



HIA **Annual** **Report** 2024

Housing Industry Association Limited
includes Concise Financial Report
for the year ended 31 December 2024



Contents

About HIA	2
Managing Director & National President's report	4
Treasurer's report	6
2024 highlights	8
Our people	10
Our leaders	12
A united voice	14
HIA committee structure	15
National Policy Congress	16
Humans of HIA	18
Workplace culture	19
Our leadership	20
HIA's strong regional focus	22
Our community	34
Membership	36
Our capability	50
Advocacy & policy	52
Industry learning	59
Our initiatives	62
Business support	64
Member engagement	66
Our financial report	68

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HIA Annual Report 2024

About HIA

The Housing Industry Association (HIA) is Australia's peak national industry association for residential construction and home building, renovation and development. In 1945, we began a journey to strengthen the housing industry. Since then, HIA has proudly worked to improve regulatory environments for thousands of builder and trade contractors across the country.

We are driven to serve our members every day, arming them with knowledge, advice, resources and support to help them build their businesses and continue to build homes for all Australians.

It is our mission to support the industry and to build trust: trust in our members, in their businesses and in their work.

Our vision

To be the residential building, renovation and development industry association which:

- Provides leadership for the residential building industry
- Speaks with a common voice on industry issues
- Provides quality services at the lowest possible cost
- Achieves adherence by industry to high standards of self-regulated commercial conduct.

Our mission

To promote policies and provide services which enhance our members' business practices, products and profitability, consistent with the highest standards of professional and commercial conduct.

Our manifesto

In 1945, we set out to unite the housing industry. Since then, trusted HIA members have helped millions of Australians build their dream home. It's in our heritage and our hearts. Beyond our heritage, we're about building the future – in many more ways than just building houses.

We're about building security through belonging and strength in numbers so that every business can be part of something bigger – affecting change that matters to all Australians and creating more opportunities for everyone. We believe in putting people first.

We're about sharing industry-leading knowledge and tailor-made advice to keep each HIA member at the forefront of the industry. We work with our members' best interests at heart because their success is our success. And when the housing industry is going well, it's good for all Australians.

We're about building a bright future for the country and the industry. In everything we build, we're building trust – trust in the industry, trust in our members, and trust in their work.

And that's why with HIA, **'you're in good hands'**.

Our values

We aspire to be an employer of choice and, in doing so, always look for the best people to join our team. We work together, showing mutual respect, integrity and a commitment to service each other, our members and our organisation. HIA's core values are the qualities we see in each other and those we live and work by. We value:

-  **Safety**
The health and safety of all those within our working environment is paramount to our business operations and should be at the forefront of our thinking and actions.
-  **Commitment to service**
We strive for excellence in providing the best service outcome for our members and each other. We are committed to delivering the best in whatever we seek to achieve. We work as a team with enthusiasm, dedication and loyalty.
-  **Mutual respect**
Respect for ourselves and those we deal with – for our colleagues, our members, the person in front of you or on the other end of the phone. We always work more effectively together as a team with open and honest communication, empathy, understanding, encouragement and acknowledgement of others.
-  **Integrity**
At HIA, integrity means honesty, loyalty, ethical behaviour, fairness, responsibility and accountability. It's doing what's right by others.
-  **Professionalism**
We demonstrate our core values by adhering to high ethical principles, quality, and experience. It's doing what we say we will do.
-  **Teamwork**
We work together collaboratively for the benefit of each other and our members.

Managing Director & National President's report



Jocelyn Martin
Managing Director

Debbie Johnson
National President

“

HIA advocates strongly for better industry outcomes. Our policy development evolves from the grassroots experience of more than 1000 members who participate in HIA committees across the nation.

We are pleased to present the HIA Annual Report 2024. This year, it incorporates the five key pillars of HIA’s Strategic Plan: *Our Community, Our Leadership, Our Capability, Our People and Our Organisation*.

These pillars ensure our work for the industry, members and staff is relevant, contemporary and forward-thinking. These pillars inform our direction and accountability to our stakeholders.

Our main goal during 2024 was to engage with as many members as possible— working to support them and understand issues impacting their businesses..

HIA’s senior team went to every region at least twice, visiting members, participating in Regional Executive Committee meetings, attending events and awards, and acknowledging some extraordinary membership milestones. In addition, HIA ran successful National Service Committees in Melbourne, the stand-out HIA National Conference 2024 and HIA-CSR Australian Housing Awards in Cairns, and the HIA Future Homes Forum and HIA Australian GreenSmart Awards in Hobart. We introduced more regular meetings of our National Manufacturers Council and started regular online meetings with our Regional Presidents and Vice Presidents.

On 1 July, the clock started ticking on the federal government’s commitment to build 1.2 million homes. We are pleased that a housing supply target has been set. This recognises that the lack of supply is key to high house prices and the availability of affordable rental accommodation. The target’s

simple framework was facilitated to recognise any issues holding the industry back. Simultaneously, HIA’s key message is that we seek a reliable, consistent business environment that allows the industry to succeed and thrive.

An abundance of regulations and red tape, slow planning and approvals, lack of skilled labour and unfavourable business conditions continue to hamper efforts to reach the target. Throughout 2024, dwelling approvals rose in Western Australia and Queensland, but overall commencements were still running at decade lows. More than 40,000 fell short of the annual target of 240,000 homes.

In October, HIA released its All Hands on Deck report. It concluded that we need around 83,000 additional workers across the range of trades to come close to meeting the Housing Accord target. Throughout the year, we continued to advocate to the federal government in support of apprentice and employer subsidies and wrap-around support programs targeting apprentice retention and mentoring support.

In addition to approximately 800 apprentices being supported through our Group Training, HIA continued to run successful apprentice mentoring programs in New South Wales, Western Australia, South Australia, Tasmania and Queensland. This encouraged women into trades and offered school leavers an introductory experience to apprenticeships.

We were reminded that the industry must do its fair share of heavy lifting when it comes to encouraging people into the industry. During HIA’s President’s

Dinner in Cairns, our DR Dossetor recipient was Brett Schimming, Chief Executive Officer of BuildSkills Australia. He challenged the audience to think about residential construction in a context where we are competing for skilled labour with other industries better placed to offer more flexible work arrangements. His message was that we cannot simply expect more from government; as an industry, we need to do more to compete for workers.

In 2024, HIA Learning trained more than 2000 people. This covered Diploma, Certificates III and IV and Professional Development Programs which were both face-to-face and online. Previous HIA Director Greg Elsworthy was a champion of training and skills development. We recognised Greg’s contribution to HIA by naming the Hunter training facility the Greg Elsworthy Education Centre in his honour.

Another highlight was recognising the accomplishments of our members. BCM Homes from Victoria took out the 2024 HIA-CSR Australian Home of the Year. From a tough field, Tasmania’s Oliver Burnell of Ronald Young + Co Builders won the 2024 HIA Jim Brookes Australian Apprentice Award. These were just two of the amazing homes, people and businesses who were recognised in their region and at the national level throughout the year.

It was our pleasure to announce Colleen May— General Manager of May Constructions—as the 2024 recipient of HIA’s prestigious Sir Phillip Lynch Award of Excellence. Running a successful building business, Colleen is a past HIA Victorian President and has spent countless hours of dedication to the HIA

Building Women program. It was difficult to think of a more worthy recipient this year.

The array of programs, events and advocacy work are evidence of a vibrant, active and engaged organisation. However, we can only thrive with the support of our members and staff. We acknowledge the work of HIA’s Board of Directors, our Regional Presidents and Vice Presidents, Chairs of our Service Committees, award judges and indeed, all those who take time out of their busy lives to participate in our regional committees.

HIA employees are working hard across the country to deliver on behalf of our industry and community, and we are proud of their efforts. Given the prominence of their roles with members, we acknowledge the retirement of long-serving staff members Annette Christou, David Bare and Russell Holtham whose experience and wisdom will be missed.

In 2025, there will be a federal election. We anticipate housing will be a core issue for voters. With this in mind, we intend to enter the new year with great optimism for positive change for our industry and to put the success of our members at the heart of everything we do.

Jocelyn Martin
Managing Director

Debbie Johnson
National President

Treasurer's report



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After two years of negative results, the pleasing positive outcome was driven by cost-reduction strategies and favourable results from several business units. It was accomplished despite challenging conditions within the industry.

David Linaker Treasurer

The operating surplus for 2024 was \$2,388,342 compared with a deficit of \$1,919,266 in 2023. This represents an improvement in net operating results of \$4,307,608 year on year. After two years of negative results, the pleasing positive outcome was driven by cost-reduction strategies and favourable results from several business units. It was accomplished despite challenging conditions within the industry.

Total revenue for the group in 2024 was \$102.5 million, representing a 3.5 per cent increase over the previous year. The Association's revenue surpassed \$100 million, marking a significant milestone. Revenue increased year on year in HIA Apprentices, Training, Membership, Events, Insurance, Stationery and Property. However, revenue declined in Grants & Projects, Publications, Safety Services and HIA Vehicles. Returns from HIA's investments were also lower year on year.

Home building activity in 2024 declined compared with the previous year. Housing starts remained low due to challenges with higher interest rates. Construction and land costs resulted in lower housing affordability.

The Association continued to access government stimulus funding, including Completing Apprenticeship Commencements (CAC program). HIA passed 100 per cent of the subsidies received under these programs to eligible hosts. The subsidies greatly assisted with the employment of HIA's apprentices by providing financial relief to the hosts and encouraging them to maintain their apprentices' employment.

During the year, HIA successfully completed training for 167 apprentices under the Group Apprenticeship Scheme. HIA also continued the four-year LAHC-funded apprenticeship and traineeship program across New South Wales. Throughout the year, numerous state government-funded initiatives were implemented, with several scheduled to extend into 2025.

In November 2024, the federal government awarded a \$2.0 million grant to HIA to deliver work health and safety advice to the industry. By the end of 2025, qualifying participants can work for the Housing Australia Future Fund and National Housing Accord.

HIA held several successful and well-supported events across various regions in Australia in 2024. They increased member engagement and delivered an improvement in the business unit's operating result compared with the previous year.

During 2024, HIA sold its existing Brisbane property for \$7.3 million and purchased new offices in Newstead for \$12.5 million. HIA also purchased a new office in Melbourne for \$19.2 million, which will be ready for occupation by mid-2025. HIA continues to execute on the long-term policy of owning and maintaining its own property assets to underpin long-term viability.

HIA's investment portfolio fell from \$36.1 million in 2023 to \$14.7 million in 2024 after selling investments to buy new properties in Brisbane and Melbourne.

During the year, HIA also achieved improvements in its Business Intelligence reports, which enhanced the availability of data for decision making. There will continue to focus on this area in 2025.

Net assets at the end of 2024 were \$97.0 million compared to \$96.3 million at the end of 2023.

The net increase of \$0.7 million results from a \$2.4 million operating surplus and a \$0.5 million investment gain, offset by a \$2.2 million land and buildings valuation decrease.


The decline in net valuation was due to various factors in the Sydney property market, including rising bond yields, increased debt costs, inflationary cost pressures and higher rental incentives, which reduced projected market yields and hence valuations.


HIA ended the year with \$8.8 million cash in the bank and \$97.0 million in net assets. This represents five dollars of assets for every dollar of liabilities which mitigates future business risks. HIA is well-positioned to leverage emerging opportunities to build sustainable wealth and to support the expansion of future member services.

David Linaker
Treasurer


2024 highlights

Helping members every day in their business

**7500 calls**
responded to monthly from members seeking information & advice


**11,000+**
members saved thousands on new vehicles through HIA's Toyota partnership since 2014


12,000
contract & compliance calls were responded to by HIA's legal experts


Delivered **hip-pocket savings** for members through our **Affinity partners** – Ampol fuel discount, HIA Vehicles, Toyota fleet discounts & more


40,000+
hours professional & business support & advice to members

Keeping members up to date

**3 issues**
of Housing magazine & 11 Housing eDMs produced

**37 new**
& 70 revised info sheets added to digital library on technical, planning, legal & business compliance

**1100+**
eDMs informing members on regional & national issues

**94 member**
alerts on government changes & industry issues

Promoting the industry


252 media releases
5183 media mentions of HIA speaking for our industry on housing issues nationally


**1 mil**
users visited hia.com.au


**5.2 mil**
people were reached on our social media platforms


Working **hard** for our members


Supporting the industry's future


**20,000+**
members networked, learnt & celebrated at HIA events


**408**
qualification awards for Certificate IV & Diploma of Building & Construction


**1100+**
young Australians were employed, supported & trained through HIA Apprentices


**31 awards**
functions held across Australia


**3667**
people completed professional development training across technical, legal, business management, safety & sustainability


**823 students**
presented statement of attainment for completing nationally recognised short course training

**11,000+**
competent results awarded to students for nationally recognised training

**167**
apprenticeship completions

**323**
new apprenticeship commencements

**115**
professional development courses delivered nationally

**\$180,000**
donated by HIA Charitable Foundation

Our people



Our leaders

HIA is a national organisation governed by our members to benefit both members and the housing industry as a whole. HIA's Constitution establishes the framework that guides our operations and advocacy.

