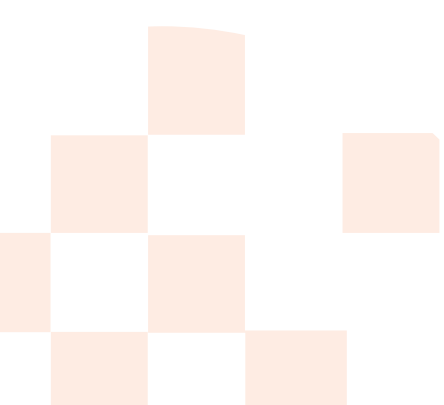






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About PaMPITO

Plastics and Materials Processing Industry Training Organisation



PaMPITO is the Industry Training Organisation for the following industry sectors:

- Plastics processing
- Pharmaceutical & allied products manufacturing
- Paint & coatings (including inks, resins and adhesives) manufacturing
- Glass container manufacturing

WHAT WE DO

We are responsible for setting the skill standards needed in these industry sectors. We do this by developing qualifications and training programmes that reflect the needs of companies in our sectors.

We also arrange training solutions with employers in response to their particular skills needs and provide support and assistance to individual employees who are in training or pursuing a career in one of our industry sectors.

As an ITO we have three main roles:

1. **Standard Setting Body**

We set the skill standards, qualifications and vocational education pathways for our industries.

2. **Training Solutions**

We arrange for the delivery of workplace learning and training for our industries.

3. **Skills Leadership**

We provide industry leadership by identifying skill needs, developing strategic training plans, and promoting learning that meets industry needs.

Funded by government and owned by our industry sectors, we ensure our industries have the skills they need to meet current and future requirements.

WHERE TO FIND US

Based in our new premises close to the airport, in South Auckland, we are suitably located to work with companies all around New Zealand.

Our new Contact details:

Building 2, 4-8 Pavilion Drive, Airport Oaks, Manukau City

P.O. Box 76 378, Manukau City 2241

Phone: 09 254 4877 Fax: 09 255 5663

www.pampito.org.nz

Chairman's Report

Just when we thought things couldn't get worse, along came one of the most difficult financial periods that New Zealand has seen for many years.



The recession ramp up of the past 12 months has taken its toll on many of the companies we manage training for, and it is not going to recover overnight. This constricted environment will be with us for some time to come. Even as trading begins to improve, the application of training will be well down the list of priorities, as companies struggle to regain position.

While theory would suggest that this is exactly the time companies should be training, when people are available and time is not a constraint, the reality is that if the funds are not available, training will not go ahead.

Under these conditions, it has been imperative for PaMPITO to evolve and react to the environment it has found itself in. PaMPITO has established a sound financial base and has continually looked for innovative ways to provide training options to the sectors we are associated with. Strict management of Training Providers and new training solutions have kept PaMPITO well on course to deliver to their market. Detailed understanding of TEC funding has allowed PaMPITO to maximise funding allocation, and allow projects like Embedded Literacy to proceed. These activities all lead to a strong product for future delivery and a significantly increased level of confidence in PaMPITO by the industry sectors we represent.

The challenge for the future will be to continue to fine tune the product range to meet the ever changing needs of our market and I am confident we have the team to achieve this. Innovative thinking and maximizing opportunities will be essential for survival.

I would like to take this opportunity to thank Barbara and her team for propelling PaMPITO to the position it is now in. We have come along way in the last two years. The PaMPITO Board Members are all voluntary positions and as such, all have 'day jobs'. We totally rely on an astute and competent Chief Executive to lead this organisation. I would also like to acknowledge Philip Seel from Milne Maingay for his continuing financial guidance. His contribution has ensured that we have built on the achievements of 2007-2008.

Finally I would like to thank the Board members for their support and guidance, provided both to me, personally, and to Barbara and her team. Their contribution is extremely valuable, as they bring skills from such diverse areas of the business environment. The fact that they can achieve this, while enjoying the interaction and having a bit of fun, is testament to their caliber. I have enjoyed my time chairing this board and look forward to supporting the incoming chairman through 2009-2010.

MIKE MURPHY

Chairman

PaMPITO

Board Members



MIKE MURPHY BSC, ANZIM (CHAIRMAN)

I have over 30 years experience in the Plastics Industry. Currently Group Operations Manager for Elldex Packaging Group, a Flexible Packaging Manufacturer and Importer with Operations in Auckland, Wellington and Christchurch. Currently Immediate Past President of the South Island Branch of Plastics New Zealand, Member of the National Executive of Plastics New Zealand, and Industry Representative on the Canterbury Manufacturers Association Council.



