

**BUILDING AND CONSTRUCTION
INDUSTRY TRAINING BOARD**

**ANNUAL REPORT AND
AUDITED FINANCIAL
STATEMENTS**

For the year ended 30 June 2008

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STATEMENT OF COMPLIANCE
for the year ending 30 June 2008

TO HON. PETER COLLIER MINISTER FOR ENERGY; TRAINING

In accordance with Section 61 of the Financial Management Act 2006, I hereby submit for your information and presentation to Parliament the Annual Report of the Building and Construction Industry Training Board for the financial year ended 30th June 2008.

The Annual Report has been prepared in accordance with the provisions of the Financial Management Act 2006.

A handwritten signature in black ink, consisting of several overlapping, sweeping strokes that form a stylized, somewhat abstract shape.

.....
Ian C Hill
Chairman
BCIT Board

PERFORMANCE HIGHLIGHTS FOR 2007/08

- **Income of \$26.2 million.** An increase of 13% on 2006/07. Reflects a levelling off after 5 years of strong growth. Growth in revenue in the previous 2 years exceeded 25% per annum.
- **Expenditure of \$22.5 million.** 11% lower than last year due to safety training returning to normal levels, but still 23% higher than 2005/06.
- **5,230 apprentice subsidies costing \$13.2 million** provided to group scheme and direct indenture employers.
- **\$6.9 million allocated for 39,000 subsidies to workers** to undertake skills and occupational safety and health training. (Approximately 30% of the building and construction industry workforce received BCITF training support).
- Continued strong results from Career Promotion including:
 - **38,541 visits to www.bcitf.org web site**
 - **35,035 visits to www.nolimits.com.au website**
 - **2,200 School Students supported** to undertake School to Work Transition programs
 - **79 presentations made to schools** and career expos
 - **367 new probationary apprentices and their employers visited** on building sites resulting in reduction in attrition rate
- New “**State of the Industry**” report on industry training and employment demographics.
- Research completed into **The Value of Trade qualifications.**

CHAIRMAN'S REPORT

The Board had the pleasure of once again overseeing successful operations of the Fund and took an active role in considering a number of strategic issues affecting the building and construction industry.

Several significant research and development projects were undertaken by the Fund which resulted in the provision of strategic information on skills development which was referred to the Minister for Education and Training, the State Training Board and the Department of Education and Training

Communication with Stakeholders

As in previous years the Board has worked hard to communicate with key stakeholders and has participated in stakeholder planning workshops in both Perth and Bunbury.

The Board also relies on information and advice provided through the Career Promotion and Industry Skills Advisory Committees. Both these committees are comprised of industry practitioners who are committed to training and their contribution is greatly appreciated.

The Board and the Fund use a range of other strategies to communicate with stakeholders and customers including a regular newsletter, correspondence and personal visits.

The BCITF website www.bcitf.org has maintained strong interest with 38,541 visitors during the year.

Legislative Review

During the year the Minister for Education and Training the Hon. Mark McGowan initiated a review process which is required to be undertaken under the Building and Construction Industry Training Fund and Levy Collection Act. The review will be undertaken every 5 years and is being conducted by an independent committee chaired by Mr Robert Stratton and made up of industry and Government stakeholders. The review will assess the effectiveness of the Board and the performance of the Fund in meeting its legislative objectives and is welcomed by the Board as an opportunity to demonstrate the positive impact that the Fund is having on the availability of skilled workers in the industry.

Industry Training Advisory Services

In May 2008 the Minister for Education and Training announced a number of changes to the state industry training advisory system, which involves the establishment of ten new advisory bodies to replace the existing advisory network.

The Minister confirmed that responsibility for the provision of advice relating to the construction industry will be given to the Building and Construction Industry Training Board. As a result planning is underway to establish the necessary structures and processes to undertake the new role which is anticipated to commence early in the new financial year.

Acknowledgements and Future Directions

The Board has appreciated the strong support of the Minister for Education and Training the Hon Mark McGowan MLA during the year and the cooperative working relationship that has existed with the Minister's staff and with staff of the Department of Education and Training.

The Board has once again appreciated the work of the BCITF staff who have continued to deliver levy collection and program support services in a timely and efficient manner. The Fund employs a small but very effective team of people who not only deliver day to day services but also continue to develop new and innovative strategies to support skills development in the industry.

Following consultation with industry stakeholders in late 2007 the Board received strong feedback that the industry does not see any need for a significant change in strategic direction of the Fund. The operational plan for 2008/09 therefore proposes a continuation of the successful training support and career promotion programs currently in place.

The Board is mindful that the Fund is supporting the industry at a time of unprecedented growth in construction activity and at a time when there is pressure on the industry driven by the huge growth in the resources sector. The Fund has in that difficult environment been effective in supporting an increase in the availability of skilled workers and in supporting an improvement in the quality of training.



.....
Ian C Hill
Chairman
BCIT Board

EXECUTIVE DIRECTORS REPORT

Building Industry Growth and BCITF Response

The building and construction industry in Western Australia has experienced unprecedented growth in the past 5 years. The value of total construction has grown from approximately 5 billion dollars to 25 billion dollars per annum. The industry's workforce has grown from approximately 80,000 people to 120,000 in the same period. This has placed enormous pressure on the industry and a huge increase in demand for skilled labour which has been extremely difficult to accommodate.

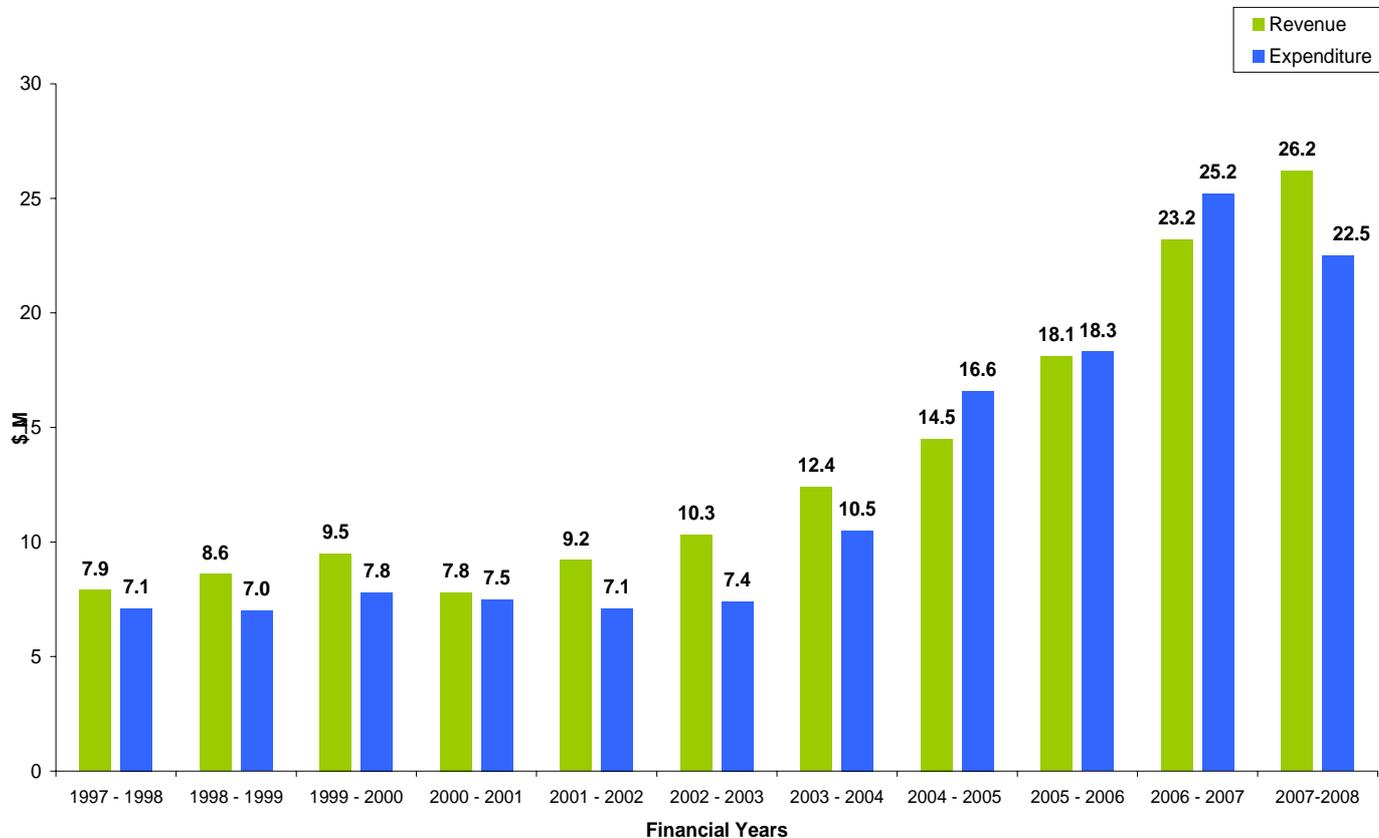
2007/08 was no exception and it is pleasing to report that the Fund and its support programs have had a positive impact on what could have been a much more difficult skilled workforce environment.

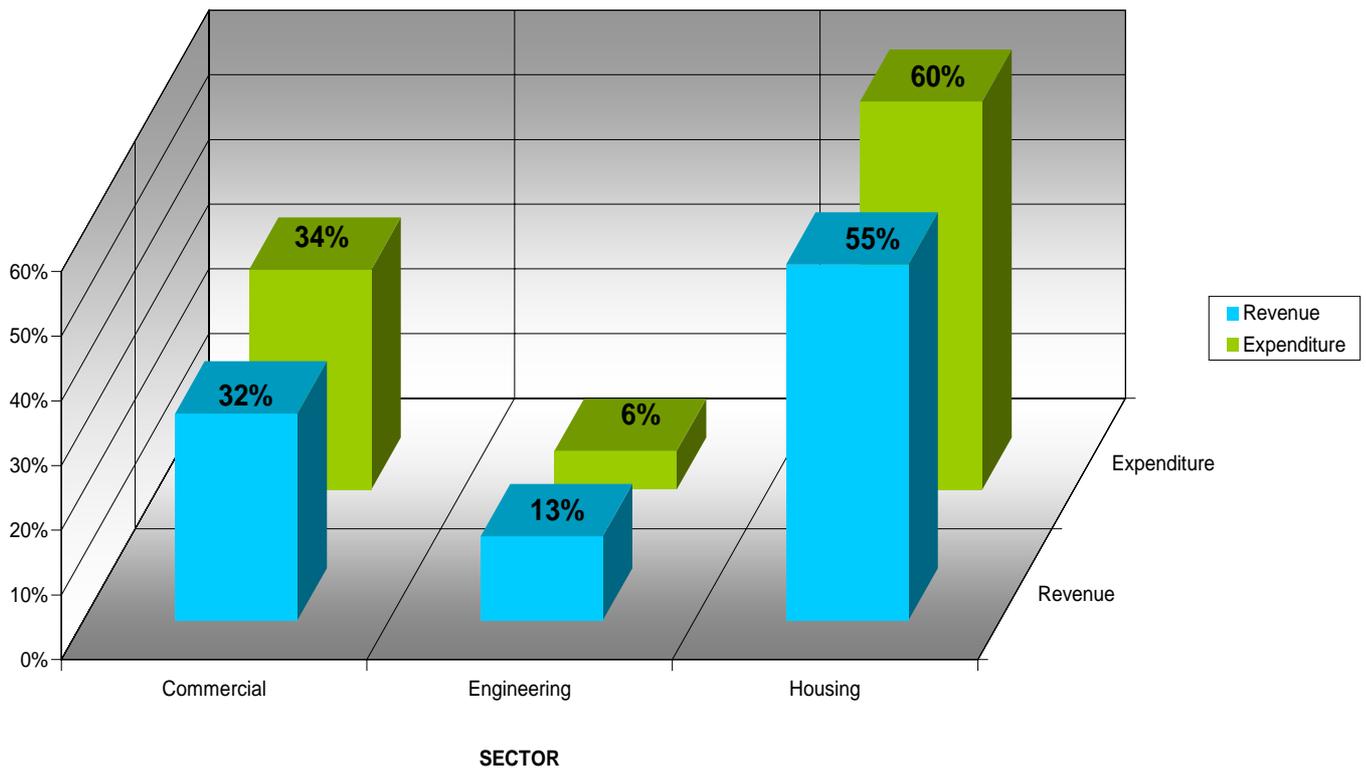
Fund performance highlights at page 1 give a quick snapshot of the operations of the Fund with the key priorities of apprentice employment subsidies and worker training subsidies continuing to grow.