Our National Policy Congress (NPC) brings together members from across Australia to build our united voice. The National Board of Directors acts as the executive arm of the NPC, administering and overseeing operations and finances.

Every two years, HIA holds elections for office holders. At the 2023 Annual General Meeting (AGM), a new board was elected.

HIA National Board

Debbie Johnson National President
Ian Hazan National Vice President
David Linaker Treasurer
Alwyn Even Past National President
Cathy Inglis National Director
Shane Goodwin National Director
Bruce Robb National Director
David Morris National Director
Craig Muse National Director
Anthony Gleeson National Director
Jocelyn Martin Managing Director

Under the leadership of the Managing Director, HIA's staff play a critical role in delivering valuable services to all our stakeholders. They operate from the national office in Canberra, nine regional offices, and seven sub-regional areas across the country.

In 2024, our senior executives, regional executive directors, and general managers worked alongside more than 300 staff. Our people are responsible for delivering an ever-growing range of products and services while supporting members' needs every day – wherever they are.

Senior executive team

Jocelyn Martin Managing Director
Kristin Brookfield Deputy Managing Director
Brenton Gardner Chief Executive – Business Innovation
Fiona Nield Chief Executive – Business Services
Catherine Lynch Chief Executive – Communications and Marketing
Nadine Goldsmith Chief Executive – Enterprise Operations
Simon Croft Chief Executive – Industry and Policy
Lalit Prasad Chief Financial Executive
Annette Christou Company Secretary and Group Operations Manager
David Humphrey Corporate Legal Counsel
David Bare Regional Executive Director – NSW
Mike Roberts Regional Executive Director – QLD
Fiona Knight Executive Officer



Board of directors

(L-R) Anthony Gleeson (Director), Bruce Robb (Director), Cathy Inglis (Director), David Linaker (Treasurer), David Morris (Director), Debbie Johnson (National President), Alwyn Even (Past National President), Ian Hazan (National Vice President), Craig Muse (Director), Jocelyn Martin (Managing Director), Shane Goodwin (Director).

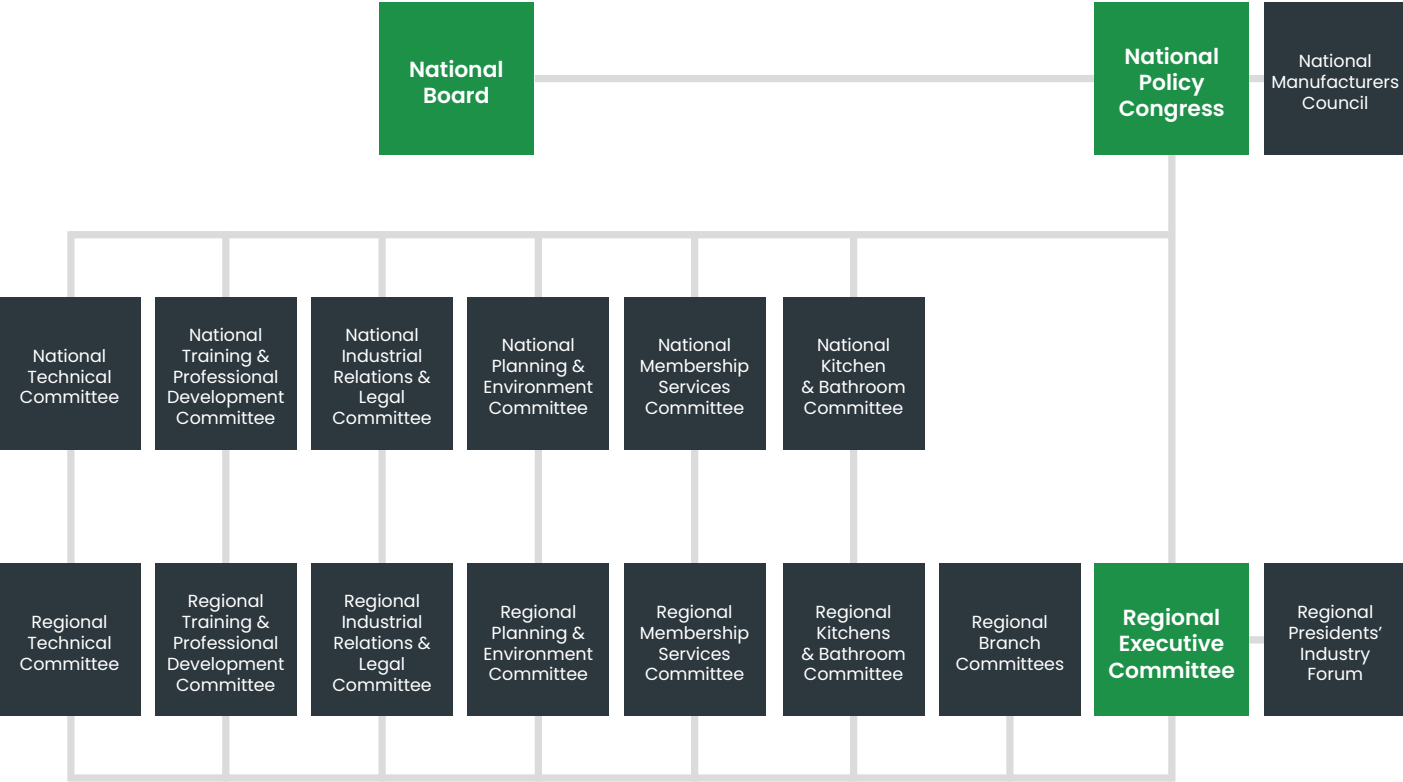
A united voice

As HIA is a national association, one of its greatest strengths is the ability to debate and achieve consensus on how we approach the policy issues that matter most to our members. HIA’s policies are developed through a process that engages more than 1000 members on committees across the country each year. These members are at the coalface, experiencing first-hand—and shedding light on—the difficulties, hurdles, and pain points that disrupt and hinder the efficiency of the housing industry. HIA’s committee structure includes regional service and specialist committees, such as the Kitchens & Bathrooms Committee and the National Manufacturers Council. These forums address local issues that are then deliberated at a national committee level before progressing to the National Policy Congress. The regional service committees focus on core membership policy and service areas, such as Technical, Planning & Environment, Training & Professional Development, Industrial Relations & Legal, and Membership Services. HIA’s regional executives and management team lead our advocacy efforts across each state and territory, ensuring decisions reflect the views of our members and their elected representatives. Each year, these committees come together to determine HIA’s position on key industry issues, achieving consensus through engagement and mutual respect. HIA’s national position statements form the foundation of our united voice.

“HIA is a vibrant, active, and engaged Association that places the success of our members at the heart of everything we do.

Jocelyn Martin
HIA Managing Director

HIA committee structure



National Policy Congress

The Chairs of HIA's national committees include:

- National Manufacturers Council
Glenn Simpkin (New South Wales)
- National Technical Committee
Robert Di Mella (South Australia)
- National Training & Professional Development Committee
Phil Theunissen (Western Australia)
- National Industrial Relations & Legal Committee – Paul Burnell (Tasmania)
- National Planning & Environment Committee
Dean O'Rourke (Western Australia)
- National Membership Services Committee
Brent Fletcher (Queensland)
- National Kitchen & Bathroom Committee
Laurie Cosentino (New South Wales)

HIA's policy development is the foundation for all our advocacy to governments.

Our National Policy Congress (NPC) was established in 1996 and is our policymaking body and a forum to debate key issues, representing the interests and concerns of all members, and the broader industry.

It meets annually to consider important issues affecting the residential building industry. The outcomes help steer and provide direction on HIA's advocacy work. In 2024, the NPC met in May as part of the HIA National Conference in Cairns.

Members discussed current challenging market conditions and, in particular, the impact of increasing government regulations and continuing change on the residential building industry.

The overwhelming feeling is that the policy landscape for our industry has never been more complex or disjointed across governments and that businesses across the country are feeling swamped by the burden of more red tape.

One quote from the meeting was that 'enough is enough'. The industry cannot continue to absorb such far-reaching changes from NCC 2022 to NCC 2025, engineered stone and gas bans, building certification and net-zero reforms, and an overbearing punitive approach to industry regulation.

Congress acknowledged HIA's ongoing advocacy work against this backdrop and the changing political landscape, as well as HIA's increasing increasing public profile and advocacy on key housing policy matters in the lead-up to the next federal election.

Congress agreed on the importance of this work and the need to support members and broader industry on the increasing scope of building regulatory rules and proactively recommend governments produce well-developed and proportional policies.

Members of NPC comprise the National Board of Directors, Regional Presidents and Vice Presidents, the Chairs of the National Manufacturers Council and the National Kitchen and Bathroom Committee.

The Chairs of each National Service Committee attend NPC by invitation, having guided the new position statements through a six-month drafting process. Representatives from the Northern Territory and Gold Coast also participate by invitation.



In 2024, NPC re-endorsed 15 national position statements and two new HIA strategies. Position statements re-endorsed included:

- | | | |
|---|---|---|
| ■ enforcement of industrial relations laws in the residential building industry | ■ accessibility in residential buildings | ■ environmental constraints and planning regulation creep |
| ■ regulation and governance of registered industrial organisations | ■ energy efficiency for residential buildings | ■ Australian Standards |
| ■ corporate phoenixing | ■ diversity, equity and inclusion | ■ truth in zoning |
| ■ home warranty insurance | ■ principles of a good planning system | New strategies to guide our advocacy: |
| ■ dispute resolution | ■ government infrastructure investment | ■ Industry Workforce Development |
| ■ Australian Building Codes Board and National Construction Code | ■ resource management in residential construction | ■ responding to the government's net-zero reform activities |

Humans of HIA

At HIA, our people are the backbone of our association. This section recognises the incredible talent and dedication of long-standing team members who have shaped the association over the years. We celebrate these individuals who have been instrumental in delivering meaningful change, advocating for our members, and helping the association grow in ways that positively impact the industry.

This page highlights their achievements and dedication, sharing each person's journey and recognising the value of their long careers and the wealth of experience. As they continue to serve in their roles or transition into new chapters, their legacy is evident in HIA's ongoing evolution and leadership.



Annette Christou
Company Secretary & Group Operations Manager

Annette Christou's 34-year journey at HIA has seen her evolve from Executive Assistant to her current dual role as Company Secretary and Group Operations Manager. Throughout her tenure, Annette has been instrumental in overseeing the property management and procurement for HIA's national offices, contributing to the association's growth and success.

Annette thrives on the variety her role offers, whether engaging with builders on-site or collaborating with policymakers in Parliament House. What motivates Annette most is the people she works with—her colleagues and industry stakeholders—who inspire her every day with their passion and commitment to the industry.

She is proud of the lasting impact HIA continues to make, both within the sector and in the broader community. Annette's wealth of experience, combined with her deep commitment to HIA's mission, has made her an invaluable team member.



Russell Holtham
General Manager, Operations HIA Apprentices

For nearly 25 years, Russell Holtham has been a cornerstone of HIA, starting his journey as the South Australian Apprentice Manager in 2000. His dedication and passion for apprenticeships and youth development led him to his current role as General Manager of HIA's Apprentice Business.

Over the years, Russell has overseen significant growth within the association, helping shape the future of apprenticeships and safety services for HIA members. What truly defines Russell's legacy is his profound impact on the careers of countless young people, guiding them through their apprenticeship journey and into successful careers. His vast experience, leadership, and commitment to his team have made him a respected figure within the association and the wider industry.

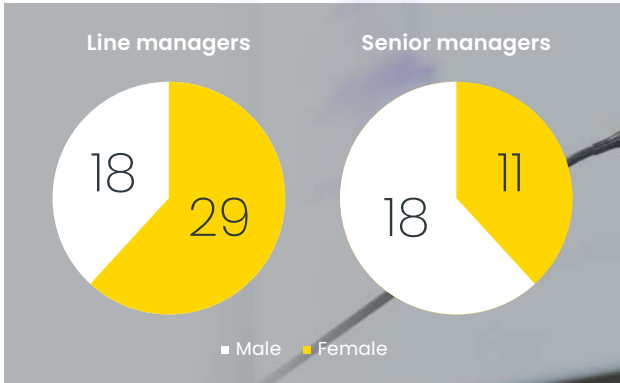
Russell's contributions to HIA's success and his ability to foster a culture of mentorship and support are one of his greatest achievements.

Workplace culture

HIA is committed to fostering workplace gender equality and supporting diverse leadership within the organisation. Over the past two years, HIA has improved its gender pay gap by 15 per cent, reflecting our dedication to fair and equitable opportunities.

HIA leadership

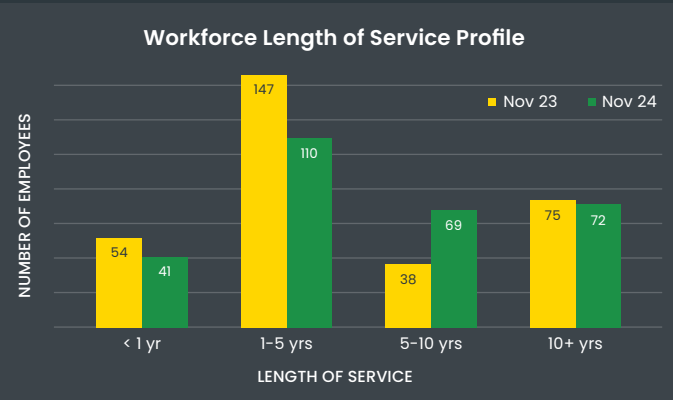
HIA is proud of the diversity within our leadership team, with a strong balance across both senior management and line management roles. Our gender diversity reflects a commitment to providing equal opportunities and fostering an inclusive environment for all employees.



