



ABBTF

**AUSTRALIAN BRICK & BLOCKLAYING
TRAINING FOUNDATION LIMITED**

A.C.N. 097 159 914
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT
FOR THE YEAR ENDED 30 JUNE 2008

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DIRECTORY

Head Office:	Australian Brick & Blocklaying Training Foundation Ltd
Office Address:	488 South Road Moorabbin Victoria 3189
Postal Address:	PO Box 4297 Wishart Victoria 3189
Telephone:	03 9209 5777 1300 66 44 96
Facsimile:	03 9209 5880
General Manager:	Geoff Noble
Accountant:	S J Canny Pty Ltd
Auditor:	T V Lant & Associates
Website:	www.becomeabricklayer.com.au

PERFORMANCE HIGHLIGHTS

During the year to June 2008 Australian Brick & Blocklaying Training Foundation (ABBTF) achieved the following:

- ABBTF support for employers of new apprentices is assisting the training and employment of 1,239 apprentices, almost double the apprentice number of 637 at June 2007.
- Expenditure and commitment to mature age apprentices has grown significantly with the value of ABBTF support to June 2008 being four times the previous year.
- Growth in secondary school students participating in the Step Out Programs, to gain hands on experience in bricklaying. 3,667 students completed the 40 hour program, which is 52% more than the previous year.
- The launch of the ABBTF website during the year and the publication of newsletters in every state has increased the market awareness of ABBTF operations and impact of the scheme on the skill shortage.
- A large number of careers events and promotions were attended to inform people, promote the trade and the career paths offered through bricklaying. Try-a-trades in bricklaying were a feature of many of these events.
- ABBTF have agreements with seventy-one Group Training Companies to subsidise the employment of 566 apprentices. Benefits are passed on to the host bricklayer by reduced charge out rates.
- Constructive partnership with 43 TAFE colleges and registered training organisations, where our joint efforts have improved the quality and expectations of new apprentices through Step Out Programs in schools and support for pre-entry training.
- Increased investment in pre-training support to improve the quality of apprentice intakes and minimise attrition rates during the apprenticeship term. Expenditure was up by 310% on the previous year.
- ABBTF promoted bricklaying employment opportunities in Australia to bricklayers in the United Kingdom under the general skilled migration program. Promotion at DIAC expos in the UK and ongoing ABBTF support is assisting skilled bricklayers with their visa applications, relocation and workforce participation.

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD

(A.C.N. 097 159 914)

DIRECTORS REPORT

YEAR ENDED 30 JUNE 2008

The board of directors presents the audited accounts of the Australian Brick & Blocklaying Training Foundation Ltd (ABBTF) for the year ended 30 June 2008.

Directors

The directors as at the date of this report are:

Keith Mitchelhill

Neill Evans

Lindsay Partridge

Steve Rogers (appointed 21 May 2008)

Bruce Mackenzie

Brian Moss

Lawrie Dore

Chris Lamont

Neil Gow (appointed 27 November 2007)

Geoff Noble

Directors who have resigned during or since the end of the financial year:

Colin Kupke (resigned 29 August 2007)

Grant Daly (resigned 27 November 2007)

Patrick Eather (resigned 21 May 2008)

Malcolm Pointon (appointed 27 November 2007, resigned 21 May 2008)

Principle Activities

The principle activities of the Foundation are to address the skills shortage in bricklaying by promoting and recruiting, bricklayer training support and apprentice employment support.

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

Financial Results

The net funds available as a result of the operating activities for the year were \$1,348,437 (2007 - \$1,044,418).

The company is exempt from paying income tax.

Review of Operations

National Apprentice Employment Support

The year to June 2008 was the first full year of operation for ABBTF in all states and the Australian Capital Territory. Western Australia and South Australia were the final two states to be incorporated in the national scheme having commenced in April 2007.

The year saw greatly improved awareness of the scheme in the states which had commenced earlier with higher registration and payment of subsidies to bricklayers who directly employed new apprentices. The launch of the scheme in South Australia and Western Australia and employment subsidies becoming immediately available also had a great impact on the industry. This awareness was greatly assisted by support from the HIA and MBA in both states and Building & Construction Industry Training Fund in Western Australia and Construction Industry Training Board in South Australia.

