

QUEENSLAND'S MASTER PAINTERS ASSOCIATION

ANNUAL REPORT

2021 /
2022



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MASTER PAINTERS ASSOCIATION OF QUEENSLAND

CRAFTING A BETTER FUTURE FOR OUR INDUSTRY

“The Master Painters Association (MPA) was established more than a century ago, chartered with a purpose and mission to help independent painting contractors run more efficient and profitable businesses and develop a community of excellence. MPA is the only official independent, member-owned, not-for-profit trade association dedicated to the success of thousands of painting contractors in Australia.”

Chris Munday, MPA President/CEO





ABOUT US

The Master Painters Association exists to serve its members, to advocate for our industry, and to train the next generation of master painters and decorators.

We act in the interests of our members and the public as the recognised peak representative for the painting and decorating industry in Queensland. We promote the need for effective regulation and legislation, notably in the areas of contracting, training, skills and safety.

OUR THREE GUIDING PILLARS:

To assist the interests of its members through exclusive services and benefits.

To represent and support the interests of all paint industry stakeholders.

To ensure that the professional standards and skills of the industry are maintained.

We work with industry leaders to ensure our services and advocacy are at the forefront. We thank our sponsors and partners who support our ongoing operations.



INDUSTRY SPONSORSHIP WORTH \$85,000 ACROSS 21/22.

MEMBER VALUE

INFORMING OUR COMMUNITY

The MPA continued to inform our community throughout the Covid-19-disrupted year. We liaised with Queensland Health about restrictions, and confirmed to members when building and construction could continue through the southeast Queensland-wide lockdowns.

We kept members informed about government programs and timelines, such as the Australian Government's Boosting Apprenticeship Commencements scheme that provided a 50 per cent wage subsidy for trainee workers.

ADVOCACY

Throughout the year we engaged with the Queensland and Australian Governments about issues critical to our industry.

In addition to determining the specific working arrangements for painters during Covid-19 restriction periods, the MPA also advocated for solutions for the Queensland Home Warranty Scheme.

THE 2021/2022 FINANCIAL YEAR SAW 54 NEW MEMBER APPLICATIONS



<p>PRIMARY PAINT BRAND MOST COMMONLY USED: DULUX</p>	<p>SECONDARY PAINT BRAND MOST COMMONLY USED: PPG</p>	<p>FAVOURITE BRUSH BRAND MONARCH</p>	<p>FAVOURITE ROLLER SLEEVE OLDFIELDS</p>
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WORKING WITH INDUSTRY

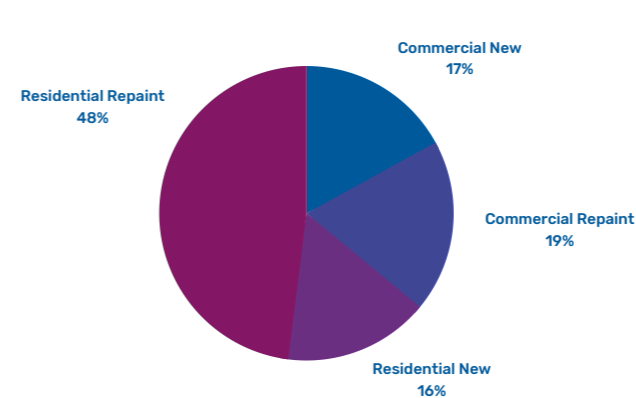
We continue to work closely with industry members and sponsors to ensure our programs fit real-world requirements.

TRAINING FUTURE MASTER PAINTERS

The MPA announced significant changes to training offerings this year. This included flexible training online, and through our mobile training units.. This innovative model aims to meet students where they are, and provide them with the resources they need.

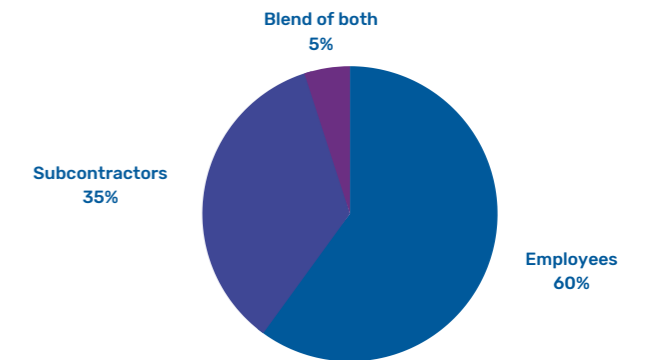
WHAT TYPE OF WORK OUR MEMBERSHIP IS DOING:

PREDOMINANTLY OUR MEMBERS ARE DOING RESIDENTIAL REPAIRS WITH AN EQUAL SPLIT ACROSS THE OTHER MAIN CATEGORIES.