HIA's length of service

HIA's workplace culture is further strengthened by the loyalty and dedication of our team. HIA is a supportive and rewarding place to work, with impressive tenure across departments.

We take pride in creating an inclusive and dynamic environment where all employees feel valued, supported, and empowered to succeed in their roles. HIA continues to lead the way in building a workplace and an industry that champions equality, diversity, and professional growth.



24%
of the workforce has
10+ years of service

In 2024 employees with
5-10 years of service
increased by 31 employees

HIA's longest serving
team member has
35 years of service



Our leadership



HIA's strong regional focus

Local approach for national impact

Much of HIA's advocacy work happens on a state and territory basis to improve the industry's business outcomes, as well as gaining support for streamlined housing delivery in all forms. Here's an overview of how the association worked hard for members in each region throughout the year.



North Queensland

- Met with newly elected state government representatives across the region, discussing support for consistency in government spending to North Queensland local councils for upgrading essential infrastructure requirements
- Supported Cairns Regional Council submission to the state government on a PDA for the southern growth corridor to enable greenfield development
- Submission to Townsville City Council on major amendments to Townsville City Plan
- Continued as a JCU Cyclone Testing Station Advisory Board member
- Representing the industry on the Cairns Regional Council Development and Planning Industry Initiative working group, providing feedback on the planning framework
- Continued as a Greater Whitsunday and Mackay Housing Alliance Committee member. Developing and guiding towards housing outcomes and needs of the Mackay Whitsunday regions
- Industry stakeholder on the Cairns Regional Council Towards 2050 Growth Strategy working group
- Attended the Far North Queensland Regional Organisation of Councils Housing Summit
- Expanded its Building Woman program into the Cairns region with a successful Building Women Luncheon and appointment of three Building Women Ambassadors
- Successfully launched our HIA Matters podcast series, which included conversations on advocacy, policy, economics and general information
- Working with the industry and defence sector to assist personnel transitioning from the defence force into construction by recognising their skill competencies.



3270
total new dwellings



\$2.08 billion
total value residential building work



\$412 million
total value alterations & additions

Kent Hams
President



Peter Fry
Executive Director





Gold Coast & Northern Rivers

- Managed training and skills initiatives funded by the Queensland Government, which includes the Workforce Connect Fund – HIA Advance Apprentice and Employer Mentoring Program, obtaining an extension to the program for 2024/25 and the Queensland Women in Trades Mentoring Program
- Provided GTO Pre-Apprenticeship Employment Programs funded by Queensland Department of Trade, Employment and Training (formerly Department of Employment, Small Business and Training)
- Obtained additional funding from the Queensland Government to deliver additional Pre-Apprenticeship Programs to commence in 2025
- Delivered Trade Ready Programs across regional Queensland funded by Construction Skills Queensland (CSQ)
- Continue to participate and contribute to the Northern Rivers Reconstruction Round Table, Advisory Committee and Workforce Strategy
- Participated in the development of the Future Build Northern Rivers Statement of Collaboration
- Presented at CSQ Regional Industry Groups on skills shortages in the construction industry.



Queensland

- Successfully produced, distributed and lobbied its *Building the Homes that Queensland Needs* election priorities. From this, we secured a number of positive commitments from the new government, including the establishment of a Cabinet Housing Taskforce, a new \$2 billion catalyst infrastructure fund, abolition of stamp duty for new first home buyers, a substantial increase to the threshold for the Principle Place of Residence stamp duty concession, the re-establishment of the Queensland Productivity Commission, and a commitment to improve productivity in home building by curbing the union-favoured Best Practice Industry Conditions (BPICs) system
- Contributed to the development of statewide Housing Codes to provide 'as-of-right' approval pathways for new homes. Consultation on a new secondary dwelling code is imminent, with additional codes for infill multi-res and detached housing to follow
- Secured extended government funding to support and expand HIA's successful apprentice mentoring program for an additional two years to 2026
- Worked closely with Energy Queensland to establish simpler requirements to enable individual electricity connections to new terrace housing lots after policy changes impacted the industry and caused delays to housing delivery
- Due to continued HIA pressure, a review of the NCC 2022 changes to accessibility and energy efficiency provisions is underway
- Introduced new processes for builders, including mediation for dispute resolution, online applications for licences, and improved access to QBCC subject matter experts
- Met with key government representatives to lobby for a proposed state code for secondary dwellings
- Discussed ongoing industry challenges with government, including housing demand, labour shortages, material pricing, finance and insurance.



8142
total new dwellings



\$6.1 billion
total value residential building work



\$516 million
total value alterations & additions



25,198
total new dwellings



\$14.29 billion
total value residential building work



\$2.27 billion
total value alterations & additions



253,420
workers across the state

Rebecca MacDonald
Branch Chair



Toni Bull
Executive Director

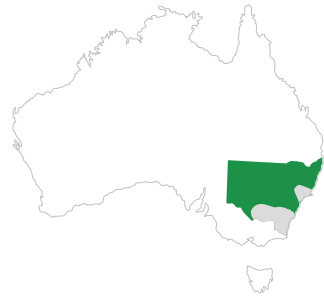


Sharon Piconi
President



Michael Roberts
Executive Director





New South Wales

- Delayed introduction of the new *Home Building Act* and successfully extended the consultation period to allow the industry to adjust to new laws, regulations, and operational conditions
- Attended quarterly briefings with the NSW Government Executive on a range of key planning matters, including housing reform policy, the NSW planning portal, and biodiversity offsetting
- Successfully lobbied for the new *Home Building Act* to remove the requirement that residential building contracts for work over \$20,000 include the cost of insurance under the Home Building Compensation Fund (HBCF) (which has raised practical problems since its inception in 2017)
- HIA was a key stakeholder in developing the Productivity Commission review of housing supply challenges, with recommendations reflecting feedback from builders
- Win for members in removing landscape works conditions that impacted Occupation Certificate sign-off, delaying customers from moving into new homes
- Continued success with improvements to complying development with further rounds of Codes SEPP housekeeping amendments made in November 2024
- Quashed several proposals under the *Home Building Act* Review, including mandating set progress payment stages and limiting how much can be claimed at each stage
- Successfully obtained a transition period for contracts entered into before 31 December 2023, which include engineered stone
- Achieved reasonable transitional arrangements from SafeWork NSW for crystalline silica substances work in the residential construction industry, including an agreement to develop reasonable and practical guidance for the industry and recognition of an updated HIA silica awareness course as approved training
- Impactful submission and strong ongoing advocacy program supporting low- and mid-rise housing reforms for HIA members
- Successfully advocated for variations to NCC 2025 addressing falls to floor wastes and the designs of sanitary drainage systems in reactive soils.



32,646
total new dwellings



\$20.27 billion
total value residential building work



\$3.25 billion
total value alterations & additions



352,635
workers across the state

Gary Walker
President



David Bare
Executive Director



Hunter

- Advocated for councils to streamline development approvals to expedite residential construction across the region
- Sat on working groups and made submissions regarding a number of Development Control Plan council reviews
- Participated in Urban Development Program Committee meetings for the Central Coast, Lower Hunter and Greater Newcastle, and the Upper Hunter and Mid Coast regions, advocating for the local residential building community concerning the implementation of regional plans
- Provided a comprehension submission to the Lake Macquarie City Council on the planning proposal to amend the Local Environmental Plan to increase housing diversity in residential zones
- Attended the Housing Forum to provide solutions to improve housing supply, affordability and diversity across Port Stephens Council
- Partnered with the University of Newcastle to research and develop a Health and Safety Maturity Framework for construction businesses
- Provided region-wide education on new silica regulations that impose a ban on the uncontrolled processing of crystalline silica substances
- In 2024, the HIA Home Inspirations Centre saw a 21 per cent growth in total households visiting the centre over the previous year. Attendees to the centre were a split of 76 per cent homeowners, 20 per cent industry and 4 per cent other. Of all visitors to the centre, 66 per cent were at the research stage, while the remaining are 17 per cent in the design phase, 14 per cent under construction and 3 per cent have completed their new build or renovation. Fifty per cent of visitors are doing a full renovation, 14 per cent a bathroom only, 13 per cent a kitchen only, 10 per cent a new build and 13 per cent other.



5928
total new dwellings



\$3.12 billion
total value residential building work



\$476 million
total value alterations & additions

Greg Doodson
President



Craig Jennion
Executive Director





ACT & Southern NSW

- Raised the profile of housing issues during the 2024 ACT election and reinforced HIA as the authority on residential building policy during the campaign
- Released election priorities for the housing sector, which received widespread coverage during the campaign and interest from both candidates and the public
- Hosted a candidate election debate, which elicited several commitments made to support housing, including from the government to review several contentious planning policy issues and review the impact of the lease variation charge on low-rise development
- The Riverina Housing, Kitchen and Bathrooms Awards were held in person for the first time since the pandemic
- Contributed to consultation on new Security of Payment laws, Builders Home Warranty Insurance and the ACT Housing Strategy Refresh
- Secured additional amendments to the ACT Property Developers regulations
- Influenced construction industry policy through membership in the Property and Construction Industry Chief Executive Group, the ACT Environment and Planning Forum, ACT Work Health and Safety Council, and the ACT Government Construction Industry Roundtable
- Supported members through the implementation of NCC 2022, the new Territory Plan and the electrification of the housing and the residential building sector in the ACT.



Victoria

- Successfully advocated for the delay of Stage 2 NCC 2022 changes to 1 May 2024
- Undertook impactful advocacy to inform the Housing Statement's implementation, including consultation on reforms to building contracts, regulation, insurance, infrastructure, planning, land supply, and stamp duty
- Reinforced that the government's proposal for a mandatory Continuing Professional Development (CPD) scheme should be industry-led, affordable, accessible, and relevant to contemporary practices
- Opposed the government's plan to progressively limit consumer gas use, including changes to new gas connection fees from 1 January 2025, requiring up-front costs for new connections
- Reinforced that the state government's Plan for Victoria must meet the needs of all life stages, providing safe, secure, and affordable properties in both established and greenfield areas
- Led changes to state planning schemes to allow building small secondary dwellings up to 60 square metres in residential and rural areas until March 2025
- Raised concern that the government's new minimum energy efficiency and safety standards for rental homes risk adding costs to tenants and may lead to work by unlicensed builders
- Secured a \$700 million expansion to the Victorian Homebuyer Fund in the State Budget for 2024-2025, extending it for a further year
- Lobbied to minimise fees in the Building Regulations 2018, reinforcing the difficulties in material cost increases and domestic building insurance (DBI) premiums
- Successfully advocated for a 10-year land release plan, which will see 27 additional greenfield areas released across Melbourne's outer southeast, north, and west
- Successfully advocated for a \$400 million investment in local in growing outer suburbs
- Successfully advised the government on the problems arising from imposing mandatory light roofs under proposed changes to the small lot housing code and its impact on achieving a 7-star energy rating.





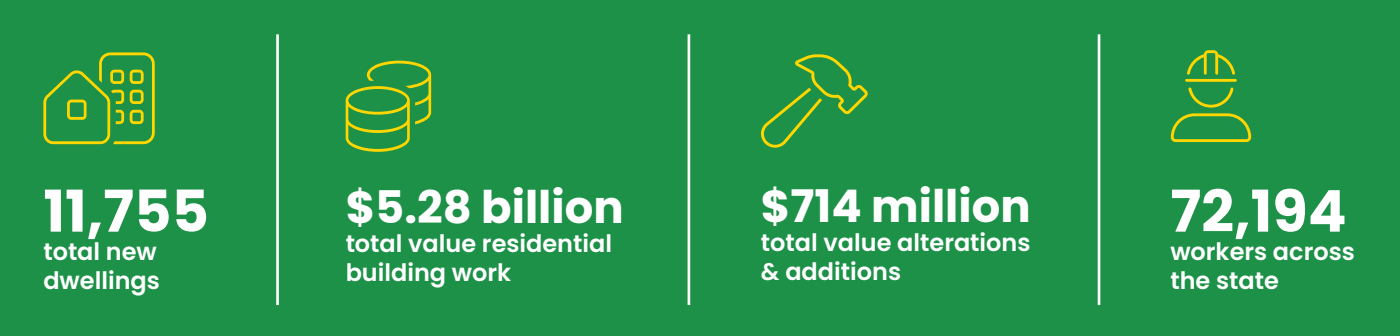
Tasmania

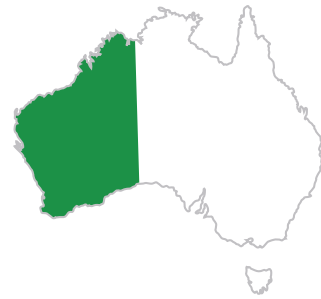
- Achieved staged implementation of the livable housing provisions over three years while restricting the adoption of NCC 2025 and NCC 2028 to minor essential changes to mitigate increases to stringency requirements or housing costs. This includes the continued deferral of 7-star and 'whole of house' energy efficiency provisions
- Developed six on-demand learning modules that provide financial literacy training to apprentices. The program was launched in Tasmania and rolled out nationally through HIA Apprentices
- Further advocated and driven a reform agenda through the development of a Tasmanian Housing Strategy. HIA has called for incentivising local housing targets, genuine private planning and plumbing certification, prioritisation and streamlining of projects through a development assessment panel, creating a medium-density residential code and investing in skills and training
- Secured additional High-Vis Army funding to enable training and development of a future skilled workforce through investment in apprentices and existing workers, training infrastructure and support programs
- Continued to expand HIA's fully integrated school 'work ready' program, youthBuild, with 20 schools and 400 students across Tasmania participating in the program in 2024, with female student participation increasing to 22 per cent. HIA has built a dedicated website, learning management system and marketing material to promote this initiative. State government funding has been made available to incorporate the youthBuild program in every public school in Tasmania
- Utilised virtual reality technology to promote career opportunities within the building and construction industry.