Income and Expenditure

Income for the year was \$26.2 million, which was \$3 million or 13% higher than the previous year. This indicates a levelling off in building activity as the previous two financial years saw over 25% increases per annum.

Revenue & Expenditure





During the year the Fund distributed \$20.9 million in direct support for employment and training in the industry. Whilst expenditure was \$2.7 million less than last year this was a planned result. In 2006/07 the Fund spent \$6.2 million on occupational safety and health training and supported approximately 70,000 workers to undertake a new mandatory safety awareness program. The number of people undertaking OS & H training returned to normal levels in 2007/08 and expenditure was approximately \$4 million less than the previous year.

Program Effectiveness

A number of the Fund's programs including research and development and career promotion are having a significant impact.

During the year the Fund completed two important research and development projects. The first was research into the value that the industry places on trade qualifications. The research identified that building supervisors have a key role in recruitment of contractors and employees but do not, in most cases, check on the qualifications of people seeking work.

The second project was development of a new report titled "State of the WA Building and Construction Industry" which provides statistical data on construction activity and employment and training trends. The research reports have been very useful for planning and determining priorities.

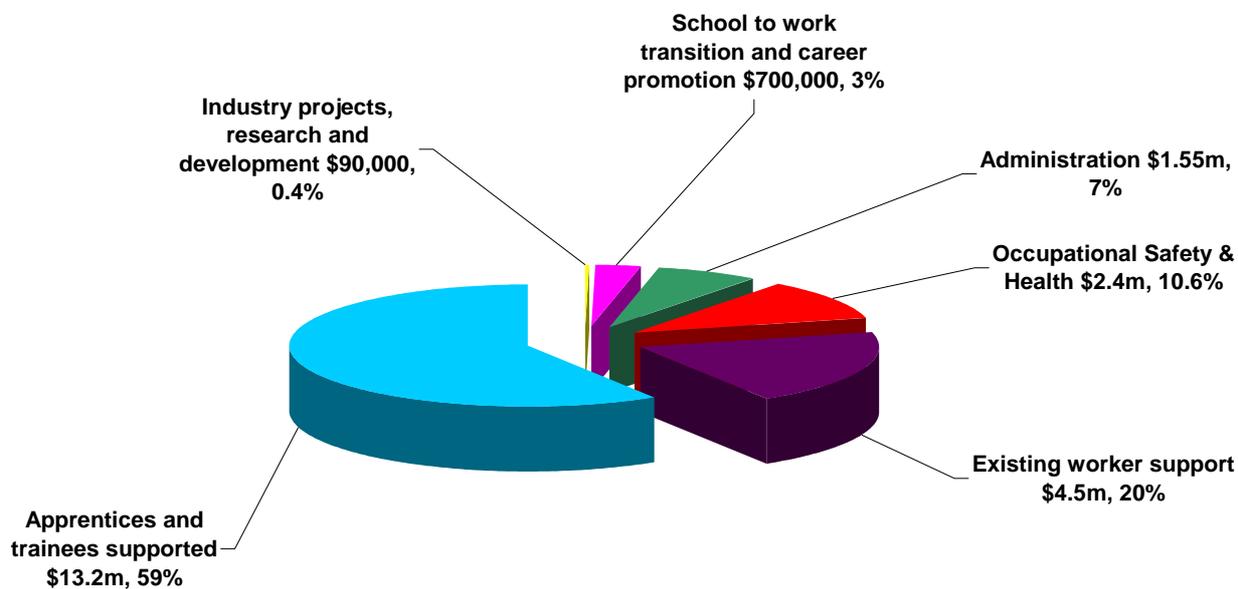
The Fund's career promotion strategies have resulted in over 60,000 enquiries and visits to our information websites. Funding has been provided to support school to work transition programs for approximately 2,000 secondary students.

As an indicator of the Fund's effectiveness, the trades' workforce within the industry has grown by approximately 35% in the past 5 years. By comparison the number of apprentices in training has increased by 140%.

The Fund is annually providing financial support for over 40,000 workers and apprentices which involves approximately 30% of the state's construction workforce.

Breakdown of Expenditure

The following graph provides a breakdown of the allocation of BCITF resources for the 2007/08 financial year.



Ralph Dawson
Executive Director
BCITF

BOARD MEMBERSHIP

The Building and Construction Industry Training Board is comprised of seven members appointed by the Minister for Education and Training and is responsible for strategic management of the Fund.

Board Profiles

Mr Ian Hill, (Chairman) was appointed as Chairman in July 2003 and has a career spanning over 30 years in the State Public Sector. During this time Mr Hill has been employed as Chief Executive Officer of the Department of Corrective Services and Director General of the WA Department of Training and Employment.

Mr Hill retired from the Public Sector in 2003, however currently chairs the Building and Construction Industry Training Board and the Training Accreditation Council.

Mr Darren Kavanagh, (member) was appointed in December 2006. He is currently employed as occupational safety and health officer of the Construction Forestry Mining and Electrical Union and has previously worked in the commercial and engineering sectors of the building and construction industry since the early 1990s.

Mr Gary Fitzgerald, (member) was appointed to the Board in April 2006 and is currently employed as Strategic Business Development Manager with MacMahon Contractors Pty Ltd. Mr Fitzgerald's career spans work as a Project Engineer with Main Roads and subsequently Project Management in the commercial and engineering sectors of the building and construction industry.

Mrs Susan Bailey, (member) was first appointed as a member in July 2003, and is the Company Director of Bailey Corporate Pty Ltd a corporate consulting and furniture and homewares retail organisation.

Mrs Bailey possesses 24 years experience in the housing construction industry which includes employment as General Manager of Homestart building company and serving as past President of the Housing Industry Association (WA/Asia).

Ms Juliette Hunt (member) is a registered Architect who has undertaken building design projects in the United Kingdom as well as Western Australia and Queensland.

Mr Steve McCartney (member) has had extensive experience in the mining construction, maintenance and waterfront industries. Mr McCartney has been an organiser with the Australian Manufacturing Workers Union and is currently President of the Union.

Mr Maxwell Rivett (member) is Director / Partner of Cooper and Oxley Builders Pty Ltd where he has worked since 1974. Mr Rivett has been a past president of the Master Builders Association and Director of Master Builders Australia Incorporated.

Meetings

The Board met on seven occasions during 2007/08, including a meeting held in Bunbury which was combined with an Industry Planning Workshop with local stakeholders.

During November 2007, the Board sought feedback on strategic directions for the Fund through surveys to industry stakeholders and a half day workshop.

BCITF FUNCTIONS

The Building and Construction Industry Training Fund (BCITF) operates under the authority of the Building and Construction Industry Training Fund and Levy Collection Act 1990 and has been in operation since 1991.

Levy Collection

Funds are collected through a levy which is 0.2% of the value of construction projects in Western Australia. This equates to \$400 on a project valued at \$200,000. The levy was increased from 0.182% to 0.2% from the 1st January 2007.

The Fund pays collection agencies (local Government authorities) a fee of \$6.00 per transaction for the collection and remittance of the levy on a monthly basis.

The levy covers all construction work valued over \$20,000 and includes work in the housing, commercial and civil sectors of the industry.

Construction work, other than housing or commercial, in the resources sector is exempt from payment of the levy. The bulk of levy payments are made by builders through Local Government Authorities when the building licence is issued.

Support Programs

The BCITF meets its objectives to increase the number of skilled workers and improve the quality of training by providing financial resources to support various programs including:

- Apprenticeships and other forms of entry level training
- Supplementary training for people already qualified to work in the industry
- Training in technology and occupational safety and health
- Recognition of people with existing skills, knowledge or aptitude appropriate to the industry
- Accreditation of training courses
- Innovations in training and research relating to competency and training needs in the industry
- Career promotion and training information support services

The following information details the results achieved in each program for the 2007/08 year.

PROGRAM RESULTS & SUBSIDIES PROVIDED

APPRENTICE AND TRAINEESHIP SUBSIDIES

During the year the BCIT Board approved recognition of a new trade of Plant Mechanic for BCITF apprentice subsidies.

The BCITF provides subsidies of up to **\$11,000** to employers and hirers to assist in the employment and training of apprentices and trainees.



During the year the Fund distributed **5,230** apprentice support subsidies to employers which was 12% higher than the number provided in 2006/07.

Expenditure on apprentice subsidies is detailed as follows:

A slow down in housing starts in the residential sector has resulted in a slow down in apprentice intakes during the early part of 2008, however total subsidies provided for the year still exceeded 2006/07. The impact of subsidies for apprentices completing their indenture will result in an increase for 2008/09.

	Number	Expenditure \$ 000
Direct Indenture Apprentices	2,435	\$ 6,075,000
Group Training Apprentices	2,795	\$ 6,644,000
Mature Age Bonus (direct indenture)		\$ 423,000
Pre-apprenticeship Bonus		\$ 82,000
Total Expenditure	5,230	\$ 13,224,000

SUPPLEMENTARY SKILLS PROGRAM – Skills and Occupational Safety and Health Training Support

The BCITF provides a subsidy of up to **80% of the course costs** for industry workers undertaking short training courses in order to enhance their work skills or competency in Occupational Safety and Health.

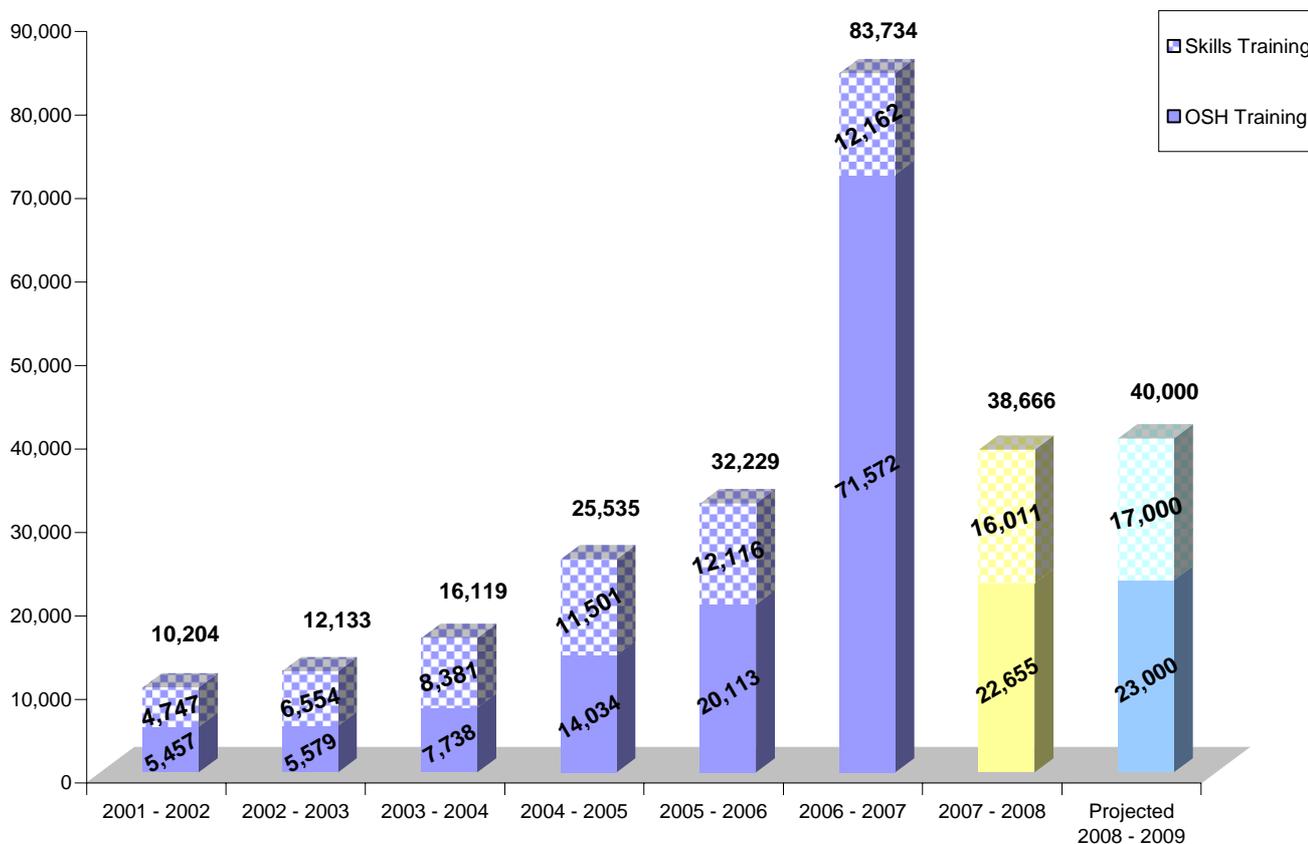
During the year 16011 subsidies were provided for workers undertaking skills training at a cost of \$4.5 million. An additional 22,655 subsidies were provided for occupational safety and health training at a cost of \$2.4 million.