WHAT EMPLOYEE MODEL THEY ARE USING:

THE TRADITIONAL EMPLOYEE MODEL IS MOST COMMONLY USED ACROSS OUR MEMBERSHIP BASE.



OUR EXECUTIVE COMMITTEE

The Master Painters, Decorators and Sign Writers Association Union of Employers was established in 1913. The founding constitution sought to create an organisation to “encourage and foster a

feeling a friendship” between employers in the industry. This spirit of cooperation lives on in the current association, which remains a not-for-profit organisation run by painters, for painters.



KEN ROBINSON

TREASURER
RFTPAINTING
43 YEARS INDUSTRY SERVICE



TONY LEDWITH

COUNCILLOR
EMPIRE PAINTING
30 YEARS INDUSTRY SERVICE



CHRIS MUNDAY

PRESIDENT/CEO
PAINT4U
35 YEARS INDUSTRY SERVICE



ENZO ESPOSITO

TRUSTEE
IMPERIAL COATINGS
31 YEARS INDUSTRY SERVICE



LIAM FRANCISCO

COUNCILLOR
LIAM FRANCISCO PAINTING CONTRACTOR
32 YEARS INDUSTRY SERVICE



STEVE MCCARTHY

COUNCILLOR
GCPROPAINING PTY LTD
32 YEARS INDUSTRY SERVICE



TAS MOULIS

VICE PRESIDENT
QPAINT
29 YEARS INDUSTRY SERVICE



SAM FESTA

VICE PRESIDENT
ROCHELE PAINTING
SECOND GENERATION PAINTER



DAVID BAIRD

COUNCILLOR
PRESTIGE HOME TRANSFORMATIONS
33 YEARS INDUSTRY SERVICE



STUART RYAN

COUNCILLOR
THE USHER GROUP
24 YEARS INDUSTRY SERVICE

FROM THE PRESIDENT/CEO

This year the Master Painters Association demonstrated strength, resilience and dynamism to achieve significant success in what was a busy year. We had our most successful year ever despite the ongoing challenges from COVID-19 and a significant reform agenda. Change will continue as the industry grows and evolves amid a turbulent economic period.

As President/Chief Executive Officer, I have come to recognise the strengths and opportunities for improvement that define MPA in our operations, perspectives and industry perception. I remain committed to our ongoing realignment journey and believe in the MPA's potential to achieve its purpose and meet the expectations of providing increased member value.

The 2021/2022 year commenced with COVID-19 continuing to impact our health and lives. We navigated a period of constant changes to compliance, regulations, restrictions and business and employee support packages. These ongoing changes highlighted to us, as the peak industry body, the critical importance of being able to deliver accurate, professional communications to members

and the contract painting industry across Queensland.

As the voice of the industry, we acknowledge the huge responsibility to be visible and accurate. Likewise, as a member owned and led organisation, we aim to ensure we represent member views and interests. To achieve this, this year we implemented the most comprehensive member survey we have ever undertaken to provide ongoing, measurable data to inform our future strategy.

The key strategies of 2021/2022 included the investment in a cloud-based Customer Relationship Management (CRM) system and the MPA's Registered Training Organisation (RTO). The investment in and implementation of a comprehensive flexible cloud-based CRM system (Oncord) delivered substantial efficiencies and transformed the way we managed members and communication. Oncord manages all facets of external communication, including ecommerce and our websites.

Substantial investment in our wholly-owned RTO was a significant achievement.



Rebranded from MPA Training to the National Institute of Construction Skills, the investment supported increased training scope, resources and serviced territories.

A refreshed new look and feel to our Awards for Excellence backed up with a concerted and intensive marketing campaign from July to September 2021 delivered the highest levels of member nominations, sponsor support, and attendance at the Gala Event. We were pleased to see more companies bring staff to the Gala event, so don't forget to check out the videos on our website for last year's entries and winners.

Membership has remained stable in recent years. Naturally, we would like to see this grow substantially in 2022/23. We have focused considerable resources on achieving our key strategic goals for the past few years, however, we will now be turning our attention toward membership growth in the coming year. This will consist of increasing member engagement, member retention, new membership and sponsors. Our current membership bears little resemblance to

the Queensland contract painting industry with MPA substantially supported by medium to large contractors rather than microbusiness owners and sole traders.