South Australia

- Advocated for government action in increasing infrastructure for land supply that resulted in the Housing Roadmap initiative to provide a \$1.4 billion investment over four years to deliver water and sewer infrastructure
- Strengthened ties with government and the Opposition with numerous boards, stakeholder groups, committee membership, and engagement in the lead-up to the 2026 state election
- Continued to hold the Department of Planning and Land Uses Services to account by successfully advocating against onerous and unnecessary planning and design code regulations that impacted the delivery of affordable housing
- Increased engagement with members by lifting social media participation across all platforms, particularly LinkedIn, Facebook and Instagram
- Successfully lobbied the government to introduce proposed regulations that control how scrap copper is traded by providing tighter controls on scrap metal merchants
- Lobbied the government to continue subsidising training for HIA-delivered Certificate IV in Construction and fee-free training places
- Successfully advocated to the government for a 10-year hold on any further National Construction Code amendments for energy efficiency and livability requirements.





Western Australia

- Successful role-out of the medium density code, following the state government delay of implementation in 2023
- Key role in supporting the government and builders to navigate outcomes regarding the leaking pipe situation in Western Australia
- Successfully held the first full-day HIA Future Homes Forum, with keynote speakers covering NCC 2022, AI, psychosocial safety and current economic conditions
- Supported the government Building and Construction Industry Training Fund review, which includes supporting offsite work
- Launched the HIA Building Women mentoring program, which provided 15 mentors and 15 mentees with the opportunity to participate in a structured six month mentoring, resulting in fantastic feedback
- Successfully worked with the government to amend home indemnity restrictions that would help deliver more NDIS housing across the state
- Successfully advocated for apprentice, interstate and international workforce incentive programs to boost workforce numbers
- Launched the 2025 HIA WA election priorities at a breakfast with the Premier of Western Australia.



Northern Territory

- The state election resulted in change of government and HIA successfully advocated for housing as key election issue for major parties
- Increased our media profile and reach and was the go-to voice in lead-up to the Territory election
- HIA's election imperatives were recognised and a number adopted by both parties and resulted in significant increases to NT first homeowners grants (increase from \$10,000 to \$50,000) and a new \$30,000 fresh start home building grant
- Established a strong working relationship with the new government and successfully advocated to reforms across new building and planning portfolios
- Lobbied for cutting red tape, a review of the project approval process, and increased speed in getting new homes and land approvals
- Advocated for a review and changes to the NT Fidelity Fund to provide a fairer and more transparent service to the housing industry and its clients
- HIA's Skills Centre was successful with ongoing user choice funding for the running the Certificate III in Carpentry apprenticeship as well as VET for School Students
- Obtained funding approval to deliver the Diploma in Building and Construction by the NT Buildskills grant until 2027
- Continued our presence at the Careers Expo in Darwin and attended the Katherine Schools Expo and Darwin High School Expo. HIA has become one of the first on the list for these events.





Our community

Membership

Members are at the core of our organisation. We strive for better outcomes for members through lobbying, advocacy and online platforms to help members manage, operate and grow their businesses. We assist our members in navigating the unique challenges with contracts and compliance that building professionals face every day. With a range of support services, HIA has a national team of experts at their fingertips.

We are here to help in both a meaningful and tangible way and provide value by regularly adding new member perk partners and offers.

In 2024, we celebrated members with over 50 years of membership, acknowledging their loyalty and resilience through industry challenges. We congratulate these long-standing members for their continued support of HIA and our industry.

50-year membership

Blackwood Homes Pty Ltd
MF & JR Dennehy (Vic) P/L
Dittrich Homes & Renovations Pty Ltd
Highview Homes P/L
LeMaistre Builders Pty Ltd
Cavalier Homes GV
GA & PE McIntyre Pty Ltd
TK Old & Associates Pty Ltd
RJ & JJ Owen
BMS Quality Builders P/L
Versatile Building Suppliers P/L
Voss Builders
Jack Micich

55-year membership

Narona Homes
AB Harmon P/L
R W Field Constructions Pty Ltd
Montage Developments Pty Ltd
RM Norton Builders

60-year membership

Ronald Trevorrow



LEFT Life Member Bill Finlen receiving his 45-year membership certificate from HIA's Kelvin Cuskelly. Also there to celebrate are Life Members Phil Locke and John Grauf. **RIGHT** Graham Walker, from Combined Development Group, past NSW HIA President and HIA National Board Director receiving Life Membership. **OPPOSITE PAGE** Dedication of part of the Newcastle office to Greg Elsworthy, former HIA Regional President and National Director. L-R: Shane Goodwin, Kristin Brookfield, Craig Jennion, Jocelyn Martin and Greg's partner, Kate Robinson.

Honouring members

New South Wales

Life Membership

Graham Walker
Combined Development Group and past NSW HIA President and HIA National Board Director

Hunter

Life membership

Craig Smythe
Adbuild Constructions

Naming rights

Greg Elsworthy Education Centre
Dedicating part of the Newcastle office to Greg Elsworthy, former HIA Regional President and National Director

Victoria

Sir Phillip Lynch Award

Colleen May
May Constructions

Vale

Barney Allam OAM
founder of Allam Property Group
Michelle Todd
HIA Business Development Representative
Simon Hodgson
founder of the Kitchen and Bathroom Blog
Geoffrey Allen
Fyfe, HIA Planning Committee Chair and active member of REC





We have 65 ambassadors who give their time to share insights and leadership and ensure everyone attending our events feels **included** and **connected**.

HIA Building Women

HIA Building Women has become a valued program that provides the association with a growing range of opportunities to connect, inspire and recognise women working across our diverse industry.

In 2024, we established the National Building Women's Working Group, bringing together members across Australia. Meeting regularly, the working group supported our 2024 strategy and guided the program's growth this year.

Our HIA Building Women webpage was launched to connect people with each element of the program. It provides information on events, awards, apprenticeships, training, mentoring and networking initiatives, showcasing the wide range of activities running across Australia.

In April, we launched our HIA Building Women ambassadors. We have 65 ambassadors who give their time to share insights and leadership and ensure everyone attending our events feels included and connected.

This year, the awards program expanded into Western Australia, while the Queensland region, including North Queensland and Gold Coast/Northern Rivers, held its 10th event. Each year, this program recognises women succeeding in business management, executive leadership, trade excellence and more.

Lunch and learn events were launched, offering a new way to engage members in a way that resonates with their busy schedules.

Our mentoring programs continued to grow in Western Australia and Tasmania, providing a hands-on way for female members to expand their personal and professional skills.

With a range of new Building Women activities set to start in 2025, we are confident the program will continue to expand and offer valuable support to women working in every part of the housing industry.

In 2024, HIA launched the Building Women Mentoring Program pilot in WA

The program has been a wonderful success, with fantastic outcomes and feedback. The 15 groups of mentors and mentees participated in a structured program designed to develop leadership skills, improve effective communication, enhance skills and provide a support network.

Delivered in two parts – the first training establishes leaders and operators interested in becoming mentors, and the second for small business operators or employees seeking a mentor for guidance and support in managing or contributing to running a successful business.

After such a successful pilot year, we plan to continue the momentum, roll the program on, and open up a new cohort of mentors and mentees in 2025.



Recognising our members

HIA members promote their projects and businesses across our extensive awards program, including Housing, Kitchens & Bathrooms, People & Business, GreenSmart, Building Women, Apprentice and Interior Design Awards.


We deliver a high-standard, nationally consistent program in which members feel recognised and proud of the work they produce and the businesses they operate.

2024 witnessed an:

- increase in the number of entries – the highest number since 2020
- increase in the number of entrants – the third highest amount in the past 12 years.



 **150**
apprentice
nominations

 **91**
Building Women
nominations

 **136**
People & Business
nominations

 **2652 entries**
in Housing and Kitchen
& Bathroom Awards

2024 HIA-CSR Australian Housing Awards

The HIA Awards are renowned for highlighting and rewarding excellence in the housing industry.

On 18 May, the 2024 HIA-CSR Australian Housing Awards once again proved to be the ultimate platform to showcase the talents of our members, with awards spanning 22 categories.

Regional Victorian builder BCM Homes took home the prestigious 2024 HIA-CSR Australian Home of the Year title, following its win as the 2023 HIA Victorian Home of the Year at the regional level.

The winning home was designed and built with an overarching philosophy of balancing aesthetic appeal with environmental responsiveness. The home was suspended on the water's edge of an unbelievably steep slope. Overall, the judges were impressed with the meticulous detail and execution of the project.

BCM Homes is proud of creating and maintaining strong, local relationships with suppliers, contractors and trades, ensuring consistent, exceptional quality and customer service.

2024 HIA-CSR Australian Home of the Year BCM Homes, Victoria



Our judges

Each year, HIA engages hundreds of judges who visit every kitchen, bathroom and home entered into the program.

Our judges assess projects on nationally recognised score sheets, so projects across the country from WA to NSW, and from NT to Tasmania, meet the same criteria.

We also have 37 judges who sit on our national judging panels, which assess our People & Business and GreenSmart submissions, along with the Australian Housing, Kitchen & Bathroom, and Apprentice panels.



Congratulations to the
2024 HIA-CSR Home of the Year
winners from each HIA region

North Queensland
Koru Building Contractors



Queensland
Sarah Waller Building



ACT & Southern NSW
Classic Constructions



Hunter
Custom Built Projects



South Australia
Adelaide Green Homes



Tasmania
Merlin Constructions



New South Wales
JJ Building Co



Northern Territory
PTM Group



Victoria
Mazzei



Western Australia
Zorzi



2200
people trained in designing &
building energy-efficient homes

26
new HIA GreenSmart
Professionals trained

HIA GreenSmart

The HIA GreenSmart program continues to lead the charge in fostering sustainable building practices across the industry.

In 2024, we successfully trained 2200 individuals in designing and building efficient homes through our GreenSmart program and tailored National Construction Code (NCC) 2022 implementation programs. Additionally, 26 new GreenSmart Professionals joined the ranks, enhancing the green building expertise within the industry.

In 2024, our commitment to promoting sustainable building practices remained strong, with the

introduction of the Future Homes Forum—replacing the former GreenSmart Symposium. This shift has allowed us to offer even more focused discussions on the future of sustainable homes and innovations in the built environment.

The program continues to empower industry professionals to stay at the forefront of sustainability through targeted training, awards, and the opportunity to connect and collaborate at the Future Homes Forum. HIA remains committed to building the foundation for a greener, more sustainable future in Australian housing.

2024 HIA Australian GreenSmart Awards

The 2024 HIA Australian GreenSmart Awards, which promote HIA members leading the way in sustainable building practices, were announced on Friday, 23 August, in Hobart.

360 Building Solutions and Light House ArchiScience, a building firm in the ACT and Southern NSW, won the

2024 HIA Australian GreenSmart Home for a classic red brick home that blends tradition with modern innovation. The floor plan was optimised using solar passive principles and NatHERS energy modelling to create a new family home with more functional space and better flow and connection.

2024 HIA Australian GreenSmart Home of the Year 360 Building Solutions and Light House ArchiScience



Future Homes Forum

The 2024 HIA Future Homes Forum served as a pivotal moment for the industry to reflect on and embrace the innovations shaping the future of residential building.

Held in Hobart, the event brought together decision-makers, thought leaders, and pioneers in sustainability, providing an invaluable platform for sharing knowledge and discussing the future of greener, more efficient homes.

The Forum offered rich insights, with HIA's Simon Croft – Chief Executive of Industry & Policy exploring the challenges of meeting the federal government's ambitious housing targets. HIA Executive Director Building Policy, Shane Keating, broke down the proposed National Construction Code changes that

will drive energy efficiency and electrification in the sector and HIA Senior Economist Matt King presented the *Economics of Green Building* and the increasing demand from consumers for greener homes. Attendees also heard from industry experts, whose thought-provoking discussions on sustainability and technology sparked crucial conversations about the future of homebuilding.