ABBTF now promotes the \$6,000 subsidy for employees directly signing on a new apprentice across the country.

There is also a national commitment to Group Training Companies which is evident by the ABBTF support through group schemes which starts at \$6,000 and even higher in some states.

DIRECTORS REPORT

YEAR ENDED 30 JUNE 2008

Apprentice employment support is aimed at making an apprentice more affordable and is paid in addition to all other benefits from Government and Industry Training Funds. Support through group training organisations reduces the charge out rate to the host employer by the total subsidy amount. Payments to employers directly engaging an apprentice are paid on the completion of each year level on satisfactory progress in training.

Support for bricklayers training and employing the next generation of tradesmen is the cornerstone of our strategy and represents 54% of our current spending.

At June 2008 the ABBTF was supporting 1,239 apprentices with subsidies to their employers, almost double the number a year earlier.

In order to provide the best possible candidates to commence an apprenticeship, the ABBTF is committed to the following programs:

- Promotion of the trade to lift the image of bricklaying
- Step Out Programs for secondary school students
- Pre-entry training support.

Promotion

The promotional campaign aims to lift the image of bricklaying to attract quality people who will complete their apprenticeship training contract, run a successful business in bricklaying or progress in their careers from a qualified tradesman to senior roles in building and construction.

During the year ABBTF visited many schools, attended careers expos and other promotional events to deliver the message of excellent opportunities for successful careers in bricklaying and the career path options that exist after gaining qualifications in the trade. The message was also delivered to teachers, parents and existing workers looking to change careers. A feature of the events has been try-a-trade and demonstrations of bricklaying.

Promotions also included radio, newspapers, industry journals and signage to attract new apprentices. The image of the trade has been enhanced by hats, shirts, key rings and stubby holders. The ABBTF website was launched during the year providing information on our programs at state level.

The market has been kept informed of our achievements through regular newsletters and sales staff of participating manufacturers.

We are keen to support the best apprentices and recognise their skills and commitment by sponsoring numerous TAFE and industry awards. Support is also provided to bricklaying apprentices competing at the WorldSkills competition and the Golden Trowel competition.

Step Out Program

ABBTF believe the best way to influence a young person is to provide a hands on experience. Learning by listening and watching is not as effective as doing. The Step Out Program is a 40 hour hands on experience for year 10 secondary school students. The program is delivered either at a TAFE college or in the school grounds and covers the basics of the trade. It involves a group of approximately 12 people and often completes a permanent structure at the school and is a visual demonstration of bricklaying for all students. This taster course is not assessed but provides students with the knowledge and experience to make an informed decision on their future. The program has been a great success and has become sought after by many schools across the country.

In the year to June 2008 – 3,667 students completed the program compared with 2,407 in 2007.

DIRECTORS REPORT
YEAR ENDED 30 JUNE 2008

Pre-Apprenticeship Training

ABBTF recognise that people engaging in bricklayer training prior to commencing an apprenticeship have a greater opportunity to complete their Certificate III apprenticeship training course.

Pre-entry training may take the form of a VET program while attending school, or a full-time pre-vocational or pre-apprenticeship course. There are many variations and models being delivered. They provide an excellent preparation for working in the trade, gaining credit for competencies achieved and increased employment opportunities due to being “work ready” and productive on the job. Pre-entry training often leads to an early completion of the apprenticeship.

All pre-entry training across the country is financially supported by ABBTF in a variety of ways. Some states have fees paid for, some have scholarship schemes and some have benefits paid to apprentices after three months probation.

Pre-entry training numbers are limited by the number of apprentices with immediate job opportunities. ABBTF will continue to look further at intake quality, course promotion and strategically placed incentives as well as assistance for school students who incorporate bricklaying into their year 11 and 12 curriculum.