The 38,666 subsidies provided is a reduction on 2006/07, but that year was abnormal as the Fund supported training for nearly all the existing industry workforce required to hold safety awareness accreditation for the first time.

As an indicator of the sustained growth in support the 38,666 workers assisted in 2007/08 is a 20% increase on 2005/06.

The BCITF supports training in over 400 separate short training courses delivered by approximately 50 private training providers in WA. Most courses are of one to two days in duration and provide directly relevant skills and qualifications for people working in the industry. The 38,666 subsidies provided indicate that over 30% of the industries workforce received training support of one form or another.

Worker Training Subsidies Provided



Career Promotion and School To Work Transition Program

The BCITF *One Industry – No Limits* suite of programs maintained a strong community presence to promote the building and construction industry as a first choice career option during 2007-08. \$711,000 was expended on Career Promotion strategies during the year in review.

A wide range of communications strategies including a comprehensive media campaign using TV, radio, print and on-line advertising supported the *One Industry – No Limits* programs, referring people to the BCITF www.nolimits.com.au careers information website or a toll-free phone line.

As a result, **35 035** people visited the No Limits website to access information about career opportunities in WA's building and construction industry.

Schools Information Program

A significant part of the *One Industry – No Limits* program is support for schools and students who are interested in learning more about the building and construction industry.

In 2007-08, the BCITF provided the following programs to schools

- **Careers information:** **79** presentations to school groups to provide quality information about careers in WA's building and construction industry (includes facilitation at **3** major community careers expos and distribution of more than **5,000** information brochures)
- **Try-A-Trade:** **358** Year 9/10 students took part in hands-on experiential programs funded by the BCITF and delivered by registered training organisations
- **School to Work Transition:** **223** Year 11/12 students were provided with funding for industry mentoring, personal protective equipment and safety awareness training to assist with the work experience component of Certificate I construction programs
- **Safety Awareness Training:** **1,348** students in Years 10-12 received subsidies for compulsory Safety Awareness Training to assist with on-site building and construction work experience placements

Other programs to recognise and promote apprenticeship training include

- **Awards for Excellence:** more than **25 apprentices** across a range of building and construction trades received BCITF funded awards for high achievement in their training programs
- **Scholarships:** **257** young people received scholarships for successful completion of a building and construction Pre-Apprenticeship course

Apprenticeship Support Services

The BCITF Apprenticeship Support Officer visited **367** direct indenture apprentices and their employers during the first eight weeks of the apprenticeship probation period to provide them with vital information about the apprenticeship training system and the roles of all agencies engaged in the process.

The ASO visits proved to be highly effective in reducing the attrition rate during this phase from a previous average of 18% to 4% during the 2007-08 period.

New Initiatives:

A number of new initiatives were implemented during the year including:

- Recognition of Plant Mechanics for the purposes of apprentice subsidy support. This trade supports the civil construction sector.
- Continuation of the apprentice support service involving an officer visiting probationary apprentices and their employers during the first three months of the apprenticeship to provide advice and information. This has resulted in a substantial reduction in the attrition rate of apprentices visited by the field officer.
- Development of an annual “State of the Industry” report providing data on industry activity, employment and training issues and trends.

Research and Development Program

The BCITF Research and Development Program supports the BCIT Board in providing background research to inform the decision making process for allocation of funding and determining effectiveness of programs.

Value of a Qualification

Research was conducted into industry’s views around the Value of a Qualification. The impetus for the work came from a concern that significant numbers of apprentices are not completing their indentures, and one contributing factor is that industry places insufficient value on the trade certificate.

It was found that:

- Builders who marketed themselves as having a quality product were more likely to check qualifications.
- Good training is valued, whether obtained on or off the job but qualifications are rarely checked and there is a lack of understanding of them.
- Quality is valued, and there was universal interest in ensuring quality in the industry.
- Site supervisors have a pivotal role in making recruitment decisions and in judgements about quality and they place a value on reputation, reliability, attitude, and ability to complete and limited reworking.
- The capability to manage apprentices is a key issue that influences the decision to take on, retain, and to therefore gain a return on investment.
- Raising the community perception of a trade as a career was important in increasing the value of undertaking and completing an apprenticeship.
- Apprentices see a qualification as a means of ensuring they have work in the longer term.

State of the Industry Report

A new landmark report on the State of the Industry was developed as a mechanism to provide insights into current trends and challenges affecting the industry in the next 3-5 years, and the implications for skills and training. The work draws together industry views, indicators of business activity levels and forecasts, analysis of trends and issues, and presents a future vision of the industry. The report will be produced and updated annually.

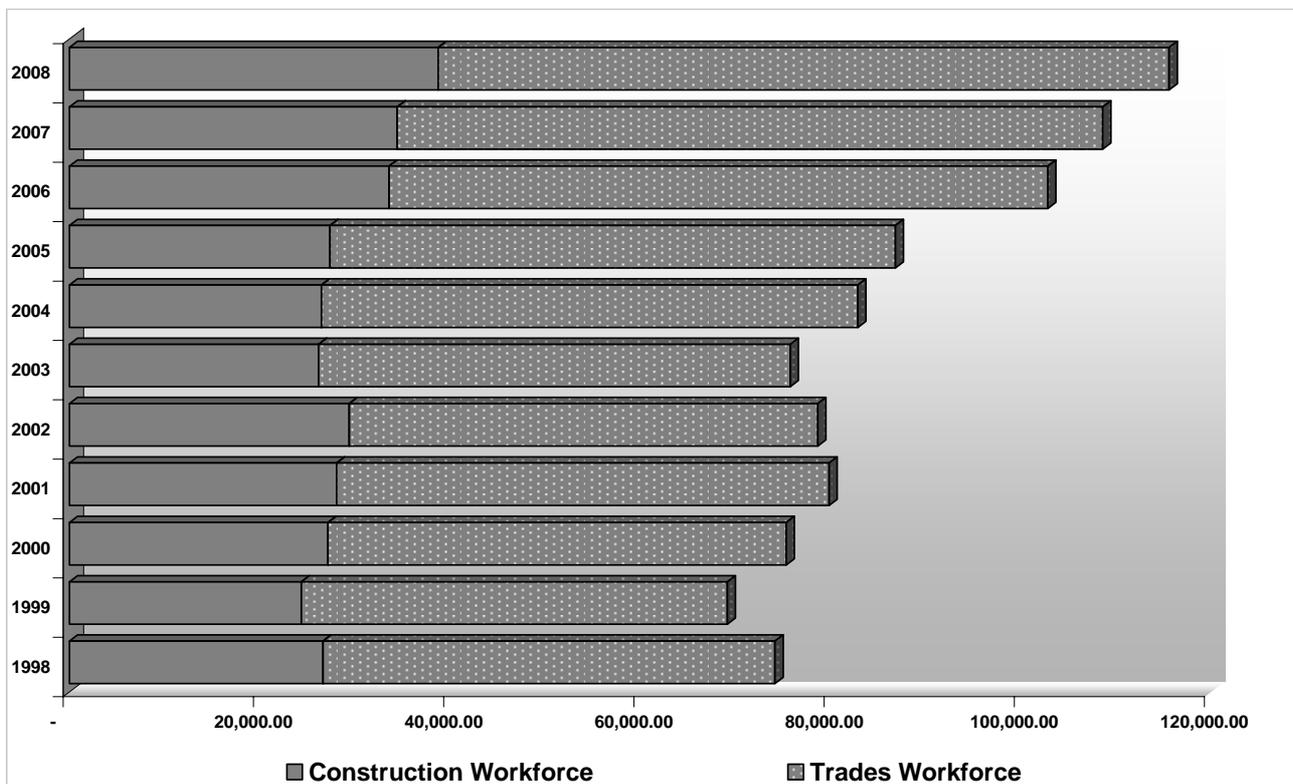
Use of Information Technology

A report on Computers and Internet Technologies was undertaken to determine the extent of the industry's technological proficiency and whether there is a role for the BCITF in facilitating a shift. The findings indicated that the industry is moving to integrate computers and online technologies into business operations. However the majority of benefits realised are aligned to business activities rather than trade activities. The other restraint is that being a mobile workforce and working on construction sites in new areas with limited telecommunication infrastructure, means that there is limited reliable landline connectivity. As a result using online technologies, and wireless technologies have been inconsistent.

CONSTRUCTION WORKFORCE DATA

How the Industry is faring?

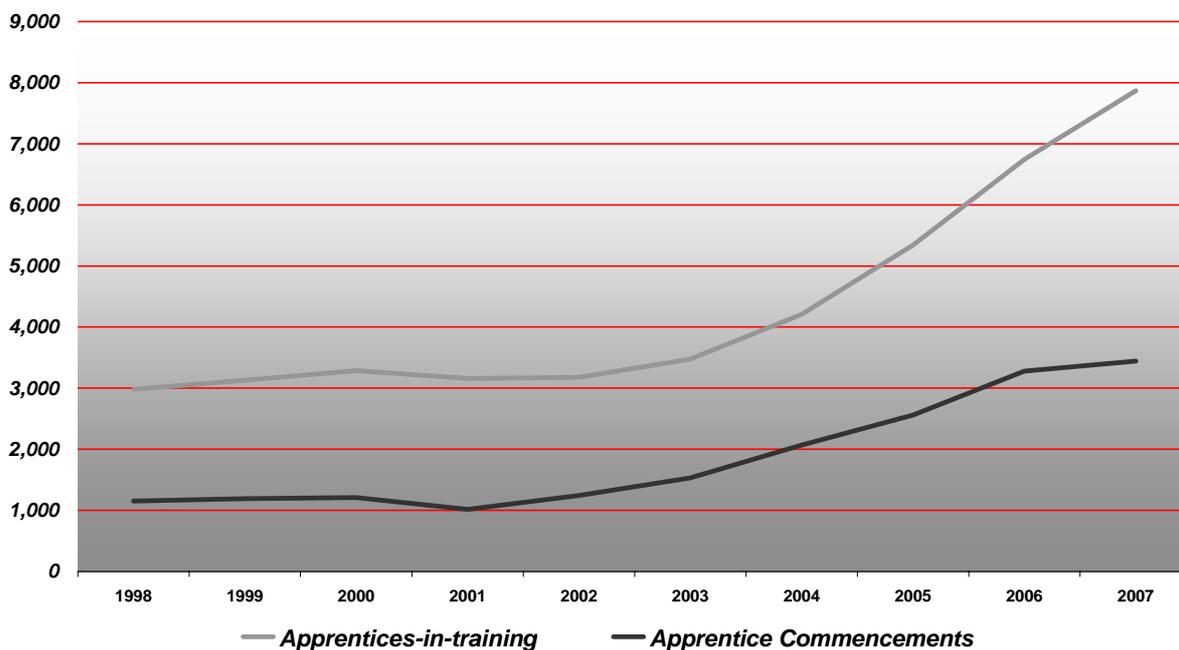
The following graph shows the growth of the construction workforce over the last 10 years, which has increased by 56% while the trades workforce, a subset of the overall workforce, has increased by 62%. It is interesting to note that the number of apprentices-in-training has increased by 181% over this period, which is an increase from 6% of the trade's workforce to 11% of the trade's workforce.



Source ABS

There has been a substantial increase in apprentices-in-training over the last 10 years, with an increase of 181% over the period and apprenticeship commencements increasing by 199%.