This year's event also underscored the urgency of addressing the construction skills shortage, providing a timely and meaningful discussion on workforce development. The 2024 Future Homes Forum successfully reflected the industry's commitment to building a more sustainable, efficient and innovative future and will continue in 2025.



Our events

In 2024, HIA delivered a dynamic and diverse events program to connect and engage our community.

Our region-centric approach ensured that the unique needs of local members were met, from trade nights providing technical guidance and advice to insightful economic events addressing market trends. The HIA Building Women program continued to champion gender diversity and leadership. Our highly anticipated awards ceremonies celebrated the outstanding achievements of our members, and our golf days offered an informal setting for relationship-building.

The HIA Future Homes Forum focused on guiding the industry towards more sustainable and innovative building practices. Attendees gained invaluable insights into the evolution of consumer consciousness around sustainability and education on the latest changes to energy efficiency provisions in the construction code. The forum also featured thought leadership sessions exploring the role of emerging technologies and artificial intelligence in shaping innovative building techniques. This comprehensive event concluded with the prestigious GreenSmart Awards, where we honoured the achievements of builders and designers leading the way in sustainable construction.

Our HIA National Conference brought together industry leaders, professionals and members for several days of networking, learning and celebration. The conference featured a series of business seminars and workshops and the introduction of an expo - showcasing the latest products and technologies for the housing industry. The event's highlight was the HIA Australian Housing Awards, where we celebrated outstanding accomplishments and recognised excellence in residential building.

The 2024 HIA events program strengthened connections within our community and provided valuable platforms for professional development, industry recognition, and collaboration. As we look ahead, we remain committed to delivering events that inspire, educate and celebrate the diverse achievements within our industry, ensuring that HIA continues to be at the forefront of supporting Australia's housing sector.



OPPOSITE PAGE Members and exhibitors at expo during the HIA 2024 National Conference **1** 2024 HIA HOMEFEST Trade Night Tasmania
2 2024 HIA Building Women event in Victoria **3** 2024 HIA Industry Outlook Breakfast Victoria with Matt King, HIA Senior Economist
4 2024 HIA-Pioneer North Queensland (PNQ) Cairns Golf Day **5** 2024 NSW Apprentice Awards – Simon Hasham, Weathertex with Kaden Peat, Benja Build
6 2024 HIA-Finlayson's Timber and Hardware Gold Coast/Northern Rivers Housing Awards

HIA Charitable Foundation

In 2024, the HIA Charitable Foundation donated \$180,000 to three worthy organisations—Beyond Blue, Tradie Health Institute and the Victorian Homeless Fund.

The Foundation has been committed to raising awareness of the mental health issues that affect so many in the residential building industry. Our industry can be unpredictable, with extreme highs and lows. It is not surprising there is a high incidence of anxiety, depression, substance abuse and, when left unsupported, suicide. In the Australian construction industry, one in five workers will experience a mental health condition during their lifetime. The Foundation is proud of its continuing support for the work of Beyond Blue.

It's no exaggeration to describe silicosis as an emerging health crisis within the housing industry. Tradie Health Institute is a world-leading initiative dedicated to improving the lives of tradies living with silicosis. Its cohesive, coordinated 'go hard or go home' approach already delivers positive results. The Foundation has been able to provide support to the Tradie Health Institute over the past two years.



Pino Monaco, HIACF Chair and Georgie Harman, CEO Beyond Blue celebrating our 10 year partnership.

Thanks to the generous backing of HIA members and staff, the Foundation continues to focus its support on the well-being of those working in the residential construction industry.

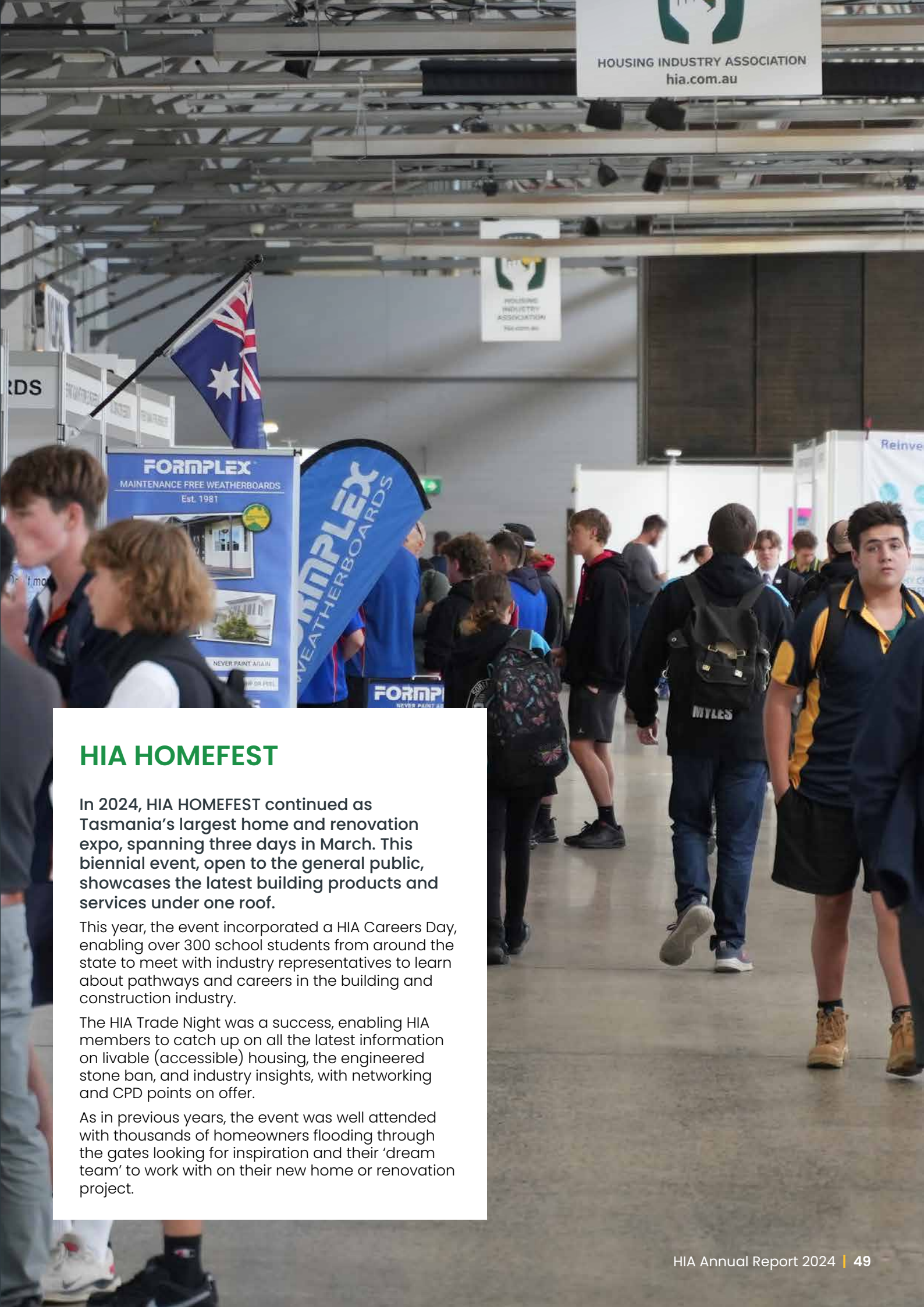
International Housing Association

HIA continued our connection with the International Housing Association in 2024. We attended the February interim meeting in Las Vegas in partnership with the International Builder Show hosted by the US National Association of Home Builders (NAHB).

A contingent of Australian building companies attended the show, and we were able to connect with this group and help share the experience.

We participated in various working group meetings on housing affordability, Industry 4.0, and skills and careers throughout the year.

In June, we were honoured to participate in an OECD virtual conference. HIA Chief Executive of Industry & Policy, Simon Croft, provided a keynote on addressing the construction skill shortages in Australia and skills needed to build the homes of the future, as well as the global challenges and opportunities this presents.



HIA HOMEFEST

In 2024, HIA HOMEFEST continued as Tasmania's largest home and renovation expo, spanning three days in March. This biennial event, open to the general public, showcases the latest building products and services under one roof.

This year, the event incorporated a HIA Careers Day, enabling over 300 school students from around the state to meet with industry representatives to learn about pathways and careers in the building and construction industry.

The HIA Trade Night was a success, enabling HIA members to catch up on all the latest information on livable (accessible) housing, the engineered stone ban, and industry insights, with networking and CPD points on offer.

As in previous years, the event was well attended with thousands of homeowners flooding through the gates looking for inspiration and their 'dream team' to work with on their new home or renovation project.



Our **capability**

Advocacy & policy

Fighting hard for members

The policy front in 2024 was another busy and challenging year. There was no shortage of reforms and new proposed changes which the industry needed to respond to, fight off, prepare for or adapt to.

We ensured the residential building industry's **voice & concerns** were highlighted & made clear to decision-makers.

Some significant policy matters that the industry faced included:

- ensuring government policies enable the delivery of the Housing Accord commitment to build 1.2 million homes over the next five years
- pushing the case strongly for comprehensive planning reforms to bring new land to market, fast-track approvals, and meet current and expected housing demand
- managing the scope, scale and complexity of implementing NCC 2022, at the same time undertaking extensive industry training to support the industry to adapt to these major reforms
- curtailing what governments are seeking to include in NCC 2025 and its timing off the back of the largest-ever amendments to the building code
- looking to steer where future sustainability reforms go as part of the government's net-zero sustainability commitments and managing what this will mean for future buildings
- responding to the government's proposed bans – including gas, engineered stone, and wood heaters, and highlighting industry impacts, transitional issues and impact on businesses
- skilled workers shortages and supporting reforms and incentives to bring more workers into our industry, highlighting key issues around the cost of land, materials and labour
- further push from specific sectors for greater building resilience matters such as building codes and standards and restricting where people can build
- negative media sentiment and bringing consumer confidence back into the sector
- increased regulator audits of buildings and a more punitive approach to enforcement and regulation of the industry
- adapting to more innovative types of building and ensuring regulatory impediments are not stifling this innovation
- continued complexity and increased regulations.

This is an intimidating list of matters that the industry is navigating, but members can be rest assured that HIA fought hard to ensure any new rules introduced are proportional to the problem, practically achievable, and cost-effective.

While we didn't win every battle on various policy matters, we ensured the residential building industry's voice and concerns were highlighted and made clear to decision-makers.

Equally, we called out bad policy no matter where it came from and stopped many poorly conceived policy ideas or proposals before they saw the light of day.

In 2025, we will continue to stand up for and represent our industry in the incredible work our members do every day in housing Australians.

As we head into a federal election, we continue to ensure the voice of the industry is ever present in the debate on housing and advocating for meaningful and well-developed policies to support more homes getting built and removing roadblocks to enable this to happen in a timely fashion.





HIA advocacy has focused on the housing supply & affordability crisis.

Economics rebuilding confidence & supply

In 2024, leading indicators of home building improved, marking the end of the trough in this home building cycle.

Over the preceding two-and-a-half years, we saw the fastest rate hikes in a generation from the Reserve Bank, producing a 12-year low in housing commencements. Strong population growth, tight labour markets, low rental vacancy rates, and increasing expectations of rate cuts on the horizon helped improve market confidence and bring investors and owner occupiers back to the market by the end of 2024.

Markets started to diverge again, with Western Australia leading the recovery, while Sydney remained

constrained by the highest land costs in the country. Higher-density housing remained much more constrained than the detached housing sector, with restrictions on density and punitive taxes on foreign investors persisting.

Policy choices were the determining factor in which states and territories saw the earliest and strongest turning points in market activity. Policymakers who exploited the tools at their disposal—tax relief, accommodative planning frameworks, approvals processes and building regulations, workforce development—were able to provide more affordable shovel-ready land and made better progress and improvement from the trough of this cycle.

Building navigating regulatory complexity

Over the past year, HIA has actively engaged governments on their proposed changes to the National Construction Code (NCC) 2025. While acknowledging its focus is on multi-residential and commercial buildings, we remain concerned about the timing of further NCC reforms and the details of the major reforms in NCC 2025, which include:

- Further condensation management changes
- Revised and more stringent external waterproofing and weatherproofing provisions
- Changes to thermal breaks provisions
- EV charging pre-provisioning and commercial and multi-residential energy efficiency stringency increases.

Responding to the proposed NCC's technical proposals and accompanying analyses on member behalf, HIA made six substantive submissions. Our submissions reflected member feedback and highlighted the pressure on the residential building industry from a large suite of recent regulatory changes across many policy areas.

HIA advocacy has focused on the housing supply and affordability crisis, demonstrating to governments:

- Costs that analysis overlooked and where proposals needed viable alternatives to enhance efficiency and productivity of the industry
- Expanding options for compliance through Australian Standards for cladding and roofing solutions
- The need for adequate time and education to support a transition to new standards.

HIA has been the leading voice on the need for transition arrangements for projects underway, renovations and additions for residential energy efficiency, livable housing changes, and away from engineered stone.