National ABBTF Activities	2008	2007
Step Out Program Students	3,667	2,407
Pre-Apprenticeship Enrolments	560	543
Apprentices Supported by ABBTF	1,239	637
Apprentices in Training	2,770	2,713
TAFE Colleges and RTO's	43	39
Group Training Organisations	71	61

Operations by State

Victoria

Bricklayers have responded well to the new ABBTF subsidy launched in 2007 for directly signing up a new apprentice. 244 bricklayers have registered for our \$6,000 support.

Support for host employers hiring an apprentice through a Group Training Company commenced in 2004 and we are now seeing apprentices complete their training and apprenticeships with our support since their indenture. Group schemes pass on ABBTF benefits by reducing their charge out rate by a total of \$10,800 over three years.

Total apprentice completions in the year to December 2007 were 216 which is the highest ever in Victoria.

Support for mature age apprentices over 23 has been paid to 78 apprentices in their first year since the support was introduced.

Step Out Programs for secondary school students is now paying dividends with a number going on to start an apprenticeship in bricklaying. This program is being extended to reach more young people.

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD

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DIRECTORS REPORT
YEAR ENDED 30 JUNE 2008

	2008	2007
Step Out Program Students	263	255
Pre-Apprenticeship Enrolments	195	209
Apprentices Supported by ABBTF	375	190
Apprentices in Training	703	691
TAFE Colleges and RTO's	9	9
Group Training Organisations	22	19

New South Wales

Apprentice enrolments at June 2008 were down on the previous year reflecting the uncertainty in the market. There has been success from our work in schools and support for pre-vocational courses with first year apprentice numbers higher than last year. Our focus is to increase our promotion of the trade and run a high number of Step Out Programs in schools to attract the best candidates to bricklaying.

The ABBTF subsidy of \$6,000 direct and \$14,400 through a Group Training Company has seen steady registrations for our support.

We are encouraged by increased pre-vocational courses which we are supporting and the involvement by TAFE colleges to deliver Step Out Programs in schools. These are excellent programs to sustain and grow new apprentice training numbers.

Step Out Programs throughout News South Wales this year gave 1,175 students an opportunity to experience bricklaying for the first time.

	2008	2007
Step Out Program Students	1,175	1,008
Pre-Vocational Enrolments	80	60
Apprentices Supported by ABBTF	207	165
Apprentices in Training	612	643
TAFE Colleges and RTO's	10	10
Group Training Organisations	16	12

Queensland

ABBTF has been active in driving programs to support and generate growth in apprentice training in Queensland. Apprentice numbers have increased by 14% to 513.

ABBTF has increased its investment in Step Out Programs in schools with 1,137 secondary school students participating in the hands on program. The program is sought after by many schools and we are working to ensure the best quality students are involved to provide the best outcomes in terms of future apprentices.

Pre-entry training numbers are lower as there is a preference to stay at school longer, or take up an immediate apprenticeship. A shorter course named "boot camp" has been introduced in some regions as an alternative to the 12 week intensive skills course.

DIRECTORS REPORT
YEAR ENDED 30 JUNE 2008

ABBTF has improved support for mature age apprentices (now \$3,000) and currently support 41 apprentices over the age of 21.

A new initiative to support apprentices disadvantaged by the distance they travel to training is also being launched. Group Training Companies are key partners in increasing apprentice numbers and ABBTF subsidises their hosts by up to \$8,000. A recent new incentive to Group Training Companies provides funding of up to \$500 on the apprentice completing each year.

Subsidies to bricklayers directly signing up a new apprentice has seen a growing response with 191 bricklayers registered for the \$6,000 subsidy.

These programs will be vital to maintain apprentice numbers in softer market conditions now being experienced in 2008.

	2008	2007
Step Out Program Students	1,137	1,039
Pre-Apprenticeship Enrolments	50	128
Apprentices Supported by ABBTF	260	190
Apprentices in Training	513	450
TAFE Colleges and RTO's	9	8
Group Training Organisations	13	10

Australian Capital Territory

Increased numbers of school students have attended Step Out Programs during the year. The Australian Capital Territory has the highest university participation rate in the country and ABBTF are working hard to offer trade alternatives and promote the career path possibilities to students.