BCI Apprentices

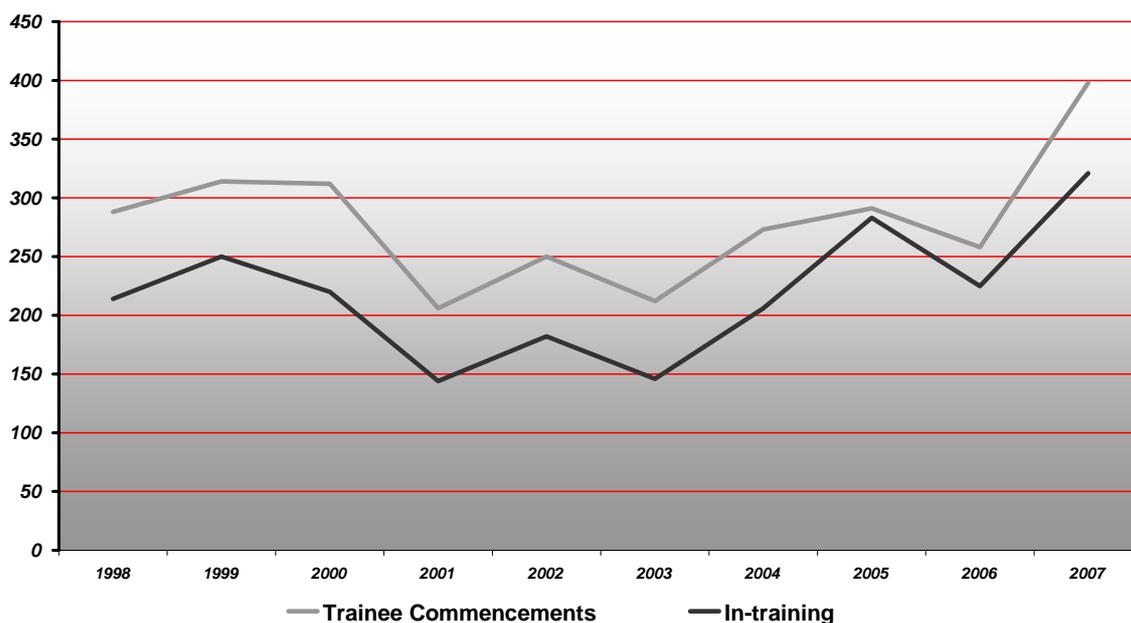


Source : WA Department of Education and Training

The number of trainee commencements have increased by 38% in the last 10 years while numbers of trainees in-training have increased by 50% over the same period. Note that trainees are of shorter duration than apprenticeships and are predominantly in Civil Construction and Site Preparation Services.

The data also confirms a significant increase in commencements over the past three years.

BCI Trainees



Source : WA Department of Education and Training

Industry Initiatives Program

The BCITF provides financial support to industry organisations for research and development projects. During the year the Fund provided the following project funding:

OzHelp Foundation \$25,000

OzHelp is a not for profit foundation recently established in WA to provide support services for people in the building and construction industry.

The foundation provides information, support services and training to apprentices with personal difficulties particularly those people who are at risk of suicide.

The BCITF has established a funding agreement with OzHelp to develop and implement a pilot “life skills” training program which is designed to teach new apprentices how to deal with personal issues and problems and what to do to seek support if they are depressed or contemplating harm to themselves. Total funding for the project is \$39,975.

There is a high incidence of personal problems and suicide within the building and construction industry and in particular young people commencing a career and the OzHelp program is strongly supported by both employer and employee associations.

Recognition of Prior Learning

During the year the Fund provided financial support for 44 industry workers to undertake RPL assessments at a cost of approximately \$18,000.

The BCIT Board has been concerned for some time that RPL Services are not currently responding to industry’s needs and has raised the issue with the appropriate authorities. Until recently the only organisation delivering RPL services for the industry was the Building and Construction Industry Training Council which whilst doing its best with limited resources was only responding to small numbers of people seeking recognition.

More recently the Department of Education and Training has implemented a pilot program which involves several private and public training providers delivering services.

Planned operations for 2008/09

The Minister for Education and Training approved the following operational plan in June 2008.

1 JULY 2008 TO 30 JUNE 2009 OPERATIONAL PLAN

INCOME

Levy Receipts (net)	\$ 23,100,000
Interest Income	\$ 800,000
Total Income	\$ 23,800,000

APPRENTICE TRAINING SUBSIDIES

Group Training Schemes	\$ 7,000,000
Direct Indenture	\$ 7,510,000
Program Total	<u>\$14,510,000</u>

SUPPLEMENTARY SKILL PROGRAMS

Construction Skills	\$ 3,200,000
Industry Skills	\$ 900,000
Program Total	<u>\$ 4,100,000</u>

Safety & Health Program	\$ 2,400,000
Career Promotion School to Work Transition	\$ 800,000
Research & Development	\$ 50,000

Industry Support Programs	<u>\$ 150,000</u>
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Administration	<u>\$ 1,493,000</u>
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TOTAL PROGRAM EXPENDITURE	\$ 23,503,000
(Draw) Increase on reserves	\$ 297,000

Capital Expenditure Budget	\$ 25,000
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STRATEGIC OBJECTIVES

MISSION

“The demands of the building and construction industry for skilled workers are supported”

KEY OBJECTIVES

To increase the number of skilled persons in the building and construction industry and improve the quality of training by:

The programs administered by the BCITF contribute to a number of the Government’s goals and strategic outcomes detailed in the “Better Planning Better Services” strategic planning framework for the Western Australian Public Sector.

The BCITF contribution is summarised as follows:

Goal 1

TO DEVELOP A STRONG ECONOMY THAT DELIVERS MORE JOBS, MORE OPPORTUNITIES AND GREATER WEALTH TO WESTERN AUSTRALIANS BY CREATING THE CONDITIONS REQUIRED FOR INVESTMENT AND GROWTH.

Strategic Outcomes

- 1. New jobs and employment growth.*
- 2. An environment that encourages education, skills and the development of creativity for competitive advantage.*
- 3. An efficient labour market that utilises a fair but flexible system of employment.*

The BCITF provides financial support to employers to employ and train apprentices and financial support for existing workers to undertake skills enhancement training, which contributes to these strategic outcomes.

The impact of this support is significant as it involves support to over 2,000 employers for employment of 4,690 apprentices and further support for 83,734 workers who are developing skills directly relevant to their employment.

The BCITF’s career promotion program provides information to students, parents and educators that helps students to make informed choices in their education and career options. The program also supports schools to undertake school to work transition programs that better prepare students for careers in the building and construction industry.

Goal 2

TO ENSURE THAT REGIONAL WESTERN AUSTRALIA IS STRONG AND VIBRANT

Strategic Outcome

More skilled regional communities.

Approximately 31% of the BCITF's expenditure on support programs goes to people in regions.

BCITF policies ensure that people in regions equitably share the resources available for skills development.

PERFORMANCE INDICATORS

Desired Outcome of the Agency

The demands of the building and construction industry for skilled workers are supported.

Key Effectiveness Indicators

1. The proportion of employers and workers surveyed who are satisfied overall with the quality of training supported by the BCITF
2. The number of apprentices employed in the building and construction industry as a percentage of the trade's workforce in the industry
3. The number of workers in the building and construction industry supported to undertake skills training as a percentage of the total workforce in the industry

Key Efficiency Indicators

1. Apprentice and trainee support administration cost as a percentage of the total value of apprentices and trainee grants
2. Supplementary skills training administration cost as a percentage of the total value of supplementary skills grants

STATUTORY AND OBLIGATORY REPORTING

Legislation impacting on the Building and Construction Industry Training Board's activities

In the performance of its functions, the Building and Construction Industry Training Board complies with the following relevant written laws:

- Anti Corruption Act 1988.
- Building and Construction Industry Training Fund Levy Collection Act 1990.
- Commercial Arbitration Act 1984.
- Copyright Act 1968.
- Electoral Act 1907.
- Equal Opportunity Act 1994.
- Financial Management Act 2006
- Freedom of Information Act 1992.
- Fringe Benefits Tax Act 1986.
- Industrial Relations Act 1979 (Employment Act).
- Library Board of Western Australia Act 1951 – 1983.
- Local Government Act 1960,
- Occupational Health, Safety and Welfare Act 1984.
- Public and Bank Holidays Act 1972.
- Public Sector Management Act 1994.
- A New Tax System (Goods & Services Tax) Act 1999.
- Statutory Corporations (Liability of Directors) Act 1996.
- Superannuation Guarantee (Administration) Act 1992.
- Vocational Education and Training Act 1996.
- Workers Compensation and Rehabilitation Act 1981.
- Work Place Agreement Act 1993.

In the financial administration of the Building and Construction Industry Training Board, we have complied with the requirements of the Financial Management Act 2006 and every other relevant written law, and exercised controls which provide reasonable assurance that the receipt and expenditure of moneys and the acquisition and disposal of public property and incurring of liabilities have been in accordance with legislative provisions.

At the date of signing, we are not aware of any circumstances which would render the particulars included in this statement misleading or inaccurate.

Publications

The following publications are produced by the Building and Construction Industry Training Board and are available on request.

- Annual Report
- Quarterly newsletters
- Career information booklets
- Training subsidy pamphlets
- Program information on website bcitf.org
- Career information on website nolimits.com.au

Contracts with Senior Officers

At the date of reporting, other than normal contracts of employment of service, no Board members or senior officers or firms of which members or senior officers are members, or entities in which members or senior officers have substantial interests had any interests in existing or proposed contracts with the Building and Construction Industry Training Board.

Changes in Written Law

No changes to existing legislation were implemented during the year in the review.

Ministerial Directives

The Building and Construction Industry Training Fund and Levy Collection Act provides for the Minister for Education and Training to approve the Building and Construction Industry Training Fund's Operational Plan for the forthcoming year.

The Minister approved the 2008/09 Operational Plan in June 2008.

No further ministerial directives were issued.

Staff Development

The Building and Construction Industry Training Board is committed to the development of its employees.

\$12,427 was spent on staff development in 2006/07 which represents 1.8% of salary costs.

Workers Compensation

No workers compensation claims were recorded during the financial year.

Major Promotional, Public Relations or Marketing Activities

The Building and Construction Industry Training Fund administered a Career Promotion and Marketing Program during the year to raise awareness of career opportunities within the building and construction industry.

The Fund also promoted the availability of financial subsidies to industry and used various media and marketing strategies including the following information web sites:
www.bcitf.org
www.nolimits.com.au

The following information complies with section 175ZE of the Electoral Act 1907 and details expenditure in advertising, market research, polling, direct mail and media advertising.

Total expenditure for 2007/08 was \$

Advertising Agencies	\$125,970	Crowther Blayne	\$9,485
		Business Promotions	\$4,475
		Dowd Publications	\$5,290
		Times Publications	\$3,435
		HIA	\$7,064
		Hobsons Australia	\$7,230
		Construction Worker	\$5,900
		Adcorp	\$42,061
		Vinten Browning	\$41,030

Market research organisations	\$38,000	TNS Research Solutions	\$38,000
Polling organisations	nil		nil
Direct mail organisations	nil		nil
Media advertising organisations	\$369,576	Media Decisions	\$349,736
		Rural Press	\$2,740
		Summit Advertising	\$9,906
		Market Media	\$5,214
		Aspermont Ltd	\$1,980

Pricing Policies on Services

The Building and Construction Industry Training Fund does not charge any fees for services it renders.

Insurance Premiums paid to indemnify members of the Board

A Director's and Officer's liability insurance policy was taken out to indemnify members of the Building and Construction Industry Training Board against any liability incurred in undertaking their responsibilities. The amount of the insurance premium in 2007/08 was \$8,910

Freedom of Information

The BCITF has published and maintained information statements in the form of hard copy pamphlets and information on its www.bcitf.org website enabling people to access information about programs, policies and procedures.

Procedures are in place to respond to applications under the Freedom of Information Act.

One application for information was received under the Freedom of Information Act during the year in review. The application was subsequently withdrawn.

Record Keeping Plans

A record keeping plan was introduced by the Fund in December 2001 following approval of the plan by the State Records Commission. The efficiency and effectiveness of the plan will be reviewed at least once every five years. The record keeping plan was last reviewed in April 2004 and approval was received for its continuation until April 2009. The Fund has an effective record keeping induction and staff training program which is reviewed from time to time and addresses employee roles and responsibilities in regard to their compliance with the Fund's record keeping plan.

Risk Management

The Fund has established and maintained a Risk Management Plan covering all operations. This plan was developed in consultation with Risk Cover. A review of the Risk Management Plan was commenced during the year and included staff workshops. The revised Risk Management Plan was finalised in May 2008.

Corruption Prevention

A current Risk Management Plan includes an assessment of risks associated with corruption and misconduct.

The BCITF has policies and processes in place relating to information management, financial management and human resource management that are designed to minimise corruption and misconduct of officers.

The Human Resource Manual includes Corruption and Crime Commission of WA notification guidelines.

The BCITF code of conduct was reviewed and updated in June 2008 and identifies expectations and procedures relating to services to customers and stakeholders. The code of conduct includes obligations of employees in respect to conflict of interest, receiving gifts and use of resources.

Accountable and Ethical Decision Making

The Executive Director undertook training in accountable and ethical decision making in June 2008 and arrangements are being made for all staff to undertake similar training.

