities	(403,782)	(381,124)
<b>Net cash provided by/(used in) financing activities</b>	(403,782)	(381,124)
<b>Net increase/(decrease) in cash and cash equivalents held</b>	13,990,821	4,605,629
Cash and cash equivalents at beginning of year	6,866,179	2,260,550
<b>Cash and cash equivalents at end of financial year</b>	20,857,000	6,866,179



# Notes to the Consolidated Financial Statements

FOR HOUSING INDUSTRY ASSOCIATION LIMITED  
ACN 004 631 752

FOR THE YEAR ENDED  
31 DECEMBER 2021

## SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The concise financial report relates to Housing Industry Association Limited and the entities it controlled during and at the end of the year ended 31 December 2021.

The concise financial report has been prepared in accordance with *Accounting Standard AASB 1039: Concise Financial Reports and the Corporations Act 2001*.

The financial statements are presented in Australian currency and are rounded to the nearest dollar.

## EVENTS AFTER THE END OF THE REPORTING PERIOD

The financial statements were authorised for issue by the directors on the date of signing the attached Directors' Declaration. The directors have the power to amend and re issue the financial statements after they are issued.

Subsequent to year end, HIA entered into an agreement to sell one of its properties in Victoria. The contract for sale was exchanged on 25 February 2022.

There are no other events after the reporting period which require amendment of, or further disclosures in, the concise financial report.

## Directors' Declaration

The directors of the Company declare that:

The concise financial report of Housing Industry Association Limited and Controlled Entities for the year ended 31 December 2021, as set out on pages 36 to 39:

- a) complies with Accounting Standard AASB 1039: Concise Financial Reports; and
- b) is an extract from the full financial report for the year ended 31 December 2021 and has been derived from and is consistent with the full financial report of Housing Industry Association Limited and Controlled Entities.

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



Alwyn Even  
Director

17 March 2022



David Charles Linaker  
Director

# Independent Auditor's Report to the Members of Housing Industry Association Limited



## **Independent Auditor's Report To the Members of Housing Industry Association Limited**

### **Report on the Concise Financial Report**

#### **Opinion**

We have audited the concise financial report of Housing Industry Association Limited (the Company and its controlled entities (the Group)) which comprises the consolidated statement of financial position as at 31 December 2021, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and related notes, derived from the audited financial statements of the Group for the year ended 31 December 2021.

In our opinion, the concise financial report, including the discussion and analysis, is consistent, in all material respects, with the audited financial report, in accordance with AASB 1039: Concise Financial Reports and 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 Responsibility section of our report. We are independent of the Group in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the concise financial report in Australia. We have also fulfilled our other ethical 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.

#### **Concise Financial Report**

The concise financial report does not contain all the disclosures required by the Australian Accounting Standards. Reading the concise financial report and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

#### **The Audited Financial Statements and Our Report Thereon**

We expressed an unmodified audit opinion on the audited financial statements in our report dated 17 March 2022.

#### **Directors' Responsibility for the Concise Financial Report**

The directors are responsible for the preparation of the concise financial report in accordance with Australian Accounting Standard AASB 1039: Concise Financial Reports, and the Corporations Act 2001, and for such internal controls as the directors determine are necessary to enable the preparation of the concise financial report.

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### **Auditor's Responsibility**

Our responsibility is to express an opinion on whether the concise financial report, complies in all material respects, with AASB 1039: Concise Financial Reports based on our procedures, which were conducted in accordance with Auditing Standard ASA 810: Engagements to Report on Summary Financial Statements.



**Nexia Duesburys (Audit)**  
Canberra, 17 March 2022



**G J Murphy**  
**Partner**



**you're in good hands**