COLIN BUTLER

With only 18 years of technical sales experience Colin is one of the newer faces in the plastics industry. Has a tertiary qualification in Chemistry and has spent time with UK company Croda both here and overseas, and Omya of Switzerland, before beginning with Hunt Agencies in 2002. Currently serving on the Auckland Branch Committee, the ITO board, as well as PNZ National Executive as Corporate Suppliers Representative.



FRAN O'KEEFE

20 years experience in health & safety within the glass manufacturing field and taking this manufacturing environment from "be alright" attitude to an approach of having to work safely and thinking it through, It has been a constant drive to keep safety in the fore front of employees minds plus taking on the role of training management across the New Zealand plant and having developed our own NZQA National Certificate Qualification for Glass Manufacturing and literacy support. The training has seen the commencement of Glass Apprenticeships within the industry - which is a first for the Asia-Pacific region.



HEATHER ALLEN

Heather is the Operations Manager at ES Plastics based in Hamilton. ES Plastics are manufacturers of plastic injection and blow moulded products. We have an award winning on-site Toolroom and Design department to take ideas to commercial production and an ACVM registered facility for the manufacture of Veterinarian Medicines.



MAURICE PARLANE

Maurice Parlane is the chair of the NZ Therapeutic Products Manufacturers Association (TPMA). This association comprises of manufacturing companies from the pharmaceutical and allied manufacturing sectors and is responsible for the industry liaison with PaMPITO regarding the national qualifications and unit standards in this sector. Maurice is Principal/ Director of New Wayz Consulting Ltd. He has worked as a consultant to pharmaceutical and biotechnology companies for 12 years and prior to this held senior engineering and production management roles with Glaxo New Zealand and Glaxo Wellcome NZ. He holds a Bachelor of Manufacturing Technology belongs to IPENZ, the Institute of Professional Engineers of NZ. Maurice is a director of the Australasian affiliate of the International Society for Pharmaceutical Engineering (ISPE).



NEIL DEBENHAM

Neil is currently employed as Technical Projects Manager for Altex Coatings Ltd., and in his role as Chairman of the New Zealand Paint Manufacturers Association represents the Paint manufacturing industry on the PaMPITO Board. He has been on the Board since 2005, and was involved with the drafting of the unit standards for the industry.



RACHEL MACKINTOSH MA (HONS) NATIONAL INDUSTRY ORGANISER – PLASTICS INDUSTRY, EPMU

Rachel Mackintosh is a union representative on the PaMPITO Executive. She has a central role in organising union members in support of their training and employment interests and in pursuit of genuine engagement over the future of the industries they work in and their own working futures.



RON ANGEL, ORGANISER, EPMU

Ron Angel is a union representative on the PaMPITO Executive. Based in Christchurch he organises union members in support of their training and employment interests and in pursuit of genuine engagement over the future of the industries they work in and their own working futures.



STEPHEN FALVEY, DIRECTOR

Business Development Uniplus NZ Limited

Joined the Plastics and Chemical Industry in 1972. In 1998, acquired All Plastics Ltd, an injection moulding and plasticware manufacturing and distribution operation based in Lower Hutt. In 2006 All Plastics Ltd merged with its neighbour Lamnei Plastics to form Uniplus NZ Ltd. Stephen is married to Jenny and they have two daughters. He completed an MBA at Massey University in 1991.



TONY MILLER

26 years experience in the Plastics Industry mostly as GM and CEO of several flexible packaging and injection moulding businesses. He is now the owner operator of a custom injection moulder – Lane Plastics. He has previously served on the ITO board, Industrial Relations working group, Packaging Council and served on the National Executive of Plastics NZ for 13 years.

Chief Executive's Report

2008 was a very productive year for PaMPITO. It was a year for reinventing and re-establishing ourselves.



After our restructure in 2007 we established two new teams in February 2008; our Quality Systems Team and our Training Solutions Team. 2008 was a challenging year, particularly for the newly established Quality Systems Team as it was a time for reviewing and re-developing our entire quality management system.

Our efforts were suitably rewarded when both the Tertiary Education Commission and NZQA approved our systems. We received glowing reports from their audits and as a result we gained re-recognition by the government as the industry training organisation for our four sectors. Re-recognition is an important process for ITOs as it ensures we continue to receive funding for training and up-skilling activities.

During 2008 we partnered up with MIT, CPIT and ITAT to offer a range of short courses to our industry sectors. Offering training in this format instead of the previous block courses, met with industry's approval. 22 different courses ran with, on average, ten participants. At the end of the year we held focus groups with participants to gain their feedback on the courses. Their feedback was invaluable to us as it helped confirm which formats work well. Overall the short course pilot was successful, so we are continuing with this approach and working with our partner providers to ensure courses meet the needs of our trainees. During 2009 we are also increasing our professional development activities for trainers and providers. These people play a most critical role in ensuring training is successful.