Equal Employment Opportunity

The BCITF employs a small team of 11 staff members in a diverse range of occupations. Six staff members are women, two staff members are part-time and of five management positions, one is occupied by a woman.

The BCITF revised its strategies to meet equal opportunity outcomes and submitted an updated EEO / Diversity Management Plan for 2006 – 2009 to the Office of Equal Opportunity in February 2007.

Sustainability Code of Practice

As a non SES organisation the BCITF is not required to maintain a Sustainability Action Plan however, the Fund continues to apply the principles set out in the code as part of good governance of the Fund. This includes:

- Strategic planning is based on assessment of longer term needs of the building and construction industry and involves objectives and strategies that ensure the maximum effectiveness and the long term sustainability of Fund resources
- Agency operations and use of resources support sustainability, including a motor vehicle fleet of 2 vehicles that includes an LPG powered vehicle
- Staff are encouraged to make the most effective use of recycled paper products and to minimise light and power usage.
- The BCITF has responded to new training programs in the building and construction industry relating to sustainable building practices by providing training subsidies
- **Building and Construction Industry Training Fund Staff Profile**

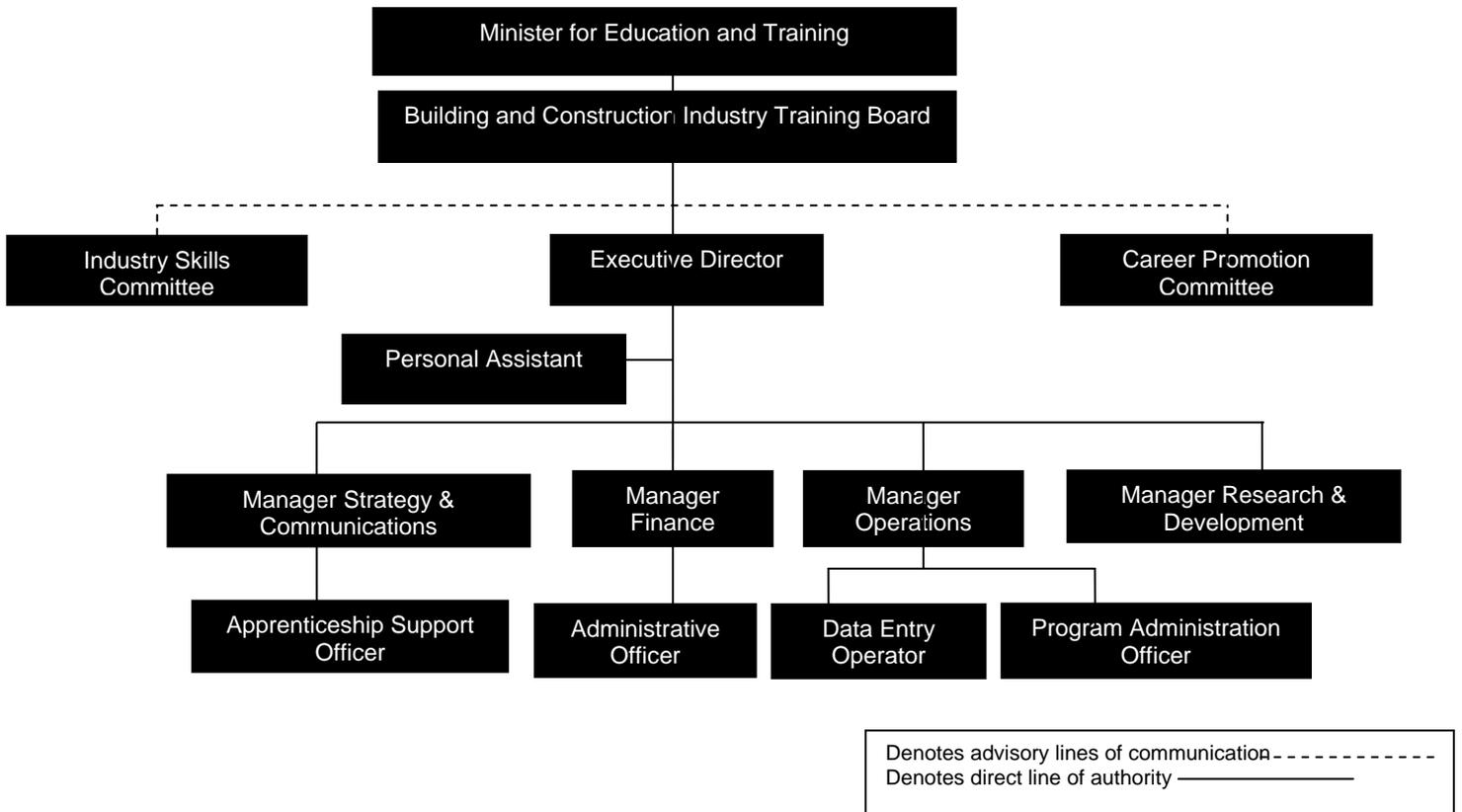
	2006/07	2007/08
Full Time Permanent	5	5
Full Time Contract	4	3
Part Time Permanent	2 @ .5 FTE	2 @ .5 FTE

*Trainee		1
Total FTE	10	10

As at 30 June 2008

- During the year the Fund commenced the employment of an Administrative Trainee using the State Traineeship system in order to create a training and career opportunity for a young person.

BCITF ORGANISATIONAL STRUCTURE



Occupational Health and Safety

The BCITF has developed processes and procedures to implement the code of practice for occupational safety and health in the public sector. A review of risks and staff awareness process was undertaken during the year that resulted in improvements to office accommodation and risk management. Further development of OS & H management systems is continuing an ongoing process.

Compliance with Public Sector Management Act Section 31 (1)

The BCIT Board has complied with the Public Sector Standards in Human Resource Management and ensured that processes and procedures are in place to monitor compliance.

Processes include recording and assessment of information from performance management, exit interviews and staff information sessions.

During the year, four staff members were appointed to positions following formal selection processes. No breach claims were lodged in respect to the appointments. A complaint regarding an alleged breach of public sector standards was lodged with the Commissioner of Public Sector Standards in June 2008. A detailed response refuting the allegations has been submitted to the office of public sector standards which at the completion of the financial year was still under review.

The BCIT Board has complied with the established code of ethics and code of conduct and ensured that processes are in place to monitor compliance.

Processes include recording and assessment of information from customer complaints and feedback.

The applications made for breach of standards review and the corresponding outcomes for the reporting period are:

Number lodged	Nil
Number of breaches found including details of multiple breaches per application	Nil
Number still under review	Nil



.....
Ian C Hill
Chairman

DIRECTORY

Office Address: Business Centre Building
1st Floor, 55 Salvado Road
SUBIACO WA 6008

Postal Address: PO Box 746
WEMBLEY WA 6913

Telephone: (08) 9381 3900

Facsimile: (08) 9388 8902

Executive Director: Ralph Dawson

Internal Auditors: Deloitte Touche Tohmatsu

External Auditors: The Auditor General of Western Australia

Business Hours: 8.30 am to 5.00 p.m. Monday to Friday

Publications: Information brochures, reports and other material explaining the operations of the BCITF are available from the office.

Website: www.bcif.org and www.nolimits.com.au

Enabling Legislation

The Building and Construction Industry Training Board was established in 1991 under Section 6 of the Building and Construction Industry Training Fund and Levy Collection Act 1990.

Responsible Minister

The Hon. Peter Collier BA DipEd MLC Minister for Energy; Training.

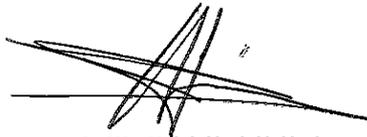
**BUILDING AND CONSTRUCTION
INDUSTRY TRAINING BOARD**

PERFORMANCE INDICATORS

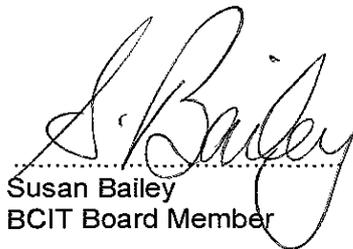
For the year ended 30 June 2008

CERTIFICATION OF PERFORMANCE INDICATORS

We hereby certify that the Performance Indicators are based on proper records, are relevant and appropriate for assisting users to assess the Board's performance and fairly represent the performance of the Building and Construction Industry Training Board for the financial year ended 30 June 2008.



Ian C Hill
Chairman



Susan Bailey
BCIT Board Member

Dated 28th day of August 2008

KEY PERFORMANCE INDICATORS RESULTS FOR 2007/08

Mission

“The demands of the building and construction industry for skilled workers are supported”

The key outcomes of the Building and Construction Industry Training Fund in supporting the skilled workforce demands of the building and construction industry contribute to the Government goal which is to:

“Develop a strong economy that delivers more jobs, more opportunities and greater wealth to Western Australians, by creating the conditions required for investment and growth.”

The Western Australian building and construction industry employs 10% of the State’s total workforce and contributes approximately 8% towards its gross domestic product.

KEY EFFECTIVENESS INDICATORS

1. *“The proportion of employers and workers surveyed who are satisfied with the quality of training supported by the BCITF.”*

Effectiveness Indicator 1.

Name	Source	Number Surveyed	Number Responses	Satisfaction Target	Actual 2007-08	2006	2005
Employers satisfaction levels ¹	Satisfaction survey for Host and DI employers	1000 DI 275 Host	252	70%	67%	67%	63%
Building Workers satisfaction ²	Course feedback	2346	410	80%	82.0%	80.6%*	n/a

This KPI relates to the satisfaction of employees and workers with the quality of services delivered by public and private registered training organisations to undertake apprenticeship, short skills and occupational safety and health training which was subsidised by the BCITF.

Target satisfaction levels have been based on historical results within the vocational education and training arena.

In addition to the responses received from the direct survey of employers and workers to determine satisfaction levels for training supported by the BCITF, the Fund relies on other feedback mechanisms. These include Industry Stakeholder Advisory Committees, who provide views on training systems and outcomes in the Industry. The BCITF also makes regular contact with registered training organisations and industry employer/employee associations to seek input re the level of satisfaction with the level and quality of training for the industry.

This information is further supplemented by personal contact with employers and apprentices by BCITF officers, including a field officer visiting people on site. The information gathered is used to assess the validity of formal responses received from satisfaction surveys.

Notes

¹ A mailed survey was sent to 1000 Employers who hire an apprentice directly, (DI and 275 employers who hire through a Group Training Scheme (Host Employers). Total 252 responses were received. Satisfaction is calculated from a

scale of 1-10, where 1 is very dissatisfied, and 10 is very satisfied, and is derived from the question : "Overall, I am happy with the training my apprentice is receiving"; responses 7-10 are included in the result. Based on the sample of 252 responses, the percentage of overall satisfaction was 67% with a margin of error of 5.6% at a 95% level of confidence.

² A mailed survey was sent to 2346 participants in courses subsidised by the Fund with 410 responses giving a 17% response rate. Score derived from the question: "Overall I was satisfied with the quality of training" in a scale of 1-5, where 5 is very satisfied, and 1 is very dissatisfied; responses 4 and 5 included in results. Based on the sample of 410 responses, the percentage of overall satisfaction was 82% with a margin of error of 4.8% at a 95% level of confidence.

2. *"The number of apprentices employed in the building and construction industry as a percentage of the trade's workforce in the industry."*

Effectiveness Indicator 2

Number	Source	Target	2007-08 (May -08)	2006-07 (May 07)	2005-06 (May 06)
Apprentices in training (includes Electrical Mechanics)	ATSN (WADoT)		8784	8257	6241
Tradesmen in industry including Electricians *	ABS		55,700	54,100	60,500
Training Rate		15%	16%	15%	10%

*Source : ABS catalogue 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, May 2008, 17/07/2008

National research has confirmed that Industry needs to train at a training rate (number of apprentices as a percentage of number of tradespeople) of 15% in order to replace tradespeople leaving the Industry through normal circumstances such as retirement.

3. *"The number of workers in the building and construction industry supported to undertake skills training as a percentage of the total workforce in the industry"*

Effectiveness Indicator 3

Name	Source	Target	2007-08 (May 2008)	2006-07	2005-06
Workers in industry trained with BCITF Support	BCITF		38,666	83,734	32,229
Numbers of Workers in Industry	ABS*		122,500	105,924	105,226
Training Rate		30%	31.6%	79.1%	30.6%

*Source : ABS catalogue 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, May 2008, Released 17/07/2008

The BCITF has established a target training rate of 30% of the Industry workforce to receive subsidy support.