We look forward to engaging with these small business owners more over the coming year as they will bring a fresh perspective and a more holistic view of the industry to our organisation. I continue to welcome any feedback from members or industry partners, both positive and critical. We can only improve by acknowledging what we aren't doing well.

In closing, I have had the honour of leading our organisation for a number of years now. I would like to thank our members, our Board and our organisation for their ongoing support. I look forward to the organisation continuing to demonstrate its resilience and drive for improvement.



CHRIS MUNDAY, MPA PRESIDENT/CEO



PICTURED: OVERALL WINNER, IMPERIAL COATINGS QLD

2021 AWARDS FOR EXCELLENCE

The Master Painters Association's Awards for Excellence is the leading professional showcase for painters and decorators, and is recognised as the most prestigious and rigorous in the industry.

In 2021, winners in 17 categories were announced at the Gala Awards for Excellence dinner on October 29, where more than 200 people gathered to celebrate.

The overall winner was Brisbane-based Imperial Coatings for their high-quality work across a range of projects. Imperial Coatings won the New Commercial Project under \$200,000 category and were part of the winning group that took out the

Special Project award.

Categories ranged from new office projects, repainting home exteriors, heritage restorations for homes and offices, and decorative and artistic finishes.

Experienced painters volunteered as judges, using standardised judging scoresheets and processes to determine the leading projects.

We congratulate all entrants of the awards for excellence, honouring their commitment to the highest standards of trade craftsmanship and ethical business practice.

2021 AWARD WINNERS



Commercial Project New Under \$200,000.00	IMPERIAL COATINGS
Commercial Project New Over \$200,000.00	SIGNATURE PAINTERS
Domestic (Single Dwelling) New Under \$40,000.00	NEILSEN'S PAINTING PTY LTD
Domestic (Single Dwelling) New Under \$50,000.00	LNL PAINTING
Domestic (Single Dwelling) New Over \$50,000.00	CAPITOL COATINGS
Domestic (Single Dwelling) Repair Under \$40,000.00	DARRYL HATHWAY PAINTING & DECORATING PTY LTD
Domestic (Single Dwelling) Repair Over \$40,000.00	LIAM FRANCISCO PAINTING CONTRACTOR QPAINT
Multi-Unit Residential Repair Under \$150,000.00	LEISURETEX COMMERCIAL PAINTING
Multi-Unit Residential Repair Over \$150,000.00	MCAULIFFE PAINTING PTY LTD PRESTIGE HOME TRANSFORMATIONS
Commercial Repair Under \$200,000.00	DARRYL HATHWAY PAINTING & DECORATING PTY LTD
Commercial Repair Over \$200,000.00	LEISURETEX COMMERCIAL PAINTING
Heritage Restoration Domestic	NEILSEN'S PAINTING PTY LTD
Heritage Restoration Commercial	MCAULIFFE PAINTING PTY LTD THE USHER GROUP
Decorative Finish	PLATINUM 3 PAINTING PTY LTD THE USHER GROUP
Artistic Decorations	THE USHER GROUP
Special Project	QPAINT IMPERIAL COATINGS PLATINUM 3 PAINTING PTY LTD

THE NATIONAL INSTITUTE OF CONSTRUCTION SKILLS

We give our students a better future and a competitive advantage through our superior quality education and training.

On-the-job training:

Hands-on learning in industry, complemented by online training

Contemporary training venues:

Hubs in Brisbane and throughout regional Queensland, as well as a fully equipped mobile training unit

Flexible learning options:

Online multimedia training available when and where students need it

Building industry:

Championing apprenticeships and upskilling to grow the future workforce



RTO REBRAND

NICS LAUNCH NOVEMBER 2021



300 ENROLMENTS

RECORD NUMBER



QUEENSLAND WIDE

FAR NORTH QLD EXPANSION



MOBILE TRAINING UNIT

TWO PURPOSE BUILT VEHICLES



CSQ CONTRACTS



COMMUNIFY PARTNERSHIP



AES PARTNERSHIP



PASSIVE FIRE LAUNCH

A NOTE FROM THE NICS GENERAL MANAGER

A new and exciting update to the century-long history of the MPA occurred this year with the launch of the NICS in November 2021. We rebranded our RTO to better represent our diverse qualifications and competencies. This led to a new record enrolment of just over 300 apprentices.