During 2008 most of our qualifications were reviewed and following on from this work; we have created a range of programme formats. Such formats include Limited Credit Programmes, as well as whole qualifications (Certificates) and Apprenticeship programmes, which all provide flexible ways to learn new skills.

We are also looking at ways to reduce duplication and confusion with different training offerings. For example, Plastics NZ's DDSP (diploma in design and specification of plastics) aligns very closely with two level 4 unit standards. During 2009 we hope to bring these programmes together to form part of the Plastics Processing Technology qualifications.

People development is an important investment for all businesses. Companies need to achieve tangible returns on their training investments and they need to maximise their employees' skills back on the job. The establishment of our Training Solutions Team is exactly for that purpose. Our Training Services Managers help companies plan and implement training. They also follow up by mentoring and supporting individual employees with their training goals. Thanks to the funding we received from the Tertiary Education Commission these services are completely free of charge.

All these achievements could not have been realised without the dedication and commitment of our staff. We achieved phenomenal results in a twelve month period. Our work in 2008 has positioned us to strengthen our services to industry. I would like to extend my thanks and appreciation to the staff for their tremendous work and to our Board for their ongoing support, guidance and overview. I would also like to acknowledge the Tertiary Education Commission for the funding support provided.

Our longer term goals are to provide a training system that is:

- flexible enough to meet the differing needs of individual companies,
- affordable for all, and
- effective in developing the skills necessary to grow our industry sectors.

In 2009 we are already making significant progress towards these goals. We are committed to achieving these goals and to supporting companies in our sectors to grow.

We look forward to working closely with the whole range of companies in our sectors and we believe our new services will accommodate the range of needs, no matter how large or small.

BARBARA WILKINSON
Chief Executive

Qualifications

QUALIFICATION	LEVEL	DESIGNED FOR
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Plastics

National Diploma in Plastics Processing Technology	5	Product Designers, Technologists
National Certificate in Plastics Processing Technology (Technical)	1,2,3,4	Technicians, Machine Setters
National Certificate in Plastics Processing Technology (Production)	1,2,3	Production Operators
National Certificate in Engineering & Technology (Plastics Engineering)	4	Maintenance Engineers, Plastics Equipment Specialists

Pharmaceuticals & Allied Products

National Certificate in Engineering & Technology (Pharmaceutical & Allied Products)	2	Maintenance Engineers
National Certificate in Pharmaceutical & Allied Products	1,2	Production Operators

Paint

National Certificate in Paint Manufacturing	2 & 3	Production Operators, Paint Blenders, Mixers
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Glass

National Certificate in Engineering & Technology (Glass Container Mould Maintenance)	2,3	Technicians
National Certificate in Glass Container Manufacturing (Engineering & Technology)	4	Technicians
National Certificate in Glass Container Manufacturing	1,2,3	Production Operators, Technicians

All Sectors

National Certificate in Competitive Manufacturing	2,3,4	Production Operators, Production Supervisors, Managers
National Diploma in Competitive Manufacturing	5	Production Managers
National Certificate in Distribution	2,3,4	Warehouse staff
National Certificate in Occupational Health and Safety	1,2,3	Production staff, Warehousing staff, all employees
National Certificate in Business (First Line Management)	3,4	Production Supervisors, Supervisory staff
National Certificate in Adult Education and Training	4	Trainers and Assessors
National Certificate in Business Administration & Computing		Administration staff



Plastics Industry

The plastics industry employs about 10,410 people in more than 400 enterprises¹.

FACTS

- About 10,410 people in more than 400 enterprises
- Increased employee growth of 4.6% in five years to February 2008
- Only 14 companies employ more than 100 people.

In the five years to February 2008 the number of workers in the plastics industry has increased by approximately 4.6% (460 employees). During a similar period the industry achieved economic growths at a rate of 1.9% per annum from 2002 to 2007.

While there are a small number of larger and better-known plastics companies, around 60% of firms in the industry employ less than 10 staff. There are only 14 NZ plastics processing companies that employ more than 100 people. The following areas are the main centres for plastics manufacturing: Auckland, Christchurch, Hamilton, Palmerston North / Wellington.

The plastics industry in New Zealand produces a higher proportion of packaging products in comparison to other developed nations. Over 53% of plastics produced in New Zealand are for packaging for New Zealand dairy, meat and horticultural products.

Exports take up approximately 50% of production, either directly or as packaging for other industry products, as described above. New Zealand has quadrupled exports of plastic products in recent years, from \$80m in 1990, to approximately \$335m in 2000.

Whilst there is a general trend in manufacturing for production to be based off shore, the plastics industry has a growth strategy that will see employee numbers rise to 12,500 by 2015².

There are a number of different production processes in the plastics industry, which require qualifications to reflect the different skill sets. These processes include:

- injection moulding
- rotational moulding
- blow moulding
- film conversion
- extrusion – sheet, film, pipes
- thermoforming
- blown film
- variations of the above such as injection stretch blow moulding.