The average cost of training in public sector and private sector organisations is approximately 1% of salary expenditure. It is not feasible to identify wage costs for a whole Industry and as a result the Fund has established 30% of the actual workforce

as a relevant training target. This takes into account the fact that normal attrition operates at 15%.

Note that 2006-07 was an extraordinary year. There was a legislated requirement for any worker on a building site to have completed an occupational health and safety course, known as the “Blue Card” and this led to a “spike” in training activity.

Key Efficiency Indicators

1. *“Apprentice and trainee support administration cost as a percentage of the total value of apprentice and trainee grants”*

2007/08	2006/07	2005/06	2004/05
7.2%	6.3%	5.8%	4.5%

The 2007/08 ratio is higher than 2006/07 due to a 12% increase in administration expenses. Additional salary expenses were incurred during the year due to staff overlaps as a result of long service leave and retirements, legal fees were up as a result of a dispute which has subsequently been settled. Levy collection fees were up as a result of a dispute which has subsequently been settled. Levy collection fees were up as a result of continued strong growth in building approvals and an increase in the rate of fees paid to collection agents. During this period the total value of apprentice and trainee grants remained constant.

The increase in salaries and legal expenses are one off items and are not expected to be recurrent. Levy collection fees are totally dependent upon activity in the industry.

Administrative costs of apprentice and trainee support programs falls well within the targeted 10% of program expenditure.

2. *“Supplementary skills training administration cost as a percentage of the total value of supplementary skills grants”*

2007/08	2006/07	2005/06	2004/05
9.0%	5.9%	8.5%	7.7%

The 2007/08 ratio is higher than 2006/07 partly due to the 12% increase in administration expenses mentioned above, but also a result of a 26% decrease in supplementary skills grants. 2007/08 saw a 61% decrease in occupational safety and health grants, however, this was expected as the 2006/07 result was inflated by the implementation of a new OS&H Safety Induction training program which involved subsidies to over 70% of workers.

It is also significant to note that total administration costs of \$1.57 m in 2007/08, represents 6.97% of total expenditure. Included in administration costs is approximately \$350,000 in salaries for staff employed in delivery of specific programs such as: Career Promotion, Apprentice Support and Research and Development. If these costs are deducted the ratio of administration costs to total expenditure reduces to 5.5%.

If the ratio of 2006/07 is excluded, the ratio for 2007/08 is in line with the 5 year average of 8.9% and falls within the targeted 10% of program expenditure.

**BUILDING AND CONSTRUCTION
INDUSTRY TRAINING BOARD**

FINANCIAL STATEMENTS

For the year ended 30 June 2008

STATEMENT OF CERTIFICATION

The accompanying financial statements of the Building and Construction Industry Training Board have been prepared in compliance with the provisions of the Management Act 2006 from proper accounts and records to present fairly the financial transactions for the financial year ending June 30, 2008 and the financial position as at June 30, 2008

At the date of signing we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.



Mark Lukan
Chief Finance Officer

28 AUG 2008.

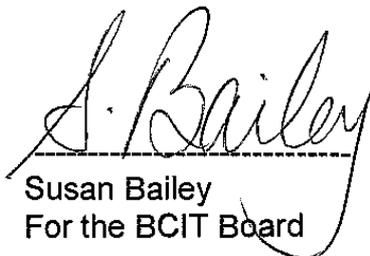
Date



Ian C Hill
For the BCIT Board

28 Aug 2008

Date



Susan Bailey
For the BCIT Board

28 August 2008

Date

BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD (BCITB)
INCOME STATEMENT
for the year ended 30 June 2008

	Note	2008 (\$'000)	2007 (\$'000)
INCOME			
Revenue			
Levy receipts	3	25,407	22,427
Interest revenue	4	823	696
Other revenue	5	1	100
Total income		<u>26,231</u>	<u>23,223</u>
EXPENSES			
Expenses			
Employee benefits expense	6	890	851
Supplies and services	7	382	309
Depreciation expense	8	20	24
Accommodation expenses	9	82	69
Grants and subsidies - programs recurrent	10	799	781
Grants and subsidies - training expenditure recurrent	10	20,139	23,030
Other expenses	11	29	23
Revenue collection costs	12	173	139
Total expenses		<u>22,514</u>	<u>25,226</u>
Profit/(loss) for the year		<u>3,717</u>	<u>(2,003)</u>

The Income Statement should be read in conjunction with the accompanying notes.

BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD
BALANCE SHEET
as at 30 June 2008

	Note	2008 (\$'000)	2007 (\$'000)
ASSETS			
Current Assets			
Cash and cash equivalents	13	13,118	9,646
Receivables	14	460	482
Other current assets	15	<u>1,932</u>	<u>2,382</u>
Total Current Assets		<u>15,510</u>	<u>12,510</u>
Non-Current Assets			
Plant & equipment	16	<u>27</u>	<u>39</u>
Total Non-Current Assets		<u>27</u>	<u>39</u>
TOTAL ASSETS		<u>15,537</u>	<u>12,549</u>
LIABILITIES			
Current Liabilities			
Payables	18	13	13
Provisions	19	132	90
Other current liabilities	20	<u>1,655</u>	<u>2,434</u>
Total Current Liabilities		<u>1,800</u>	<u>2,537</u>
Non-Current Liabilities			
Provisions	19	<u>37</u>	<u>29</u>
Total Non-Current Liabilities		<u>37</u>	<u>29</u>
TOTAL LIABILITIES		<u>1,837</u>	<u>2,566</u>
NET ASSETS		<u>13,700</u>	<u>9,983</u>
EQUITY			
Retained earnings	21	<u>13,700</u>	<u>9,983</u>
TOTAL EQUITY		<u>13,700</u>	<u>9,983</u>

The Balance Sheet should be read in conjunction with the accompanying notes.

BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD
STATEMENT OF CHANGES IN EQUITY
for the year ended 30 June 2008

	Note	2008 (\$'000)	2007 (\$'000)
Balance of equity at start of period		<u>9,983</u>	<u>11,986</u>
RETAINED EARNINGS			
Balance at start of period		9,983	11,986
Profit/(Loss) for the period		3,717	(2,003)
Balance at end of period		<u>13,700</u>	<u>9,983</u>
Balance of equity at end of period	21	<u>13,700</u>	<u>9,983</u>

The Statement of Changes in Equity should be read in conjunction with the accompanying notes.

BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD
CASH FLOW STATEMENT
for the year ended 30 June 2008

	Note	2008 (\$'000)	2007 (\$'000)
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts			
Levies from project owners		25,692	21,539
Interest received		794	697
Other revenue		21	80
GST receipts from taxation authority		2,162	2,293
		<u>28,669</u>	<u>24,609</u>
Payments			
Employee benefits		(843)	(823)
Supplies and services		(411)	(326)
Accommodation		(82)	(69)
Program expenditure		(820)	(861)
Training expenditure		(20,842)	(22,460)
GST payments on purchases		(2,191)	(2,346)
		<u>(25,189)</u>	<u>(26,885)</u>
Net cash provided by / (used in) operating activities	22b	<u>3,480</u>	<u>(2,276)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of non-current physical assets		(8)	(16)
Net cash (used in) investing activities		<u>(8)</u>	<u>(16)</u>
Net increase/ (decrease) in cash and cash equivalents		3,472	(2,292)
Cash and cash equivalents at the beginning of the period		9,646	11,938
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	22a	<u>13,118</u>	<u>9,646</u>

The Cash Flow Statement should be read in conjunction with the accompanying notes.

BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD
INDEX OF NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30 June 2008

Subject	Policy Note	Disclosure Note	Title of the Policy note
General	1		Australian equivalents to International Financial Reporting Standards
General	2		Summary of significant accounting policies
General	2a		General Statement
General	2b		Basis of Preparation
General	2c		Reporting Entity
Income	2d		Income
Income		3	Levy receipts
Income		4	Interest revenue
General	2e		Income tax
Assets	2f	16	Plant and Equipment
Assets	2g	17	Impairment of assets
Assets	2j	13	Cash and cash equivalents
General	2h	24	Leases
Assets	2k	14	Receivables
Assets	2i	28	Financial instruments
Assets	2l		Investments and Other Financial Assets
Liability	2m	18	Payables
Liability	2n		Provisions
	2n (i)	19	Provisions – Employee benefits
	2n (ii)		Provisions – Other
Expense	2o	6	Superannuation expense
Liability	2p	20	Accrued salaries
General	2q	23	Resources received free of charge or for nominal cost
Expense	2r		Comparative figures
General	2s		Disclosure of changes in accounting policy and estimates
Expense		6	Employee benefits expense
Expense		7	Supplies and services
Expense		8	Depreciation
Expense		9	Accommodation expenses
Expense		10	Grants and subsidies
Expense		11	Other expenses
Expense		12	Revenue collection costs
Income		5	Other revenue
Asset		15	Other assets
Liability		20	Other liabilities
Equity		21	Retained earnings
Cash Flow		22	Notes to the Cash Flow Statement
General		25	Contingent Liabilities and Contingent Assets
General		26	Events occurring after balance sheet date
General		27	Explanatory statement
			Remuneration of members of the Accountable
General		29	Authority and senior officers
General		30	Remuneration of auditor
General		31	Related bodies
External		32	Affiliated bodies
General		33	Supplementary financial information

This index does not form part of the financial statements.

1. Australian equivalents to International Financial Reporting Standards

General

The Building and Construction Industry Training Board's (Board) financial statements for the year ended 30 June 2008 have been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AIFRS), which comprise a Framework for the Preparation and Presentation of Financial Statements (the Framework) and Australian Accounting Standards (including the Australian Accounting Interpretations).

In preparing these financial statements the Board has adopted, where relevant to its operations, new and revised Standards and Interpretations from their operative dates as issued by the AASB and formerly the Urgent Issues Group (UIG).

Early adoption of standards

The Board cannot early adopt an Australian Accounting Standard or Interpretation unless specifically permitted by TI 1101 'Application of Australian Accounting Standards and Other Pronouncements'. No Standards and Interpretations that have been issued or amended but are not yet effective have been early adopted by the Board for the annual reporting period ended 30 June 2008.

2. Summary of significant accounting policies

(a.) General Statement

The financial statements constitute a general purpose financial report which has been prepared in accordance with the Australian Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by the Treasurer's instructions. Several of these are modified by the Treasurer's instructions to vary application, disclosure, format and wording.

The Financial Management Act and the Treasurer's Instructions are legislative provisions governing the preparation of financial statements and take precedence over the Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board.

Where modification is required and has a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

(b.) Basis of Preparation

The financial statements have been prepared on the accrual basis of accounting using the historical cost convention.

The accounting policies adopted in the preparation of the financial statements have been consistently applied throughout all periods presented unless otherwise stated.

The financial report is presented in Australian dollars and all values are rounded to the nearest thousand dollars (\$'000).

(c.) Reporting Entity

The reporting entity comprises the Building and Construction Industry Training Board, there being no related bodies.

(d.) Income

Revenue Recognition

Revenue is measured at the fair value of consideration received or receivable. Revenue is recognised for the major business activities as follows:

Levy income

The principal revenue is levy collection based on the value of that construction work in accordance with Section 21 of the Building and Construction Industry Training Fund and Levy Collection Act of 1990. Revenue is recognised on receipt from project owners and in respect of collection agents, when the levy is received by an agent. An estimate of funds held by agents at the end of the reporting period is recognised as income for the period. Levy receipts are shown net of refunds: 2008 \$723,531 (2007: \$331,365).

Interest

Revenue is recognised as the interest accrues.

Gains

Gains may be realised or unrealised and are usually recognised on a net basis. These include gains arising on the disposal of non-current assets and some revaluations of non-current assets

(e.) Income Tax

The Board has been exempted from income tax under the provisions of section 23(d) of the Income Tax Assessment Act.

(f.) Plant and Equipment

Capitalisation/expensing of assets

Items of plant and equipment costing \$5,000 or more are recognised as assets and the cost of utilising assets is expensed (depreciated) over their useful lives. Items of plant and equipment costing less than \$5,000 are expensed direct to the Income Statement (other than where they form part of a group of similar items which are significant in total).

Initial recognition and measurement

All items of plant and equipment are initially recognised at cost.

For items of property, plant and equipment and infrastructure acquired at no cost or for nominal cost, cost is their fair value at the date of acquisition.

Subsequent measurement

After recognition as an asset, the Board uses the cost model for all property, plant and equipment. All items of property, plant and equipment are carried at cost less accumulated depreciation and accumulated impairment losses.