NICS was launched in far North Queensland, and achieved and now services over 90 apprentices from Mackay to Cairns. We rolled out state-of-the-art, purpose built trailers stocked full of tools and equipment provided from our major sponsors to assist training in the north.

Throughout the year, NICS fulfilled two contracts for CSQ. This first contract saw NICS complete Skills Assessments in all five qualifications, reaching the total contracted amount of \$90,000. The second was made up of short courses ranging from the QBCC business course to our recently launched Passive Fire Course. This has now reached an amount of \$60,000.

We continue to develop the range of qualifications available through NICS. This year we completed our first Certificate I in

Construction and First Aid in partnership with Aboriginal Employment Services, and Communiify. The Cert I Construction program and partnerships will continue throughout 22/23 as they are an integral part in developing employment pathways into the wet trade streams.

In the year ahead, we will deliver Certificate IV Passive Fire Courses, developed in partnership with the Association of Wall & Ceiling Industries. We have consulted with the Department of Education to develop a program to introduce school leavers to the wet trades. Competencies in First Aid and the WP11 Licence course will be offered to all apprentices.

In conclusion it has been a successful launch and inaugural year for NICS, and we look forward to a positive 22/23.



TODD AITKEN, NICS GENERAL MANAGER



APPRENTICE OF THE YEAR



This award highlights the education and training of apprentice painters and decorators.

It is among the most important awards, given the strong focus on building the next generation of master painters and decorators.

We congratulate Jessica Carkeet from Usher Group as the winner of the Master Painters Awards for Excellence Apprentice of the Year 2021. Congratulations also go to Jed Le Plastrier from Imperial Coatings, Micah Scarth from PH & PJ Routledge, and Ruby Harrison, from Harrison & Sons Painters.

PASSIVE FIRE

In June of 2022, in partnership with AWCI, NICS launched the first of its Passive Fire Courses. The units within these courses will provide necessary assistance in meeting new QBCC requirements.



These units include:

- CPCBC4047A
Quality Assure Fire-rated lining systems.
- CPCWC3003
Install Dry Wall Passive Fire-Rated Systems
- CPPFES2039
Identify, Inspect, and Test Passive Fire and Smoke Containment Products and Systems
- CPPFES2035
Identify, Inspect and Test Fire and Smoke Doors



\$58,427

PROVIDED VIA MPA INDUSTRY TRAINING GRANT.

\$33,300

OF MPA MEMBER APPRENTICE REBATES.



UNION OF EMPLOYERS

As a union of employers, the MPA Queensland is bound by the obligations of the Industrial Relations Act 2016 (Qld). MPA Queensland has been a registered employer association in Queensland since July 1938.

Under the Queensland requirements, employer organisations must have rules setting out the organisation’s objectives, must hold elections and uphold the obligations in respect of the honest and good conduct of officers.

Other regulations cover financial reporting, membership and financial management training.

 **\$ 11.2K**
TOTAL DONATIONS



FINANCIAL DISCLOSURE

The MPA Queensland operates with the highest level of transparency, accountability and integrity.

In line with our obligations under the Industrial Relations (Transparency and Accountability) Act 2013, the MPA Queensland makes available on the member’s section of its website (scan QR Code) a number of documents including:

- Financial Disclosure Statement
- Mid-year remuneration of Officers
- Register of Gifts, Hospitality and other benefits given and received
- Register of Political Donations
- Register of Grants, Loans and Donations

DONATIONS MADE TO:

- DOWNS SYNDROME SUPPORT
- MOTOR NEURON SUPPORT
- DEMENTIA RESEARCH
- WILDLIFE RESCUE
- TOOWOOMBA HOSPICE

PICTURED HEAD OFFICE STAFF

(LEFT TO RIGHT): DAVID CLARKE, CHRIS MUNDAY, JOHN HOPPE, JENNY THOMAS, JASMYNE WALL, PAIGE REYNOLDS, TOM FITZGERALD, RUBY HARRISON, LAURA NEVES BRAGA, TODD AITKEN.

A FAIR & INCLUSIVE WORKPLACE

At MPA we strive to be an inclusive employer of choice. Our administrative team includes 50 per cent women, including a full-time trainer.

Achieving gender parity is an achievement given females currently comprise just 11 per cent of the building and construction

industry workforce, according to Women Building Australia.

This has occurred because at MPA we promote opportunities for women and provide an inclusive environment for people where people can be themselves.





MPA.ORG.AU
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Master Painters, Decorators and Signwriters' Association of Queensland Union of Employers. ABN 51 069 579 329.