TRAINING NEEDS

A recent independent survey³ on the training needs of the plastics industry showed that the most important area of training is plastics processing technology (59% of respondents quoted this as the most important skill area), closely followed by entrepreneurship and management training (54%). Sales management (43%) and lean manufacturing (34%) were identified as the next highest skill need areas.

PaMPITO has made significant progress towards ensuring that these needs are catered for through our range of qualifications and programmes.

TRAINEE NUMBERS

Over 70 plastics companies worked with PaMPITO to develop their employees' skills with over 500 people involved in industry training during 2008.

¹ Business Demography data February 2008

² Plastics Industry Strategic Plan, 2005

³ Colmar Brunton research; Understanding the Training Needs of the Plastics Industry, June 2008



Pharmaceutical & allied products

The pharmaceutical and allied products industry includes companies that manufacture pharmaceutical products for both human and animal consumption, health products or ‘nutraceuticals’, cosmetics and other associated therapeutic products.

FACTS

- About 100 companies with approximately 2,100 employees
- Only small quantities manufactured locally
- Employees need to adhere to the stringent GMP requirements.

Most large pharmaceutical or allied product companies are located in the Auckland, Christchurch or Wellington regions.

Only small quantities of pharmaceutical products are manufactured locally. Most pharmaceutical products in New Zealand have been imported under license, they are then quality tested in New Zealand and repackaged and distributed. As a result of Pharmac’s tight regulations on the availability of restricted drugs, bigger global companies find it is more cost effective to import their products usually from their manufacturing plants based elsewhere, than to manufacture in New Zealand.

For those companies that do manufacture pharmaceuticals in New Zealand, strict regulatory guidelines must be met. These companies must adhere to the Good Manufacturing Practices (GMP) quality management system, which requires stringent processes to be followed. GMP is usually well embedded and well documented in companies’ standard operating procedures.

This industry sector has about 100 companies with approximately 2,100 employees. It includes companies that:

- manufacture pharmaceutical products in New Zealand
- import products for national distribution
- are contract manufacturers for overseas markets
- are local producers of cosmetics and health related products.

It excludes compounding of medicines in community and hospital pharmacies.

TRAINING NEEDS

Employees in this sector need to understand and adhere to the stringent GMP requirements. They must ensure the highest degree of accuracy and hygiene.

PaMPITO is working closely with this sector to ensure training options and qualifications address skill that are needed. PaMPITO’s new format of programmes target specific skill needs and are well placed to address any particular skill gaps.

TRAINEE NUMBERS

In 2008 eight pharmaceutical companies had over 70 trainees undertaking industry training. PaMPITO expects to expand these numbers and to respond to the needs of the wider allied products companies with the introduction of new training options and qualifications in 2009.



Paint

The paint sector also includes the manufacture of inks, resins, adhesives and other coatings.

FACTS

- **1,100 employees in approximately 50 companies**
- **There are five large companies in paint manufacturing that employ more than 100 people.**

This industry sector consists of approximately 50 companies totalling around 1,100 employees¹. In the five years to February 2008 the number of workers in the paint manufacturing industry has increased by approximately 3.6% (40 employees). Anecdotal evidence suggests that this increase has been reversed during 2008 and 2009, although as yet statistical data is not available to confirm this.

There are five large companies in paint manufacturing that employ more than 100 people. These companies are Dulux, Resenes, PPG, Wattyl and Altex. The majority of the remaining companies have less than 20 staff. These bigger companies are based in Wellington, Auckland and Tauranga. However, they all have branches or distribution outlets around New Zealand, some in remote areas.

Paint manufacturing covers both architectural products (house paints) as well as protective products (industrial paints). The approximate ratios between each product type are 20:1 in favour of architectural. Typically a manufacturer will specialise in either water-borne or solvent based products. There is little cross-over between the sectors and technologies. A significant portion of paint is also imported to New Zealand from Australia, the United Kingdom, the United States and Japan.

Most of the larger players export their products to Australia and the Pacific region. Anecdotal evidence suggests that the paint industry sector is likely to shrink over the longer term, in New Zealand, due in part to global acquisitions.

TRAINING NEEDS

Skills required for the paint manufacturing industry don't appear to have changed much in recent years. The process of manufacturing paint is much the same, but the ingredients used to make paints have changed and the legislative environment relating to paint manufacture is changing.

Trade and technical skills are also needed in the industry and paint manufacturing requires some specialised skills for specialised processes. Employees, therefore, need the skills to follow processes to a high degree of accuracy. In particular the following skills are seen as a priority:

- Handling hazardous chemicals
- Environmental issues
- Warehousing and distribution
- Quality management
- Lean manufacturing

PaMPITO is working with paint manufacturing companies to ensure these skill needs are covered by our qualifications.