HIA's technical team delivered professional development and educational short course content on NCC 2022 major changes. The team's commitment is to respond to technical enquiries, for which waterproofing remains a member focus. Fifty new and revised technical member resources, a new guide for *Condensation Management* and a revised *Kitchen and Bathroom Guide* were developed. These will assist members in staying up to date on the latest building approval and compliance issues.



Planning & Environment navigating national planning priorities

Universally it has been accepted that Australia's planning systems are not keeping up with demand for housing and need to be more responsive to boost housing supply in a more timely fashion.

HIA has significantly ramped up our planning advocacy and media commentary on the need for comprehensive planning reform to support all forms of housing and major delays and bottlenecks holding up getting more homes built.

In August, at the first anniversary of the federal government announcement of the National Planning Reform Blueprint (the Blueprint), HIA released the HIA Planning Blueprint Scorecard, which assessed progress. The HIA Scorecard provides an analysis and aggregated scoring system that highlights the relative strength or weakness of the planning systems in each state and territory against implementing the key reforms identified in the Blueprint.

HIA provided a submission to the National Urban Policy – Consultation draft. HIA offered broad support for the development of the policy to guide the growth of our cities and for the federal government, through national planning ministers, to develop an overarching strategy to guide the necessary growth of our cities. HIA outlined several recommendations for greater planning collaborations between the federal government and state/territory governments, called for transparent reporting decision-making and remedial actions where goals and objectives are not met.

Contracts & Compliance New risks and new rules

Over the past year, the contracts and compliance team continued to successfully support thousands of members across the country by providing information and advice on a range of legal, compliance and business issues.

Members' recurrent themes ranged from chasing payments to general contract queries and how to respond to and defend against cyber-attacks and email scams.

Changes to work, health and safety laws have also attracted attention. Specifically, the commencement of a ban on the manufacture, use and installation of engineered stone, coupled with additional regulations in relation to working with respirable crystalline silica, has changed the nature of the industry.

The industry continues to face financial pressure due to the high number of insolvencies. Our

range of resources about securing payment, the consequences of struggling to pay debts, and options for dealing with non-payment helped members manage these financial difficulties.

Changes to industrial relations laws continued to dominate our lobbying efforts, with significant measures, including a new offence of wage theft, coming into effect. The conduct of the CFMEU has also grabbed headlines over the past 12 months. While no-one in the industry has been surprised by the allegations of illegal and unacceptable behaviours, efforts have certainly been focused on improving the industry's culture and conduct onsite.

While the compliance burden seems to be only increasing, we continue to advocate strongly against any measures that would add further red tape, complexity, and cost to running a business in the residential building industry.

Work Health & Safety silica standards & safety reform

In 2024, legislative reform of work, health and safety (WHS) laws continued, particularly in relation to crystalline silica.

The ban on using, supplying, installing and manufacturing engineered stone took effect mid-year, subject to limited transitional arrangements in some jurisdictions ending on 31 December 2024.

Broader reforms for processing materials containing 1 per cent or more crystalline silica took effect on 1 September 2024. These reforms included mandatory control measures to reduce exposure to respirable crystalline silica and additional requirements for high-risk processing of these materials.

Safe Work Australia proposed a further reduction to the workplace exposure standard for respirable crystalline silica, which HIA strongly opposed.

We emphasised the far-reaching impacts on construction, consumers, and the manufacture and supply chain of building and construction materials and products.

Significant reforms were made to South Australia and Queensland's WHS systems regarding worker representation and right of entry. New WHS laws making industrial manslaughter a criminal offence were introduced in New South Wales, South Australia and Tasmania-the last remaining states to criminalise industrial manslaughter in WHS laws.

The challenging WHS reforms involved substantial advocacy, comprehensive submissions and member support, including information and advice explaining the new requirements.

Skills & Training shaping the future workforce

Advocacy for workforce development initiatives in 2024 underscores our commitment to addressing the industry’s pressing workforce challenges. This year, we advanced key initiatives to strengthen skills, boost productivity, and ensure a sustainable pipeline of talent for the industry.

Our submission to the Australian Apprenticeship Incentive System review highlighted the urgent need to redesign the system to support apprentices and employers better and improve completion rates. HIA emphasised the importance of wage progression apprenticeships is more accessible and appeals to young Australians, ensuring a steady flow of skilled workers into our industry.

Building upon HIA’s research into the barriers to prefab and modular construction, the government committed funding to establish the Future of Housing Construction Centre of Excellence at Melbourne Polytechnic. The centre’s work will support efforts to align training and workforce development initiatives with emerging technologies and modern building methods.

Major reforms to our migration system implemented throughout 2024 do little to address the challenges our industry faces in accessing skilled workers from overseas. However, HIA’s advocacy played an important role in securing funding to enable Trades Recognition Australia to streamline the skills assessment processes for a range of key trade occupations and have the Department of Home Affairs prioritise visa processing for workers in occupations critical to home building.

Lastly, the All Hands on Deck report captured significant media attention, amplifying the need for urgent workforce development. The report’s robust analysis and practical recommendations sparked national conversations about innovative solutions to address labour shortages and the importance of collaboration across government and industry sectors.

HIA reaffirmed its leadership in shaping a resilient and adaptive workforce for Australia’s housing industry in 2024 and beyond.



HIA Learning

Building on the success of previous years, HIA Learning had a continued focus on improving the student experience for our members and industry. We further refined our existing course resources, enhanced operational efficiencies, trainer development, and additions to our suite of course offerings.

While we continue to offer a range of nationally recognised qualifications across the country in addition to our professional development (non-accredited) programs, we have done so via a student-centred approach. This has seen continuous improvement across all areas of the team, ensuring the commercial stability of the operations while ultimately helping students achieve their career and/or business objectives.

Compliance was also a focus as we prepared for re-registration in 2025. While this remains an ongoing priority for the Registered Training Organisation (RTO), this significant milestone requires a concerted focus as it will ensure the ongoing operation and business unit’s future success in 2025.

1149 qualification enrolment commencements	823 Statements of Attainment issued
11,522 competent results recorded	115+ virtual courses delivered nationally
3667 participants trained in various Professional Development short courses (non-accredited training) <ul style="list-style-type: none"> including virtual & online courses key topics focus on regulatory red tape & legal requirements, i.e. NCC 2022 changes + Building Contracts. 	
Group booking offering was introduced, providing an opportunity for private, tailored sessions on a variety of topics to suit the business at a time & location suited to their needs	



HIA Apprentices

HIA's commitment to supporting the industry's future through apprentice training and mentorship once again provided a success story for the association.

Over 320 new apprentices and trainees began their career journeys in 2024 with HIA's Group Training Scheme, an amazing number considering the industry slowed in the second half of the year. This slowdown resulted in the HIA Apprentices closing the year with 701 apprentices.

The team employed over 1100 apprentices, completing over 5783 service activities during the year.

As a registered Group Training Organisation (GTO), we must participate in external audits against the National Standards for Group Training. HIA has maintained its accreditation against the National Standards in 2024, successfully completing external audits.

The ultimate measure of success for HIA is seeing our apprentices and trainees complete their qualifications and move into a career, whether with their host business, a new employer or setting up their own business. This year, over 160 apprentices completed their apprenticeship with our team.

We continue to look for ways to promote and engage with young people, showing that a career in the residential construction industry is valuable, be that through school career days, HIA's YouthBuild program in Tasmania, or Queensland's CSQ Trade Ready and Mentoring Programs.

With the industry's support, we look forward to growing and mentoring the next generation of builders in 2025.



323
new apprentices
commenced



167
apprenticeships
completed



5683
mentoring visits to
apprentices & hosts

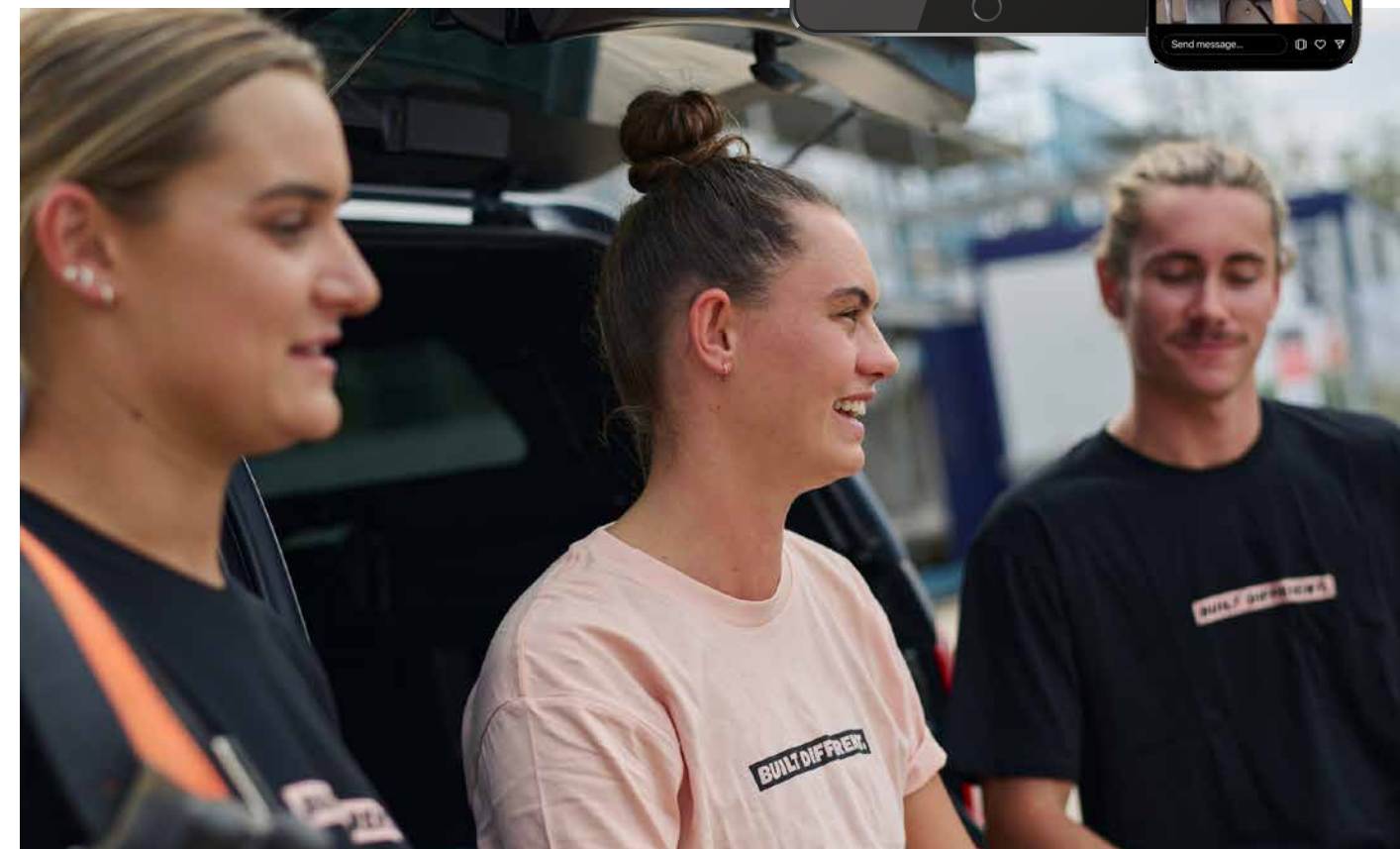
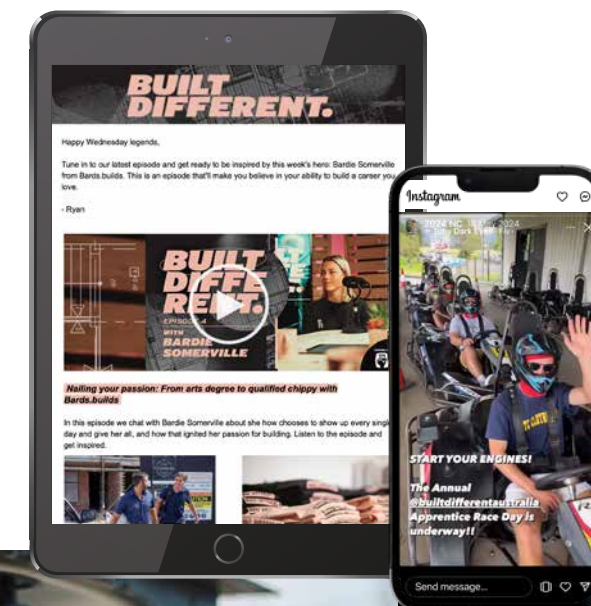
Built Different

Built Different continues to provide a space for young tradies to connect, learn and grow within the building and construction industry.

This past year saw steady engagement and the community remained a valuable resource for those looking to navigate their careers, share insights, and seek support from like-minded peers.

The success of the Built Different Podcast, hosted by Ryan May (Built Different HIA Ambassador) and Simon Mee (2x *Australian Survivor* contestant, 3rd-year Apprentice Carpenter for HIA Member Happy Haus, Qld) continued in 2024 across digital platforms with social media seeing active engagement and a connected community. During the year, we delivered a tailored quarterly digital newsletter straight to our audience's inbox, offering tips, tools and insights to help them get ahead in their trade.