Depreciation

All non-current assets having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits.

Depreciation on assets is calculated using the straight line method, using rates which are reviewed annually. Estimated useful lives for each class of depreciable asset are:

Office equipment	3 years
Office furnishings	5 years

(g.) Impairment of Assets

Property, plant and equipment, infrastructure and intangible assets are tested for any indication of impairment at each balance sheet date. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

(h.) Leases

The Board has entered into several operating lease arrangements for the rent of the office building and motor vehicles. Lease payments are expensed on a straight line basis over the lease term as this represents the pattern of benefits to be derived from the leased properties.

(i.) Financial Instruments

In addition to cash, the Board has three categories of financial instrument:

- Loans and receivables
- Held-to-maturity investments (term deposits); and
- Financial liabilities measured at amortised cost.

These have been disaggregated into the following classes:

Financial Assets

- Cash and cash equivalents
- Receivables
- Term deposits

Financial Liabilities

- Payables

Initial recognition and measurement is at fair value. The transaction cost or face value is equivalent to the fair value. Subsequent measurement is at amortised cost using the effective interest method.

The fair value of short-term receivables and payables is the transaction cost or the face value because there is no interest rate applicable and subsequent measurement is not required as the effect of discounting is not material.

(j.) Cash and Cash Equivalents

For the purpose of the Cash Flow Statement, cash and cash equivalents includes restricted cash and cash equivalents. These include cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

(k.) Receivables

Receivables are recognised and carried at original invoice amount less an allowance for any uncollectible amounts (impairment). The collectability of receivables is reviewed on an ongoing basis and any receivables identified as uncollectible are written-off against the allowance account. The allowance for uncollectible amounts (doubtful debts) is raised when there is objective evidence that the Board will not be able to collect its debts. The carrying amount is equivalent to fair value as it is due for settlement within 30 days. See note 28 'Financial Instruments' and note 14 'Receivables'.

(l.) Investments and Other Financial Assets

The Board classifies its investments into the following categories: financial assets at fair value or through profit or loss, loans and receivables and held to maturity investments. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and re-evaluates this designation at each balance sheet date. Investments not at fair value are initially recognised at cost being the fair value of consideration given, including directly attributable transaction costs.

Non-derivative financial assets with fixed determinable payments and fixed maturity dates are classified as held-to-maturity when management has a positive intention and ability to hold to maturity. Investments intended to be held for an undefined period are not included in this classification.

Loans and receivables held-to-maturity investments, such as commercial bills are subsequently measured at amortised cost using the effective interest method. Amortised cost is calculated by taking into account any discount or premium on acquisition, over the period to maturity. For investments carried at amortised cost, gains and losses are recognised in the income statement when the investments are derecognised or impaired, as well as through the amortisation process.

The Board assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired.

(m.) Payables

Payables are recognised when the Board becomes obliged to make future payments as a result of a purchase of assets or services at the amounts payable. The carrying amount is equivalent to fair value, as they are generally settled within 30 days. See note 28 'Financial Instruments' and note 18 'Payables'.

(n.) Provisions

Provisions are liabilities of uncertain timing and amount and are recognised where there is a present legal or constructive obligation as a result of a past event and when the outflow of resources embodying economic

benefits is probable and a reliable estimate can be made of the amount of the obligation. Provisions are reviewed at each balance sheet date. See note 19 'Provisions'.

(i) Provisions - Employee Benefits

Annual Leave and Long Service Leave

The liability for annual and long service leave expected to be settled within 12 months after the end of the balance sheet date is recognised and measured at the undiscounted amounts expected to be paid when the liabilities are settled. Annual and long service leave expected to be settled more than 12 months after the end of the balance sheet date is measured at the present value of amounts expected to be paid when the liabilities are settled. Leave liabilities are in respect of services provided by employees up to the balance sheet date.

When assessing expected future payments consideration is given to expected future wage and salary levels including non-salary components such as employer superannuation contributions. In addition, the long service leave liability also considers the experience of employee departures and periods of service.

The expected future payments are discounted to present value using market yields at the balance sheet date on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

All annual leave and unconditional long service leave provisions are classified as current liabilities as the Board does not have an unconditional right to defer settlement of the liability for at least 12 months after the balance sheet date.

(ii) Provisions - Other

Employment on-costs

Employment on-costs, including workers' compensation insurance and payroll tax, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are not included as part of the Board's 'Employee benefits expense' and the related liability is included in Employment on-costs provision. See note 11 'Other expenses' and note 19 'Provisions'.

(o.) Superannuation Expense

The Board complies with Commonwealth legislation by making contributions according to individual requirements. Contributions are paid to selected superannuation funds complying with the Commonwealth Government's Superannuation Guarantee (Administration) Act 1992. See note 2(n) (i) "Provisions-Employee Benefits"

(p.) Accrued Salaries

Accrued salaries (refer note 20 'Other liabilities') represent the amount due to staff but unpaid at the end of the financial year, as the end of the last pay period for that financial year does not coincide with the end of the financial year. Accrued salaries are settled within a few days of the financial year end. The Board considers the carrying amount of accrued salaries to be equivalent to the net fair value.

(q.) Resources Received Free of Charge or for Nominal Cost

Resources received free of charge or for nominal cost that can be reliably measured are recognised as revenues and as assets or expenses as appropriate at fair value.

(r.) Comparative Figures

Comparative figures are, where appropriate, reclassified to be comparable with the figures presented in the current financial year.

(s.) Disclosure of changes in accounting policy and estimates.

Future impact of Australian Accounting Standards not yet operative

The Board cannot early adopt an Australian Accounting Standard or Australian Accounting Interpretation unless specifically permitted by TI 1101 'Application of Australian Accounting Standards and Other Pronouncements'. Consequently, the Board has not applied the Australian Accounting Standards and Australian Accounting Interpretations that have been issued, and may impact the Board but are not yet effective. Where applicable, the Board plans to apply these Standards and Interpretations from their application date.

BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 30 June 2008

	2008 (\$'000)	2007 (\$'000)
3 Levy Receipts		
Levy receipts	<u>25,407</u>	<u>22,427</u>
Levy receipts by sector		
Housing	14,050	13,330
Commercial	8,156	5,487
Engineering construction	<u>3,201</u>	<u>3,610</u>
	<u>25,407</u>	<u>22,427</u>
4 Interest Revenue		
Interest revenue	<u>823</u>	<u>696</u>
Earned on current bank accounts and investments by way of term deposits		
5 Other Revenue		
Grants received from other Government Departments	<u>1</u>	<u>100</u>
6 Employee Benefits Expense		
Salaries (a)	678	671
Superannuation- superannuation guarantee levy	64	57
Long service leave (b)	25	8
Annual leave (b)	25	17
Other employee costs	<u>98</u>	<u>98</u>
	<u>890</u>	<u>851</u>
(a) Includes the value of fringe benefit to the employee plus the fringe benefit component.		
(b) Includes a superannuation contribution component		
Employment on-costs such as worker's compensation insurance are included at note 11 'Other Expenses'. The employment on-cost liability is included at note 19 'Provisions'.		
7 Supplies and Services		
Bank charges	7	4
Communications costs	40	41
Consumables	60	48
Accounting & audit fees	1	9
Board costs	131	102
Insurance & legal fees	67	17
Other supplies & services	50	62
Travel	<u>26</u>	<u>26</u>
	<u>382</u>	<u>309</u>

8 Depreciation Expense		
Depreciation - office equipment	20	24
	<hr/>	<hr/>
9 Accommodation Expense		
Lease rentals	63	54
Outgoings	15	10
Repairs & maintenance	1	2
Cleaning	3	3
	<hr/>	<hr/>
	82	69
	<hr/>	<hr/>
	2008	2007
	(\$'000)	(\$'000)
10 Grants & Subsidies		
<u>Programs recurrent</u>		
Career promotion	691	633
Industry initiatives	25	27
Research & Development	45	28
Apprentices management	20	9
Competency assessment	18	10
School safety awareness		74
	<hr/>	<hr/>
	799	781
	<hr/>	<hr/>
<u>Training expenditure recurrent</u>		
by sector-		
Housing	11,616	13,329
Commercial	7,586	8,715
Engineering construction	937	986
	<hr/>	<hr/>
	20,139	23,030
	<hr/>	<hr/>
11 Other Expenses		
Employment on-costs (a) (see note 6 Employee benefits)	1	1
Other (b)	28	22
	<hr/>	<hr/>
	29	23
	<hr/>	<hr/>
(a) Includes worker's compensation insurance, and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liability is included at note 19 'Provisions'. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.		
(b) Audit cost, see note 30 'Remuneration of Auditor'.		
12 Revenue Collection Costs		
Levy collection fees	173	139
	<hr/>	<hr/>
13 Cash and Cash Equivalents		
Bank accounts	(71)	459
Funds on deposit	40	34

Other financial assets- term deposits < three months	13,149	9,153
	13,118	9,646
14 Receivables		
Receivables	3	23
GST receivable	395	426
Interest receivable	62	33
	460	482
15 Other Assets		
Accrued levy income	1,932	2,382
	2008	2007
	(\$'000)	(\$'000)
16 Plant & Equipment		
Office equipment at cost	160	153
Accumulated depreciation	(133)	(114)
	27	39

Reconciliations of the carrying amounts of office equipment at the beginning and the end of the reporting period are set out below:

	Office equipment		Total Non Current Assets	
	2008 (\$000)	2007 (\$000)	2008 (\$000)	2007 (\$000)
Carrying amount at start of year	39	47	39	47
Additions	8	16	8	16
Disposals	(1)	(21)	(1)	(21)
Depreciation	(20)	(24)	(20)	(24)
Depreciation writeback	1	21	1	21
Carrying amount at end of year	27	39	27	39

17 Impairment of Assets

There were no indications of impairment to plant & equipment assets at 30 June 2008

The Board held no goodwill or intangible assets with an indefinite useful life during the reporting period and at reporting date there were no intangible assets not yet available for use.

18 Payables

Trade payables	13	13
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See also note 2 (m) "Payables" and note 28 Financial Instruments.

19 Provisions

Current

Employee benefits provision:

Annual leave (a)	70	45
Long service leave (b)	62	45
	<u>132</u>	<u>90</u>

Other provisions:

Employment on-costs (c)	0	0
	<u>132</u>	<u>91</u>

Non current

Long service leave (b)	37	29
	<u>37</u>	<u>29</u>

(a) Annual leave liabilities have been classified as current as there is no unconditional right to defer settlement for at least 12 months after the balance sheet date. Assessments indicate that actual settlement of the liabilities will occur as follows:

Within 12 months of balance sheet date	34	38
More than 12 months after balance sheet date	36	7
	<u>70</u>	<u>45</u>

2008	2007
(\$'000)	(\$'000)

19 Provisions (Cont...)

(b) Long service leave liabilities have been classified as current where there is no unconditional right to defer settlement for at least 12 months after balance sheet date. Assessments indicate that actual settlement of the liabilities will occur as follows:

Within 12 months of balance sheet date	22	-
More than 12 months after balance sheet date	40	45
	<u>62</u>	<u>45</u>

(c) The settlement of annual and long service leave liabilities gives rise to the payment of employment on-costs including worker's compensation premiums and payroll tax. The provision is measured at the present value of expected future payments. The associated expense, apart from the unwinding of the discount (finance cost), is included at note 11 'Other expenses'.

20 Other Liabilities

Accrued training expenses	1,433	2,154
Accrued salaries	13	13
Accrued expenses	209	267
	<u>1,655</u>	<u>2,434</u>

21 Equity		
Retained Earnings		
Balance at the start of year	9,983	11,986
Result for the period	<u>3,717</u>	<u>(2,003)</u>
Balance at the end of year	<u>13,700</u>	<u>9,983</u>

22 Notes to the Cash Flow Statement

Reconciliation of cash

Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows:

a Cash and cash equivalents		
Bank accounts	(71)	459
Funds on deposit	40	34
Other financial assets- term deposits	<u>13,149</u>	<u>9,153</u>
	<u>13,118</u>	<u>9,646</u>

Reconciliation of profit/ (loss) to net cash flows provided by/(used in) operating activities:

Profit/(Loss)	3,717	(2,003)
Non cash items:		
Depreciation expense	20	24
(Increase)/ decrease in assets:		
Current receivables	22	(82)
Other current assets	450	(795)
	2008	2007
	(\$'000)	(\$'000)

22 Notes to the Cash Flow Statement (Cont...)

Increase/ (decrease) in liabilities		
Current payables	-	2
Current provisions	42	29
Other current liabilities	(779)	553
Non-current provisions	8	(4)
Net GST payments	(29)	(54)
Change in GST receivables/payables	<u>29</u>	<u>54</u>
b Net cash provided by /(used in) operating activities	<u>(729)</u>	<u>580</u>

23 Resources Provided Free of Charge

During the year there were no resources provided to other agencies free of charge for functions outside the normal operations of the Board.