PaMPITO works closely with the Paint Manufacturers Association of NZ. During 2008 all paint manufacturing qualifications were reviewed and renewed to reflect the current needs of the industry.

TRAINEE NUMBERS

During 2008 seven paint manufacturing companies were involved in training with PaMPITO. Trainee numbers are low in this sector, with less than 50 people enrolled in industry qualifications. Nonetheless PaMPITO is committed to working with the Paint industry to ensure skill needs are addressed.

¹ Business Demography data February 2008



Glass

The Glass container manufacturing sector is a specialised area that has only one major company in New Zealand: Owens-Illinois NZ Ltd (O-I).

FACTS

- **O-I is the major supplier in New Zealand employing 203 people**
- **Production capacity in the Asia Pacific region expected to increase by 50% in the next few years**
- **Employees work in a highly specialised environment so they need skills to follow processes with accuracy.**

O-I is also the largest manufacturer of glass containers in the world with leading positions in North America, South America, and Asia Pacific, as well being the only supplier in New Zealand. O-I has over 100 manufacturing plants on five continents and employs nearly 30,000 people. The number of employees employed at the New Zealand Plant is 203.

The New Zealand plant is based in Penrose, Auckland and has been established since 1922 when it was branch of the Australian Glass Manufacturing Company.

The Asia-Pacific region represents over 10% of O-I worldwide sales, generating revenue in excess of \$780 million US. Major production lines include containers for food, beer, beverages, spirits, and wines. It is enjoying substantial growth with production capacity expected to increase by around 50% in the next few years.

O-I has its own PTE (Private Training Establishment), called the Milestone Centre, which is NZQA registered and accredited by PaMPITO to deliver training towards glass container manufacturing qualifications.

TRAINING NEEDS

As the company responds to its customers' needs it requires employees to have skills to deliver excellence in quality, service and innovation and to ensure glass provides the perfect package to appeal to consumers and expand customer brands. Employees work in a highly specialised environment so they need skills to follow processes with accuracy.

PaMPITO is working closely with O-I to develop new qualifications reflecting the specialised nature of the skills needed to work in this environment. In 2008 two new qualifications were developed for mould maintenance skills and all the other glass container qualifications were reviewed and updated to reflect current skills requirements.

TRAINEE NUMBERS

150 employees at O-I undertook industry training during 2008.



Achievements & News

Re-recognition by Government

During 2008 PaMPITO went through a series of independent audits to satisfy the Minister of Education that we are a robust organisation. We passed our audits with flying colours and gained re-recognition for a further five years. This was a great outcome resulting from a lot of work reviewing and introducing new policies and procedures.

Training Solutions – Improved Services

Our new training solutions team was established in 2008 to advise, support and assist companies with their training plans.

Our team is available to:

- provide information on training
- source and coordinate suitable training providers
- customise training to meet business needs
- support and monitor employees with their training programmes
- source any funding that may be available to assist with the costs of training.

These services are completely free of charge and are designed to ensure companies can maximise their returns from their training investments.

Support for Workplace Assessors and Trainers

Trainers, coaches, mentors and assessors are all key people when it comes to developing skills. We increased our support and guidance to workplace assessors and trainers in 2008. We now offer comprehensive professional development activities aimed specifically for people in these roles.

PaMPITO introduced the annual workplace assessor conferences in 2008. We also held professional development workshops on how to address literacy issues in the workplace.

We have recently expanded our support to workplace trainers and mentors by establishing a trainers' network. Trainers, Assessors and mentors can join our trainers' network free of charge and receive invitations to attend free professional development workshops run by PaMPITO periodically during the year. This is an informal network where trainers, training providers, tutors and assessors can share ideas and issues together. We also hope to set up an online forum for this group to share ideas in the near future.

We also have formal qualifications programmes to ensure that trainers and mentors not only have the technical skills to teach others, but they also have the interpersonal skills to develop other people's skills. We have developed a limited credit programme that trainers can do to gain skills and confidence in training.



Modern Apprentices

In 2008 PaMPITO achieved its target numbers for Modern Apprenticeships. We supported 45 Modern Apprentices with their training and career plans. Apprenticeships have been the traditional way to become a Plastics or Glass Technician, or an Engineer.

Whilst we continue to encourage companies to use our apprenticeship schemes, we also acknowledge that apprenticeships are a big commitment. In 2008 we, therefore, opened up new ways for apprentices to complete their apprenticeships. These new options allow apprentices and their employers more freedom to choose the duration of their apprenticeship. Our new short courses, for example, provide shorter, topic specific training interventions that in combination provide the training requirements to complete an apprenticeship. They can be done in a timeframe and sequence to suit, so the most relevant courses can be chosen first. Apprentices can also choose to either fast track their way through their apprenticeship if they wish, or they can pick and choose from those training options they feel able to cope with.