ABBTF subsidies have been taken up by almost all employers of new apprentices despite a fall in the number of apprentices in training. Further promotion to bricklayers in the housing sector will provide growth in the new year.

Group Schemes represent a good share of the apprentices in employment and have been boosted by the ABBTF \$8,000 subsidy.

	2008	2007
Step Out Program Students	67	31
Apprentices Supported by ABBTF	48	26
Apprentices in Training	49	59
Registered Training Organisations	2	2
Group Training Organisations	3	3

Tasmania

The ABBTF scheme in Tasmania has been successful with apprentices in training increasing to 38. A record number of apprentices commenced bricklayer training in 2007 and the growth reflects the employment support provided by ABBTF in terms of a \$6,000 subsidy over three years. Our subsidy currently supports the employment of 21 apprentices.

DIRECTORS REPORT
YEAR ENDED 30 JUNE 2008

The Step Out Program in schools has also been effective in producing potential apprentice bricklayers. During the past year 106 students completed the program building permanent structures such as barbeques, garden seats, storage compounds and garden walls. Some students have commenced an apprenticeship following the school program.

ABBTF has worked with TAFE, Tasmanian Building & Construction Industry Training Board (TBCITB), brick manufacturers and the trade to start a pre-apprenticeship course in bricklaying. The course is the first for many years and commenced in late July 2008.

	2008	2007
Step Out Program Students	106	60
Apprentices Supported by ABBTF	21	4
Apprentices in Training	38	32
TAFE Colleges	1	1

Western Australia

The ABBTF scheme in Western Australia has enabled many bricklayers to take on new apprentices through Group Training Companies or directly with the \$6,000 subsidy. There are now 253 employers receiving apprentice subsidies.

Group Training Companies are a major employer of apprentices in the industry and the group schemes represent 80% of supported bricklaying apprentices. ABBTF subsidies have been timely given the recent easing in construction activity.

The strategy to prepare the best possible candidates for bricklaying includes an extensive Step Out Program in schools and support for pre-apprenticeship training. Almost 900 students took part in the one week hands on step out program building barbeques or garden walls in the school grounds. All major TAFE's and registered training organisations delivered the program.

The program has lead to increased enrolments at pre-apprenticeship courses which ABBTF are supporting to reduce the cost of fees. Try-a-trade and careers expos were important events during the year to promote the trade and lift the image of bricklaying.

Assistance is also being provided to 42 employers of mature aged apprentices with a \$1,000 payment in the first year.

	2008	2007
Step Out Program Students	897	14
Pre-Apprenticeship Enrolments	155	128
Apprentices Supported by ABBTF	253	50
Apprentices in Training	639	678
TAFE Colleges and RTO's	8	7
Group Training Organisations	10	10

South Australia

The scheme in South Australia saw success in the first year with 97 new commencements for the year, a 27% increase. ABBTF support for pre-apprenticeship courses enabled a high number of young people to gain skills and knowledge to first year level. Courses were also run at Noarlunga, the first time bricklayer training has been delivered south of the city. The courses and the ABBTF apprentice employment subsidy of \$6,000 produced a boost to apprentice numbers.

DIRECTORS REPORT
YEAR ENDED 30 JUNE 2008

Bricklayers have responded well to the subsidy with either directly employed apprentices or through Group Training Companies. Seventy five bricklayers were receiving support at June 2008 which is in addition to support from Construction Industry Training Board and the Federal Government.

There are plans to further improve apprentice intakes by running Step Out Programs in schools during the 2008/09 year.

	2008	2007
Step Out Program Students	22	0
Pre-Apprenticeship Enrolments	80	18
Apprentices Supported by ABBTF	75	12
Apprentices in Training	216	160
TAFE Colleges and RTO's	4	2
Group Training Organisations	7	7

Skilled Migration

The program to assist bricklayers from the United Kingdom in moving to Australia under General Skilled Migration Visas has continued during the past year. ABBTF has made available funding to offset assessment and Visa costs for bricklayers arriving in Australia and joining the workforce.