Built Different remains vital to HIA's commitment to supporting the next generation of building professionals.



Our initiatives

Each year, HIA undertakes a wide variety of government-funded projects to attract new entrants to the building industry, create apprentice employment opportunities and help retain these apprentices. These valuable projects operate nationwide, with specialist teams delivering outstanding results.

In Queensland, we deliver two funded mentoring programs. The first is the Advanced Apprentice and Employer Mentoring Program, which provides intensive support and advice to both apprentices and employers. The second is the Women in Trades Mentoring Program, which gives specialist support to females entering and already within the construction industry apprenticeship pipeline.

Across the state, we also deliver pre-employment readiness, mentoring and targeted pre-apprenticeship courses to enhance the standard of new apprentice entries into the industry.

In New South Wales, we continue to manage the 5-year Housing NSW Targeted Apprentice Program (formerly LAHC), with 66 completions. The program has recently excelled in its second independent evaluation. It is on track to surpass the state government's targets in all cohort groups and has a significant regional impact.

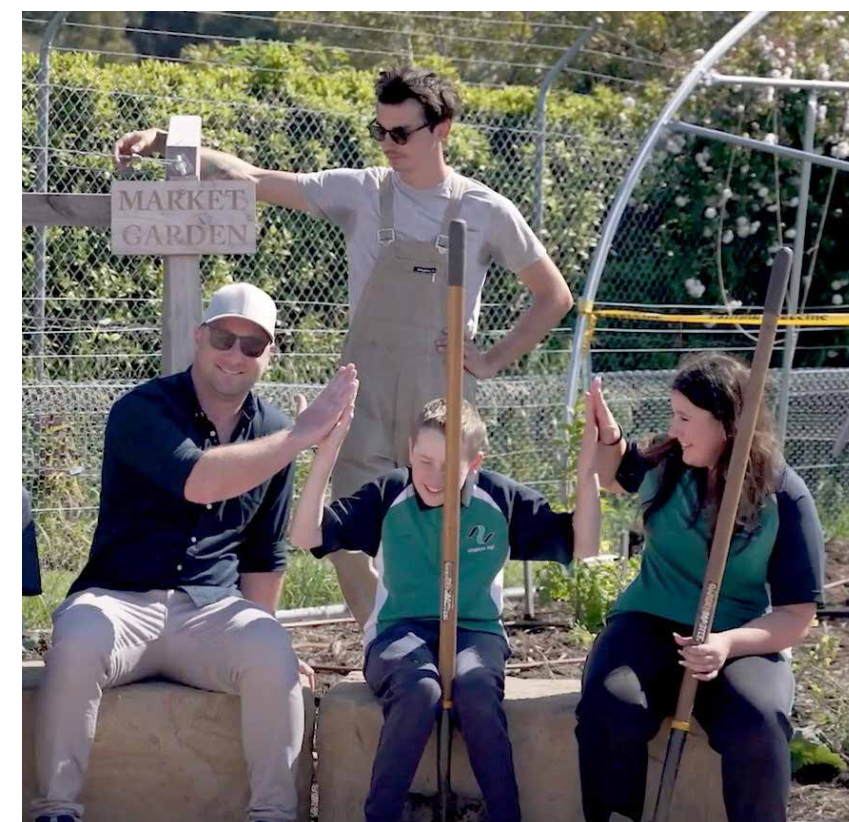
HIA also delivers the NSW BuildHer Program across all areas of the state, surpassing all contract school and organisation attendance and activity KPIs, including video production, social media campaign reach and

establishing a practical Job Ready Course template for future HIA application.

In South Australia, we deliver the SA BuildHer Program throughout schools, including significant collaboration with female-focused hands-on trades training organisations. It is on track to surpass the contract activity KPIs, including video production and social media campaign reach.

In Western Australia, we deliver a comprehensive Brick and Block Laying Pre-Apprenticeship Program designed to deliver work-ready apprentices to the WA construction industry. The program has been successful against expectations, including targeted regional coverage.

In Tasmania, we deliver the ongoing YouthBuild Program with industry partners to provide a practical school to training and employment pathways via certificates in construction, school-based apprenticeships, and full-time GTO apprenticeship placements. This program surpasses original targets and will continue to expand into 2027 due to this success.



OPPOSITE PAGE NSW Targeted Apprentice Program (formerly LAHC)
LEFT HIA DESBT GTO Pre-Apprentice Program RIGHT HIA YouthBuild Program participants

Business support







HIA Business Solutions

HIA offers a comprehensive range of products that support our members’ business operations and the broader residential construction industry.


The products provided through our digital platforms include building contracts, Australian Standards and construction codes, tailored safety management systems, safe work method statements and digital compliance tools like SafeScan and TradePass.

In 2024, we relaunched a wide range of digital safety-related products to manage risks on the worksite by having the right safety system in place. Our members have received these products well, and we will continue working to enhance this offering.

Our other achievements this year include:

-  Supported the industry by delivering nearly 500 hard copies of the NCC 2022 volumes and 500+ downloads of the Livable Housing, Waterproofing and Condensation Management Guides
-  Assisted builders and contractors with 100+ safety management systems and 290+ safety e-docs downloads
-  Implemented 460+ SafeScan QR Codes onsite
-  550+ contractors remained compliant with TradePass, and more than 2500 verified documents
-  Delivered 500+ digital downloads and 200+ hard copies of Australian Standards to assist the industry with compliance
-  Provided around 1500 site signs to help builders stay safe on the job.

 **1000+**
new Toyota
vehicles delivered


 **\$55k +**
saved with
The Good Guys


\$720K+
saved on
Ampol fuel


Member perks


In 2024, our members continued to access exclusive HIA discount offers which helped them save money and manage their business needs.

Across the year, new partners joined our Member Perks Program, including Dell Technologies, endota spa, careerone and Specsavers. We will continue to add new partners in 2025, increasing membership value and helping our members to save on their day-to-day business purchases.


 **Toyota Association Fleet**
Giving fleet buying power to members with discounts across the Toyota range

 **Officeworks**
Business discounts on Officeworks supplies & services


 **Stratton Finance & Carconnect**
Tailored car buying & finance options for vehicles & more


 **Ampol fuel savings**
Members saved up to 5 cents/litre & access other motoring services at great rates

 **Dell Technologies**
Year-round discounts for computers & software

 **Travel**
Member rates for Avis & Budget car & truck rentals & Qantas club membership

 **The Good Guys Commercial**
Instant savings across the Good Guys range all year round

 **Endota spa**
Exclusive member online discounts on gift cards & products

 **HIA Hiring**
Access to member rates for job posting & seeking on our HIA jobs board powered by careerone



Saved members \$\$\$ on Officeworks, Dell computers & software, endota spa vouchers & gifts, Stratton car finance & Qantas Club.

Member engagement

 **13,000**
Facebook
interactions

 Instagram
clicks up
124%

 **5183 mentions**
across media outlets
& newspapers

Media and communications

As we continue to adapt to the ever-changing media landscape, 2024 has been a year of growth, innovation, and a strategic shift in how we engage with our audience.

Building on the success of our 2023 initiatives, we further strengthened our position as a leading force in industry communication and member support.

In 2024, our social media channels demonstrated remarkable growth, reaching 5.2 million people across our platforms. We maintained our focus on growing our community at both a national and regional level while boosting online interactions with our members.

On Facebook, we saw a 0.5 per cent increase in clicks, while reach grew by 49 per cent, and visits increased by 20.4 per cent. We also welcomed 2100 new followers, with engagement remaining strong at 46 per cent and 13,000 interactions throughout the year.

Instagram saw significant growth, with clicks up 124 per cent, reach growing by 17.7 per cent, and interactions doubling, resulting in 2600 new followers. LinkedIn and Twitter also saw increases, further reflecting the growing effectiveness of our social media strategy.

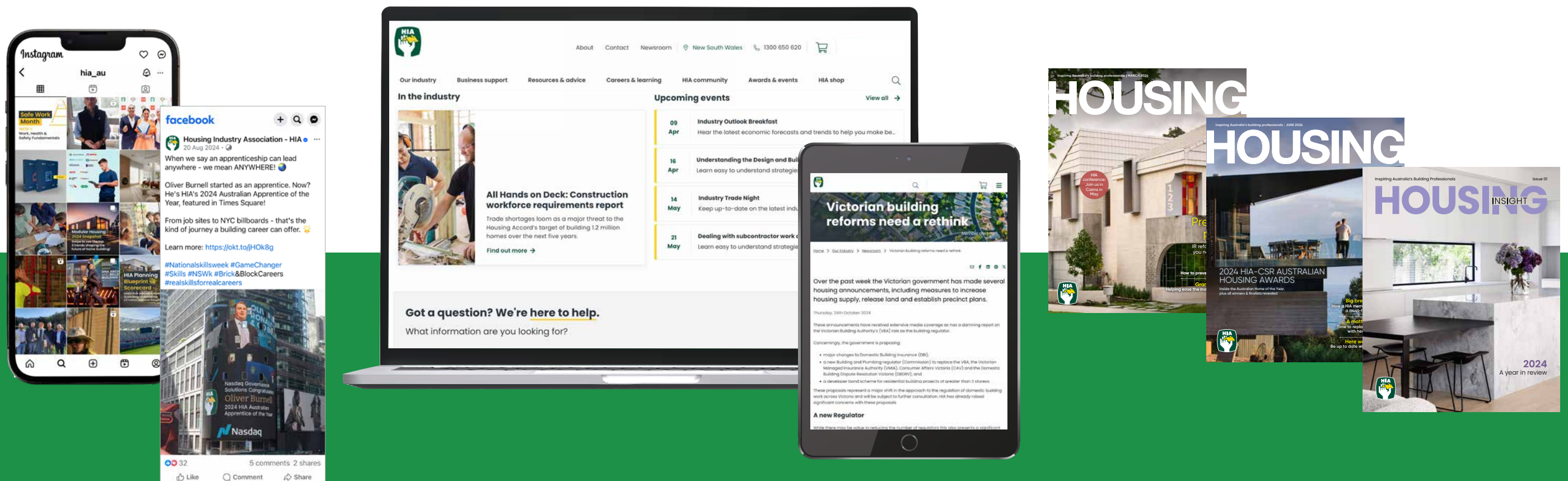
The digital space saw remarkable progress in 2024, with 1 million users visiting hia.com.au. Sales from digital story tiles, banners, and sponsored content surged by 400 per cent in revenue compared to the previous year. This highlights the increasing demand for digital opportunities and the growing recognition of our platform's value for advertisers and sponsors.

We continued to prioritise member engagement and strengthen our communication efforts. Over the year, we shared 252 media releases and 94 member alerts to ensure our members stayed informed on critical industry issues. We also kept our audience engaged through our eDMs, delivering 1100+ eDMs on regional and national issues and 11 HOUSING-specific eDMs to an average audience of 50,000 recipients.

Our robust media engagement strategy amplified our voice across various media outlets and newspapers, securing over 5183 mentions throughout the year. The continued increase in FM and AM radio coverage reaffirmed our credibility as the go-to source for expert commentary on pivotal housing issues.

We produced three print magazines throughout the year, reaching approximately 60,000 recipients. This included our *HOUSING Insight* Year in Review publication's debut, a comprehensive piece highlighting key member stories, business unit activities, and thought leadership contributions. This print publication has proven to be a valuable resource for showcasing our hard work and dedication to supporting members.

The ongoing engagement with our communications remains a testament to our continued relevance and value in supporting our membership.





Financial report

Housing Industry Association Limited
and Controlled Entities ACN 004 631 752
Concise Financial Report
For the year ended 31 December 2024

Contents

Directors' Report	71
Auditor's Independence Declaration under Section 307C of the Corporations Act 2001	74
Discussion and Analysis of the Financial Statements	75
Consolidated Statement of Profit or Loss and Other Comprehensive Income	77
Consolidated Statement of Financial Position	78
Consolidated Statement of Changes in Equity	79
Consolidated Statement of Cash Flows	80
Notes to the Consolidated Financial Statements	81
Directors' Declaration	81
Independent Auditor's Report	82

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 26 March 2025. The directors have the power to amend and reissue the financial statements.

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 2024.

Directors

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

Debra Megan Johnson
Yitzhak Arie Hazan
David Charles Linaker
Catherine Mary Inglis
David John Demetrius Morris
Craig Robert Muse
Andrew Bruce Robb
Anthony Joseph Gleeson
Alwyn Gerard Even
Shane Paul Goodwin
Jocelyn Carol Martin

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;
- 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 2024 amounted to \$2,388,342 (2023 loss: \$1,919,266).