Courses

In 2008 PaMPITO changed from the old block course system of training, to offering shorter, modular and topic specific courses that are relevant to a wide range of employees, not just apprentices. We have partnered up with three training providers that have a great deal of experience training employees in our industry sectors. MIT, CPIT and ITAT offer training courses that are specifically tailored for the plastics, pharmaceuticals, paint and glass sectors. Courses are mainly held in Auckland and Christchurch, and the most popular courses are also scheduled in Hamilton and Wellington. We also arrange additional customised courses for individual companies and other regions on demand.

Qualification Reviews

A significant number of PaMPITO's qualifications were reviewed and updated during 2008. Additional work is being carried out during 2009 on our Pharmaceuticals qualifications to better match them to the industry's emerging needs. Our qualification review work is an ongoing exercise, as we need to ensure our qualifications reflect the current and future needs of our industry sectors.

New learning materials

In 2008 we started reviewing our plastics processing learning units. With a clearer layout and better information, these workbooks and assessment documents are much easier to use and they make learning much more interesting. They also help trainees develop the literacy and numeracy skills needed in the workplace. There will also be a trainer and assessors guide to assist with ways to present learning material.

30 new plastics processing workbooks and assessments will be produced over the next few months.





Workplace Literacy

In 2008 we were successful in gaining funding to address literacy and numeracy skills in conjunction with our qualifications.

This funding has enabled us to develop new ways of working with trainees to ensure they not only achieve their PaMPITO qualification, but they also increase their literacy and numeracy skills.

www.pampito.org.nz

We made a start at upgrading the PaMPITO website in 2008, by launching the web based course calendar booking system. Since then we have given the whole website a face lift, so it is now easy to access a wealth of handy information. We continue to update and improve our website so it stays interesting.



New premises

In 2008 the lease on our premises came up for renewal and PaMPITO decided to move to different premises. We have been able to find brand new premises that are larger and more suitable for us. With Plastics NZ and the Apparel and Textile ITO joining us and sharing costs we have been able to move into much better premises, with more space and a layout to suit our requirements for virtually the same lease cost!



Our new premises are at:

Building 2, 4-8 Pavilion Drive
Airport oaks
Manukau City

The move has required us to change phone numbers, but our postal address stays the same:

P.O. Box 76 378
Manukau City 2241

Phone: 09 254 4877

Fax: 09 255 5663

Training Statistics

TRAINING NUMBERS

During 2008, 800 employees were in training with PaMPITO. These trainees were working towards a range of qualifications across our industry sectors. Figure 1. below shows which sectors have the most trainees.

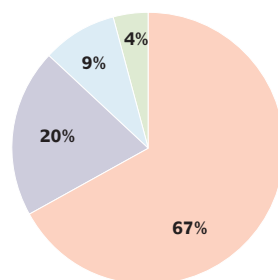


Figure 1. Number of Trainees and Apprentices during 2008

Plastics
Pharmaceutical
Glass
Paint
Total 800

NUMBER OF QUALIFICATION COMPLETIONS

Trainees achieved 183 qualifications during 2008. Table 1. outlines which industry sectors achieved the most completions. This result is a 22% increase on completion rates for 2007.

Table 1. Completions during 2008

SECTOR	2008
Plastics	149
Pharmaceutical	12
Glass	20
Paint	2
Total	183

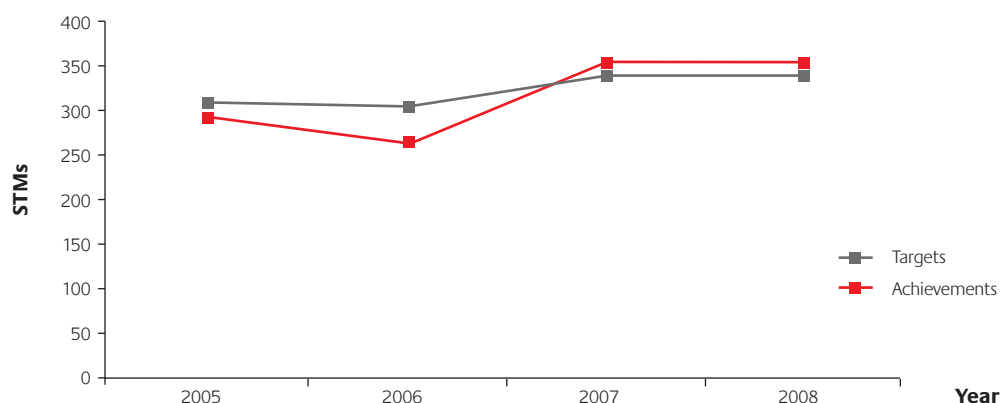
STM ACHIEVEMENTS (STANDARD TRAINING MEASURES)

Standard Training Measures are the funding formulas used by the Tertiary Education Commission.