24 Commitments

Commitments in relation to leases contracted for the balance sheet date but not recognised in the financial statements as liabilities, are payable as follows:

Within 1 year	70	70
Later than 1 year and not later than 5 years	11	76
Later than 5 years	-	-
	<u>81</u>	<u>146</u>
Representing:		
Non-cancellable Operating Leases	<u>81</u>	<u>146</u>

The property lease is a non-cancellable lease with the option of a two year term extension. Rent is payable monthly in advance. Contingent rent provisions within the lease agreement require that the current lease payments should be reviewed on 1st January 2009 and are subject to increase at a rate equivalent to prevailing market rates.

The Board has entered into non-cancellable operating leases for two motor vehicles with State Fleet. Board policy is to replace vehicles on the expiry of the lease, the latest of which matures in January 2010.

25 Contingent Liabilities

In addition to the liabilities included in the financial statements, there are the following contingent liabilities:

Levy refunds

During the 2007/08 year \$25.4 million dollars was collected as levies. Under the Act, these are payable before the commencement of construction and are refundable wholly or in part if the construction is not completed. The proportion representing incomplete work is not known and according to past experience the amount of the refunds in proportion to the total amount collected is relatively insignificant and in the year ended 30th June 2008 amounted to \$723,531 being 2.8% of the amount received. No other contingent liabilities have since come to our knowledge.

25 Contingent Liabilities (Cont)

Litigation in progress

There are no known legal claims pending by third parties against the BCITB other than those matters referred to our lawyers or insurers in the normal course of business for which we consider there are no significant liabilities.

26 Events Occurring After Balance Date

A one off payment of \$129,000 was made in July relating to out of date Direct Indenture claims. The payment was made after consideration of exceptional circumstances identified by the provider.

Back pay of \$10,500 resulting from the pending Public Service and GOSAC General Agreements award increases was not deemed material.

27 Explanatory Statement

This statement provides details of any significant variations between the estimates and actual results for 2007/08 and between the actual results for 2006/07 and 2007/08. Significant variations are considered to be those greater than 10% of budget and \$10,000.

Significant variances between estimate and actual results for the financial year

The budget figures contained in this note to the financial statements were drawn from the Operational Plan endorsed by the Minister for Education and Training during the course of the year to 30 June 2008.

	2008 Estimate \$'000	2008 Actual \$'000	Variation \$'000
Revenue			
Levy Receipts	19,860	25,407	5,547
Interest	620	823	203
Expenditure			
Employee Benefits Expense	817	890	(73)
Training Expenditure	17,385	20,139	(2,754)

Levy receipts

Both the commercial and housing sectors experienced higher growth than anticipated by Industry and economic analysis predictions. The commercial sector in particular exceeded budget by 71% while the housing sector was also strong finishing 18% over budget. Levy collections were as a result of the high building and construction activity, 32% above the budget for the year.

Interest

Interest income from Board reserves was 33% higher than budget expectations as a result of the higher revenue collections and significant rises in interest rates during the year.

Employee costs

Employee costs were \$73,000 or 9% higher than budget, directly attributed to staff overlaps caused by long service leave and retirements. In addition, temporary staff were utilised at various times during the year to assist with the significant increases in individual claims arising from apprentice support subsidy and the supplementary skills programs.

27 Explanatory Statement (Cont...)

Training expenditure

Training expenditure was almost \$3 million or 16% higher than budget expectations. The 2007/08 operational plan targeted a small operating surplus based on an expected decline in building activity, with a key priority of the Fund being to reduce the reserve of uncommitted funds as much as possible.

As the year progressed, it became apparent that the expected decline in building activity was not taking place and was actually increasing. As a result, levy income would again exceed budget. This result was reflected in increased demand for subsidy training.

Significant Variances between actual and prior year actual - revenues and expenditures

	2008 \$'000	2007 \$'000	Variation \$'000
Revenue			
Levy Receipts	25,407	22,427	2,980
Interest	823	696	127
Expenditure			
Employee benefits expense	890	851	(39)
Supplies & services	382	309	(73)
Collection fees	173	139	(34)
Training expenditure	20,139	23,030	2,891

Levy receipts

Continuing industry and economic forecast predictions of an easing in building and construction industry activity in 2007/08 did not eventuate and the booming activity in the housing industry in W.A. continued throughout the full year. Levy receipts were as a result 13% higher than 2006/07 with continued strong growth in the housing and commercial sectors of the industry.

Interest

Income from interest bearing deposits was 19% higher than the previous year as a result of the higher revenue collections and significant rises in interest rates during the year.

Employee expenses

Employee expenses were \$39,000 higher than 2006/07 due to a combination of factors which included employment overlaps due to long service leave and retirements, the additional use of temporary staff to support the growth in operations and higher provisioning for employee entitlements.

Supplies & services

Expenses increased by \$73,000 compared with the previous year. The increase was largely due to an increase in legal fees resulting from a dispute which has now been settled.

Training expenditure

Total expenditure of \$20 million was \$2.9 million or 12.6% lower than 2006/07. The major portion was in the OH & S program which recorded a \$3.9 million or 61% decrease in expenditure. This was partially offset by a 37% increase in Construction Skills and a 58% increase in Industry Skills. The decrease in the OH & S program was expected as 2006/07 included the implementation of a new OS & H Safety Induction program which involved subsidies to over 70% of workers.

Despite the strong demand for training funds, the large increase in levy revenue resulted in a cash surplus for the year of \$3.7m and consequently cash reserves rose to in excess of \$13 million.

28 Financial Instruments

Financial Instrument Disclosures

(a) Financial Risk Management Objectives and Policies

Financial instruments held by the Board are cash and cash equivalents, bank deposits, term deposits and non interest bearing receivables and payables. The Board has limited exposure to financial risks. The Board's overall risk management program focuses on managing the risks identified below.

Credit risk

The Board trades only with recognised, creditworthy third parties. In addition, receivable balances are monitored on an ongoing basis with the result that the Board's exposure to bad debts is minimal. There are no significant concentrations of credit risk.

Liquidity risk

The Board is exposed to liquidity risk through its trading in the normal course of business. Liquidity risk arises when the Board is unable to meet its financial obligations as they fall due. The Board has appropriate procedures to manage cash flows by monitoring forecast cash flows to ensure that sufficient funds are available to meet its commitments.

Market risk

The Board does not trade in foreign currency and is not materially exposed to other price risks. The Board is not exposed to any significant interest rate risk because cash and cash equivalents have short term maturities of less than three months and there are no borrowings.

(b) Categories of Financial Instruments

	2008 \$000's	2007 \$000's
Financial Assets		
Cash and cash equivalents	13,118	9,646
Receivables	460	482
Other current assets	1,932	2,382
Financial Liabilities		
Financial liabilities measured at amortised cost (a)	1,668	2,447
(a) The amount of financial liabilities measured at amortised cost excludes GST payable to the		

ATO (statutory receivable/payable)

(c) Financial Instrument Disclosures

Credit Risk Liquidity Risk and Interest Rate Exposure

The following table details the exposure to liquidity risk and interest rate risk as at the balance sheet date. The Board's maximum exposure to credit risk at the balance sheet date is the carrying amount of the financial assets as shown on the following table. The table is based on information provided to the senior management of the Board. The Board's maturity amounts in the table are representative of the undiscounted amounts at the balance sheet date. An adjustment for discounting has been made where material.

The Board does not hold any collateral as security or other credit enhancements relating to the financial assets it holds

The Board does not hold any financial assets that have had their terms renegotiated that would have otherwise resulted in them being past due or impaired.

28 Financial Instruments (Cont)

	Weighted average effective interest rate	Variable interest rate	Contractual Maturity Dates			Adjustment for discounting	Carrying Amount
			Non interest bearing	Within 1 year	greater than 1 year		
2008	%	\$000	\$000	\$000	\$000	\$000	\$000
Financial Assets							
Cash and cash equivalents	6.9	13,118	-	-	-	-	13,118
Receivables	-	-	460	-	-	-	460
Other financial assets	-	-	1,932	-	-	-	1,932
	-	13,118	2,392	-	-	-	15,510
Financial Liabilities							
Payables			13				13
Other financial liabilities			1,655				1,655
			1,668				1,668

	Contractual Maturity Dates						
	Weighted average effective interest rate	Variable interest rate	Non interest bearing	Within 1 year	greater than 1 year	Adjustment for discounting	Carrying Amount
2007	%	\$000	\$000	\$000	\$000	\$000	\$000
Financial Assets							
Cash and cash equivalents	6.3	9,646	-	-	-	-	9,646
Receivables	-	-	482	-	-	-	482
Other financial assets	-	-	2,382	-	-	-	2,382
	-	9,646	2,864	-	-	-	12,510
Financial Liabilities							
Payables	-	-	13	-	-	-	13
Other financial liabilities	-	-	2,434	-	-	-	2,434
	-	-	2,447	-	-	-	2,447

28 Financial Instruments (Cont)

Interest Rate Sensitivity Analysis

The following table represents a summary of the interest rate sensitivity of the Board's financial assets and liabilities at the balance sheet date on the surplus for the period and equity for a 1% change in interest rates. It is assumed that the change in interest rates is held constant throughout the reporting period.

	Carrying Amount	-1% change		+1% change	
		Profit	Equity	Profit	Equity
2008	\$000	\$000	\$000	\$000	\$000
Financial Assets					
Cash and cash equivalents	13,118	(131)	(131)	131	131
Receivables	460	-	-	-	-
Other financial assets	1,932	-	-	-	-
	15,510	(131)	(131)	131	131

Financial Liabilities					
Payables	13	-	-	-	-
Other financial liabilities	1,655	-	-	-	-
	<u>1,668</u>	-	-	-	-

	Carrying Amount	-1% change Profit	Equity	+1% change Profit	Equity
2007	\$000	\$000	\$000	\$000	\$000

Financial Assets					
Cash and cash equivalents	9,646	(96)	(96)	96	96
Receivables	482	-	-	-	-
Other financial assets	2,382	-	-	-	-
	<u>12,510</u>	<u>(96)</u>	<u>(96)</u>	<u>96</u>	<u>96</u>

Financial Liabilities					
Payables	13	-	-	-	-
Other financial liabilities	2,167	-	-	-	-
	<u>2,180</u>	-	-	-	-

29 Remuneration of Member of the Accountable Authority and Senior Officers

Remuneration of Member of the Accountable Authority

The number of members of the Accountable Authority, whose fees, salaries superannuation and other benefits for the financial year, fall within the following bands are:

	2008	2007
\$10,000 - \$20,000	6	5
\$20,001 - \$30,000	-	-
\$30,001 - \$40,000	1	1

The total remuneration of Members of the Accountable Authority is

<u>127</u>	<u>96</u>
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The total remuneration included here represents the superannuation expense incurred by the Board in respect of members of the Accountable Authority.

No members of the Accountable Authority are members of a BCITB sponsored pension scheme.

Remuneration of Senior Officers

The number of senior officers, other than senior officers reported as members of the Accountable Authority, whose total fees, salaries and other benefits for the financial year, fall within the following bands are:

	2008	2007
\$90,000 - \$100,000	-	-
\$100,001 - \$110,000	-	-
\$110,001 - \$120,000	-	-
\$120,001 - \$130,000	-	-
\$130,001 - \$140,000	1	1

The total remuneration of Senior Officers is:

153	137
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The total remuneration included here represents the superannuation expense incurred by the Board in respect of senior officers other than senior officers reported as members of the Accountable Authority.

No senior officers are members of a BCITB sponsored pension scheme.

30 Remuneration of Auditor

Remuneration payable to the Auditor General for the financial year is as follows:

	2008	2007
Auditing the accounts, financial statements and performance indicators.	28	22

Expenses are included in 'Other Expenses' at note 11

31 Related Bodies

There are no bodies associated with the BCITB which would constitute that of a related body according to the disclosure requirements of the FMA.

32 Affiliated Bodies

There are no bodies associated with the BCITB which would constitute that of an affiliated body according to the disclosure requirements of the FMA.

33 Supplementary Financial Information

During the financial year, there were no write-offs of public property approved by the Minister, losses of public moneys or property through theft or default or gifts of public property provided by the Board.