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

No matter or circumstance has arisen since 31 December 2024 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

Debra Megan Johnson
National President

Experience – Company Director and Partner Building Suncoast Green

Yitzhak Arie Hazan
National Vice President

Experience – Managing Director, i2 Homes Pty Ltd

David Charles Linaker
National Treasurer

Experience – Company Director

Catherine Mary Inglis
National Director

Experience – Group CEO, Think Brick Australia

David John Demetrius Morris
National Director

Experience – Director, Simmons Wolfhagen

Craig Robert Muse
National Director

Experience – Development Director, Infrastructure, Frasers Property Australia

Andrew Bruce Robb
National Director

Experience – Managing Director, The 3C Mentor Pty Ltd

Anthony Joseph Gleeson
National Director

Experience – Managing Director, A.N.T Building Pty Ltd

Alwyn Gerard Even
Past National President

Experience – Director, Even Management Pty Ltd

Shane Paul Goodwin
Additional National Director

Experience – Director, BCI Insight Pty Limited

Jocelyn Carol Martin
Managing Director

Experience – Managing Director, Housing Industry Association Limited

Company secretary

The company secretary was Annette Jayne Christou from 2004 until 2 December 2024. Lalit Kishore Prasad commenced as company secretary from 2 December 2024.

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 and committees

During the financial year, the number of Board and Committee meetings each director was eligible to attend and attendance by each director were as follows:

Director	Board of Directors		Audit Risk & Governance Committee		Assets Committee		Technology & Data Committee		Policy Committee		Commercial Services Committee		Finance & Budget Committee		Remuneration Committee	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Debra Megan Johnson	4	4	4	4	7	7	4	4	4	4	4	4	1	1	1	1
Yitzhak Arie Hazan	4	4	-	-	-	-	4	4	-	-	-	-	1	1	1	1
David Charles Linaker	4	4	4	4	-	-	-	-	-	-	4	4	1	1	1	1
Catherine Mary Inglis	4	4	-	-	-	-	4	3	-	-	4	4	-	-	-	-
David John Demetrius Morris	4	4	-	-	-	-	-	-	4	4	4	4	-	-	-	-
Craig Robert Muse	4	3	-	-	7	7	-	-	4	4	-	-	-	-	-	-
Andrew Bruce Robb	4	4	-	-	-	-	4	4	-	-	4	4	-	-	-	-
Anthony Joseph Gleeson	4	4	-	-	-	-	-	-	4	3	4	4	-	-	-	-
Alwyn Gerard Even	4	3	4	3	7	6	-	-	-	-	-	-	-	-	-	-
Shane Paul Goodwin	4	3	4	4	7	4	-	-	-	-	-	-	-	-	-	-
Jocelyn Carol Martin	4	4	4	4	7	7	4	4	4	4	4	4	1	1	1	1

Number eligible to attend (A) Number attendance (B)

Insurance of officers

During the financial year, Housing Industry Association Limited paid a premium of \$92,196 (2023: \$78,205) 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.

Proceeding 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 74.

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




Debra Johnson
Director



David Linaker
Director

Dated: 26 March 2025




**Nexia
Australia**

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Canberra ACT 2601
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P: +61 2 6279 5400
nexia.com.au


**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 2024 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.



Nexia Duesburys (Audit)
Canberra, 26 March 2025



G J Murphy
Partner

Audit. Tax. Advisory.

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 please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Liability limited under a scheme approved under Professional Standards Legislation.

Discussion and Analysis of the Financial Statements

The HIA Limited group of companies reported a consolidated surplus of \$2.4 million for the year ended 31 December 2024. This compares with a \$1.9 million deficit for the 2023 year. This represents an improvement in net operating results by \$4.3 million year on year.

Statement of Profit or Loss and Other Comprehensive Income

Home building activity in 2024 declined compared with the previous year. Housing starts remained low due to challenges with higher interest rates, construction and land costs and lower affordability driven by higher costs of living. The Association continued to access Government stimulus funding including *Completing Apprenticeship Commencements (CAC)*. HIA passed on one hundred 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. Following is a summary of the financial highlights:

- An increase in group turnover of 3.5 per cent, from \$99.0 million in 2023 to \$102.5 million in 2024.
- Year-on-year revenue improvements were achieved in the business units of HIA Apprentices, Training, Membership, Events, Insurance, Stationery and Property. However, revenue declined in Grants & Projects, Publications, Safety Services and HIA Vehicles. Returns from investments were also lower year on year.
- The group's surplus result was mainly driven by revenue growth and reducing costs, both contributing to improved profitability.
- HIA held several events across various regions in Australia in 2024, which increased member engagement, with an improvement in operating result of the business unit compared with the previous year. Events held also benefited from strong industry support and partnerships.
- HIA's Group Apprenticeship Scheme continued to assist in HIA's endeavours to address skill shortages in the building trade with the completion of 167 apprenticeships during the year.
- HIA continued with the delivery of the four-year New South Wales Government's Land and Housing Development (LAHC) funded program for apprenticeships and traineeships across the State. During the year, various other state government-funded programs were conducted, with some continuing into 2025. In November 2024, HIA was awarded a \$2.0 million federal government grant to deliver Work Health and Safety advice to

industry participants to qualify them for work under the Housing Australia Future Fund (HAFF) and National Housing Accord by the end of 2025.

- During 2024, HIA sold its existing Brisbane property and purchased new offices in the Brisbane suburb of Newstead. HIA also purchased new office premises in Melbourne which will be ready for occupation by mid-2025. HIA continues to execute on the long-term policy of owning and maintaining its own property assets to underpin long-term viability. HIA also delivered improvements to the Business Intelligence reports which enhance the visibility of data for decision making. There will be greater focus in 2025 to continue HIA's journey in improving data quality and availability.
- The net revenue from the investment activity for the year was \$1.2 million, with the value of the overall investment portfolio decreasing from \$36.1 million in 2023 to \$14.7 million in 2024 due to disposal of investments for purchase of properties in Brisbane and Melbourne.

Statement of Financial Position

The Group's financial position improved in 2024, with net assets increasing by \$0.7 million to \$97.0 million, reflecting the net operating surplus of \$2.4 million, capital growth of the investment portfolio by \$0.5 million, offset by property valuation decreases of \$2.3 million. The net valuation decrease was driven by the Sydney property where market factors of increasing bond yields, increasing debt costs, inflationary cost pressure and higher rental incentives were driving down investor demand and therefore impacting expected market rental income.

The current ratio reduced year on year from 1.31 to 0.82 mainly due to reclassification to current assets for the Brisbane property as held for sale at the close of 2023.

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

Cash Flow

HIA concluded the year with a \$8.8 million cash balance, a marginal improvement by \$0.2 million from 2023.

Net cash inflows from operating activities in 2024 were \$5.6 million, representing a \$4.9m increase compared to 2023 primarily due to the operating surplus result of \$2.4 million and \$2.0 million grant receipt in last quarter, included as income in advance at close of 2024.

Net cash flows from investing activities saw an outflow of \$4.2 million in 2024, compared with the net outflow of \$1.7 million in 2023.

Net cash flows from financing activities in 2024 was an outflow of \$1.2 million, compared with an outflow of \$1.3 million in 2023

HIA | 74

HIA Annual Report 2024 | 75



Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2024

	2024 \$	2023 \$
Revenue		
Revenue from contracts with customers	98,835,534	95,174,225
Other Income	3,688,409	3,788,713
	102,523,943	98,962,938
Cost of sales	(52,866,574)	(51,937,043)
Gross profit	49,657,369	47,025,895
Lease interest expense	(257,686)	(246,582)
Gain on disposal of property, plant and equipment	140,310	47,211
Depreciation and amortisation expenses	(1,150,680)	(1,132,272)
Amortisation of right-of use assets	(1,200,436)	(1,230,859)
Administrative expenses including employee benefits	(44,800,535)	(46,382,659)
Profit/(loss) for the year	2,388,342	(1,919,266)
Other comprehensive income/(loss)		
<i>Items that will not be reclassified to profit or loss</i>		
Loss on revaluation of land and buildings	(2,273,841)	-
Revaluation of financial assets - equity instruments	585,084	601,253
<i>Items that may be reclassified subsequently to profit or loss</i>		
Revaluation of financial assets	119,777	283,099
Reclassification to profit or loss on realisation	(156,480)	(47,503)
Other comprehensive income/(loss) for the year	(1,725,460)	836,849
Total comprehensive income/(loss) for the year	662,882	(1,082,417)

Consolidated Statement of Financial Position

As At 31 December 2024

	2024	2023
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	8,777,048	8,592,039
Trade and other receivables	3,827,037	5,247,215
Inventories	448,072	483,206
Financial assets	3,564,723	5,861,980
Other assets	3,030,506	3,481,968
Property, plant and equipment	-	7,233,790
TOTAL CURRENT ASSETS	19,647,386	30,900,198
NON-CURRENT ASSETS		
Trade and other receivables	8,776	8,776
Financial assets	14,083,923	30,256,304
Property, plant and equipment	87,153,907	58,506,090
Intangible assets	-	79,078
Right-of-use assets	1,651,976	4,453,171
TOTAL NON-CURRENT ASSETS	102,898,582	93,303,419
TOTAL ASSETS	122,545,968	124,203,617
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	3,093,183	4,789,855
Contract liabilities and other income in advance	13,480,361	11,273,950
Provisions	6,365,499	6,410,491
Lease liabilities	896,249	1,071,785
TOTAL CURRENT LIABILITIES	23,835,292	23,546,081
NON-CURRENT LIABILITIES		
Provisions	663,682	668,468
Lease liabilities	1,066,555	3,671,511
TOTAL NON-CURRENT LIABILITIES	1,730,237	4,339,979
TOTAL LIABILITIES	25,565,529	27,886,060
NET ASSETS	96,980,439	96,317,557
EQUITY		
Asset revaluation reserve	19,796,427	27,458,769
Financial asset revaluation reserve	1,234,116	863,940
Retained earnings	75,949,896	67,994,848
TOTAL EQUITY	96,980,439	96,317,557

Consolidated Statement of Changes in Equity

For the Year Ended 31 December 2024

	Retained earnings	Asset revaluation reserve	Financial asset revaluation reserve	Total equity
	\$	\$	\$	\$
2024				
Balance at 1 January 2024	67,994,848	27,458,769	863,940	96,317,557
Surplus for the year	2,388,342	-	-	2,388,342
Loss on revaluation of land and buildings	-	(2,273,841)	-	(2,273,841)
Gain on revaluation of financial assets	-	-	548,381	548,381
Transfer from financial asset revaluation reserve - realised gain relating to equity instruments	178,205	-	(178,205)	-
Transfer from asset revaluation reserve - realised increment on property sold during the year	5,388,501	(5,388,501)	-	-
Balance at 31 December 2024	75,949,896	19,796,427	1,234,116	96,980,439
2023				
Balance at 1 January 2023	69,916,850	27,458,769	24,355	97,399,974
Loss for the year	(1,919,266)	-	-	(1,919,266)
Gain on revaluation of financial assets	-	-	836,849	836,849
Transfer from financial asset revaluation reserve - realised loss relating to equity instruments	(2,736)	-	2,736	-
Balance at 31 December 2023	67,994,848	27,458,769	863,940	96,317,557

a. Asset Revaluation Reserve

The asset revaluation reserve records increments and decrements on the revaluation of land and buildings.

b. Financial Asset Revaluation Reserve

The financial asset revaluation reserve records increments and decrements in the fair value of financial assets at fair value through other comprehensive income.

Consolidated Statement of Cash Flows

For the Year Ended 31 December 2024

	2024	2023
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from members, customers and others	114,434,456	106,525,564
Payments to suppliers, employees and others	(110,065,281)	(107,330,886)
Dividends and trust income	438,915	587,208
Interest received	1,053,671	1,156,987
Lease interest paid	(257,686)	(246,582)
Net cash provided by operating activities	5,604,075	692,291
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments for property, plant and equipment	(30,881,858)	(1,509,497)
Proceeds from sale of property, plant and equipment	7,412,698	64,877
Payments for investments and other financial assets	(3,556,948)	(1,362,249)
Proceeds from investments	22,786,775	1,150,000
Net cash used in investing activities	(4,239,333)	(1,656,869)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Principal payments of lease liabilities	(1,179,733)	(1,254,518)
Net cash used in financing activities	(1,179,733)	(1,254,518)
Net increase/(decrease) in cash and cash equivalents held	185,009	(2,219,096)
Cash and cash equivalents at beginning of year	8,592,039	10,811,135
Cash and cash equivalents at end of financial year	8,777,048	8,592,039

Notes to the Consolidated Financial Statements

For the Year Ended 31 December 2024

Basis of Preparation

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 2024.

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.

There are no events after the reporting period which require amendment of, or further disclosure in, the financial statements.

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 2024, as set out on pages 77 to 80:

- 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 2024 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.



Debra Johnson Director



David Linaker Director

Dated
26 March 2025



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

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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 2024, 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 2024.

In our opinion, the accompanying concise financial report, including the discussion and analysis, is consistent, in all material respects, with the audited financial report, and complies with Accounting Standard AASB 1039: Concise Financial Reports.

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 for the Audit of the Concise Financial Report 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 26 March 2025.

Directors' Responsibility for the Concise Financial Report

The directors are responsible for the preparation of the concise financial report in accordance with 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.

Audit. Tax. Advisory.

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 please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Liability limited under a scheme approved under Professional Standards Legislation.



Auditor's Responsibility for the Audit of the Concise Financial Report

Our responsibility is to express an opinion on whether the concise financial report, complies in all material respects, with Accounting Standard 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, 26 March 2025

G J Murphy
Partner

You're in **good hands**

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