One STM is the equivalent to 120 NZQA credits being achieved in a 12 month period.

In 2008 PaMPITO exceeded STM targets by 5%. Results for the last three years are shown in Figure 2 below.

Figure 2. STM achievements against targets 2005 – 2008



TOTAL NUMBER OF CREDITS ACHIEVED

A 30% increase in credit achievement was reported in 2008 against 2007's results.

Table 2. Total Number of Credits Achieved

2005	15,202
2006	12,797
2007	11,523
2008	15,820

Statement of Financial Performance

for the Year Ended 31st December 2008

	2008	2007
Income		
TEC Funding	1,114,505	1,088,800
TEC Projects	135,000	0
Training Services	190,056	307,134
	1,439,561	1,395,934
Direct Costs		
TEC Projects	86,143	0
Training Services	177,100	231,822
	263,243	231,822
Gross Income	1,176,318	1,164,112
Other Income		
Interest	50,824	5,952
Recoveries	23,981	25,873
Miscellaneous	7,347	14,807
	82,152	46,632
Expenses		
Personnel	446,104	468,333
Vehicles	29,065	30,181
Property	58,556	62,427
Operational Expenses	172,130	223,931
Depreciation	27,082	46,838
	732,937	831,710
Net Surplus for Year	525,533	379,034

Statement Of Movements In Equity

for the Year Ended 31st December 2008

	2008	2007
Members Funds at Beginning of Year (Deficit)	74,531	(304,503)
Net Surplus for Year	525,533	379,034
Members Funds as at 31st December 2008	600,066	74,531

These reports are an extract from the full financial statements.

Statement of Financial Position

as at 31st December 2008

	2008	2007
Current Assets		
BNZ Accounts	1,081,314	92,631
NZNB Account	0	101,592
Accounts receivable	7,288	29,030
Doubfful debts	-1,800	
Sundry debtors	47,791	199,585
Stock	14,229	18,037
	1,148,822	440,875
Fixed Assets NOTE 2		
Vehicles	32,366	46,238
Office & Computer	15,539	24,738
Leasehold improvements	0	4,234
	47,905	75,210
Total Assets	1,196,727	516,085
Less:		
Current Liabilities		
Accounts Payable	42,461	285,007
Other Creditors	172,001	0
GST	711	26,293
Leave	17,017	13,987
Income in advance	255,157	0
Current Portion of Hire Purchase NOTE 4	5,572	6,952
	492,919	332,239
Hire Purchase Liabilities NOTE 4	3,742	9,315
Term Liabilities		
PNZ Loan NOTES 3 & 5	100,000	100,000
Net Assets	600,066	74,531
Presented By:		
Members Funds		
Reserves		
Retained Surplus	600,066	74,531
Total Reserves	600,066	74,531

For and on behalf of the Board.

Mike Murphy
Chairman



Stephen Falvey
Board Member



The accompanying notes on the next pages form part of these financial statements.

Notes To and Forming Part of the Financial Statements

for the Year Ended 31st December 2008

NOTE 1 STATEMENT OF ACCOUNTING POLICIES

PLASTICS AND MATERIALS PROCESSING INDUSTRY TRAINING ORGANISATION (INC) (PaMPITO) is an incorporated society formed under the Incorporated Societies Act 1908. PLASTICS AND MATERIALS PROCESSING INDUSTRY TRAINING ORGANISATION (INC) is a reporting entity for the purposes of the Financial Reporting Act 1993. The financial statements of PLASTICS AND MATERIALS PROCESSING INDUSTRY TRAINING ORGANISATION (INC) have been prepared in accordance with the Generally Accepted Accounting Practice within New Zealand and Financial Reporting Act 1993.

Measurement Base

The accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on a historical cost basis are followed by the society. These accounts have been prepared on a going concern basis.

Specific Accounting Policies

Differential Reporting

The society qualifies for differential reporting as it is not publicly accountable and there is no separation between the owners and the governing body. The society has taken advantage of all available differential reporting exemptions with the exception of FRS 19 -Accounting for Goods and Services Tax.

Accounts Receivable

Accounts Receivable have been valued at their expected realisable value.

Stock

Stock has been valued by the Directors at the lower of cost or net realisable value after due allowance for damaged or obsolete stock. In determining cost the first in first out basis has been applied.

Fixed Assets Valuation and Depreciation

Fixed Assets are recorded at historical cost less accumulated depreciation. Historical cost is the value of consideration given to acquire the assets and the value of other directly attributable costs which have been incurred in bringing the assets to the location and condition necessary for their intended service.

Depreciation is calculated using the straight line method so as to allocate the cost of the fixed asset over its estimated useful life.

Fixed assets purchased since 1 January 2006 are depreciated using the diminishing value method at prevailing Inland Revenue rates.

Motor vehicles are depreciated at a rate of 30% on a diminishing value basis.

Hire Purchase Commitments

The balance outstanding on hire purchase liabilities is shown at balance date, less the proportion of future interest on the transactions.

Lease Commitments

The annual costs associated with property leases are included in the Profit and Loss account as expenses. No account has been taken of any future commitments arising from current leases.

Goods and Services Tax

These accounts have been prepared on a GST exclusive basis, with the exception of the Balance Sheet items "Accounts Receivable" and "Accounts Payable" which include the GST.

Repairs & Maintenance

All repairs and maintenance of plant, equipment and fittings is charged to expense.

Capital Commitments

There were no capital commitments in existence at balance date.

Contingent Liabilities

There are no contingent liabilities.

NOTE 2 FIXED ASSETS SUMMARY

THIS YEAR	COST	ACC'M DEPN.	BOOK VALUE
Motor Vehicles	73,380	(41,014)	32,366
Office Equipment	56,653	(44,951)	11,702
Computer Equipment	98,590	(94,753)	3,837
	228,623	(180,718)	47,905

LAST YEAR	COST	ACC'M DEPN.	BOOK VALUE
Motor Vehicles	73,380	(27,142)	46,238
Office Equipment	55,157	(37,851)	17,306
Computer Equipment	97,138	(89,706)	7,432
Leasehold Improvements	8,964	(4,730)	4,234
	234,639	(159,429)	75,210

NOTE 3 TERM LIABILITIES

	THIS YEAR	LAST YEAR
Current Portion	-	-
Term Portion	100,000	100,000
Total term liabilities	100,000	100,000

NOTE 4 HIRE PURCHASE LIABILITIES

	THIS YEAR	LAST YEAR
Current Portion	5,572	6,952
Non-current Portion	3,742	9,314
Total hire purchase	9,314	16,266

NOTE 5 PLASTICS NZ LOAN

An amount of \$100,000 is recognised in the financial statements of Plastics New Zealand Incorporated (PNZ) as a loan receivable from PaMPITO. Plastics New Zealand Incorporated is an associated entity and PaMPITO was originally part of PNZ. The loan is regarded by PNZ as being repayable only in the event that PaMPITO is wound up or merges with another Industry Training Organisation. There is no interest payable on this loan. The terms of the loan have been confirmed with PNZ.

NOTE 6 OPERATING LEASE COMMITMENTS

PaMPITO has future commitments under operating leases as follows:

	2008	2007
One to two years	26,208	79,928
Two to five years	1,688	6,271
Later than five years		1,688
Total commitment	27,896	87,887

PLASTICS AND MATERIALS PROCESSING INDUSTRY
TRAINING ORGANISATION (INC)

To the Members of Plastics and Materials Processing Industry Training Organisation (Inc)

We have audited the financial statements on pages 16-19. The financial statements provide information about the past financial performance of Plastics and Materials Processing Industry Training Organisation (Inc) and its financial position as at 31 December 2008. This information is stated in accordance with the accounting policies set out on pages 18-19.

Executive's Responsibilities

The Executive is responsible for the preparation of financial statements which gives a true and fair view of the financial position of Plastics and Materials Processing Industry Training Organisation (Inc) as at 31 December 2008 and of the results of operations for the year ended 31 December 2008.

Auditor's Responsibilities

It is our responsibility to express an independent opinion on the financial statements presented by the Executive and report our opinion to you.

Basis of Opinion

An audit includes examining, on a test basis, evidence relevant to the amounts and disclosures in the financial statements.

It also includes assessing:

- the significant estimates and judgements made by the Executive in the preparation of the financial statements, and
- whether the accounting policies are appropriate to Plastics and Materials Processing Industry Training Organisation (Inc) circumstances, consistently applied and adequately disclosed.

We conducted our audit in accordance with generally accepted auditing standards in New Zealand. We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Other than in our capacity as auditors, we have no interest in or relationship with Plastics and Materials Processing Industry Training Organisation (Inc).

Unqualified Opinion

We have obtained all the information and explanations we have required.

In our opinion:

- proper accounting records have been kept by Plastics and Materials Processing Industry Training Organisation (Inc) as far as appears from our examination of those records, and
- the financial statements comply with generally accepted accounting practice and give a true and fair view of the financial position of Plastics and Materials Processing Industry Training Organisation (Inc) as at 31 December 2008 and the results of its operations for the year ended on that date.

Our audit was completed on 31st March 2009 and our unqualified opinion is expressed as at that date.



BATTLE & JOHNSON
CHARTERED ACCOUNTANTS
AUCKLAND