ABBTF attended promotional events in the UK in March 2008 to assist and attract skilled bricklayers in relocating. We are working with the Department of Immigration and Citizenship (DIAC) to promote skilled migration and monitor the progress of assessments and visa applications for bricklayers and their families.

We are also working with TAFE's and RTO's to monitor progress of bricklayer training courses in Australia for overseas students.

Levy Contributions

The scheme is jointly funded by brick and block manufacturers and their customers at a rate of \$2.00 per thousand bricks delivered (\$4.00 per thousand for double height in Western Australia) for clay bricks and 10 cents per square metre in the wall for concrete masonry. The levy is approved by the Australian Competition and Consumer Commission (ACCC), authorisation number A90993 dated 26 April 2006.

Dividends

The company does not have a share capital and it is precluded from paying dividends.

Significant Changes

No significant changes in the state of affairs of the company occurred during the financial year.

Matters subsequent to Balance Date

There are no matters or circumstances which have arisen since 30 June 2008 that have significantly affected or may significantly affect:

1. the operations of the company;
2. the results of those operations; or
3. the state of affairs of the company,

in the financial years subsequent to that financial year.

DIRECTORS REPORT
YEAR ENDED 30 JUNE 2008

Likely Developments in Operations

The number of apprentices supported by subsidies is planned to increase from 1,369 to 1,802 by June 2009 as new apprentices sign contracts of employment and training.

Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Superannuation Trustees

Contributions for employees are made to superannuation funds, which are totally independent of ABBTF.

Contracts with Directors

Since the end of the previous financial year, no director has received or become entitled to receive any benefit (other than a benefit included in the aggregate amount of remuneration of directors shown in the accounts) by any reason of a contract made by the company with any director, or with a firm of which a director is a member, or with a company in which a director has a substantial financial interest.

Indemnifying Officer or Auditor

The company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or a related body corporate:

- Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
- Paid or agreed to pay a premium in respect of a contract insuring against liability incurred as an officer for the costs or expenses to defend legal proceedings.

With the exception of the following matters:

During the financial year the company has paid to insure each of the directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company.

Information on Directors

Name:	Qualifications	Meetings Eligible to Attend	Meetings Attended
Keith Mitchelhill	Director	4	4
Neill Evans	Director	4	3
Lindsay Partridge	Director	4	3
Steve Rogers (appointed 21 May 2008)	Director	1	1
Bruce Mackenzie	Director	4	1
Brian Moss	Director	4	3
Lawrie Dore	Director	4	4
Chris Lamont	Director	4	2
Neil Gow (appointed 27 November 2007)	Director	3	3
Geoff Noble	Director/ Secretary	4	4
Colin Kupke (resigned 29 August 2007)	Director	1	1
Grant Daly (resigned 27 November 2007)	Director	2	-
Patrick Eather (resigned 21 May 2008)	Director	3	1
Malcolm Pointon (appointed 27 November 2007) (resigned 21 May 2008)	Director	3	1

DIRECTORS REPORT
YEAR ENDED 30 JUNE 2008

This report is made in accordance with a resolution of the board.

Director



Keith Mitchelhill

Director



Geoff Noble

Dated at Brisbane this 28th Day of August 2008.

DIRECTORS DECLARATION

In the opinion of the Directors of the company:

- (a) the financial statements and notes are in accordance with the Corporations Act 2001, including,
 - (i) giving a true and fair view of the financial position of the company as at 30 June 2008 and of its performance, as represented by the results of its operations, changes in equity and its cash flows, for the period ended on that date; and
 - (ii) complying with Accounting Standards and the Corporation's Regulations 2001 and other mandatory professional requirements; and
- (b) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the board.

Director



Keith Mitchelhill

Director



Geoff Noble

Dated at Brisbane this 28th Day of August 2008.

Independent auditors report to the members of the Australian Brick & Blocklaying Training Foundation Limited

We have audited the accompanying financial report of the Australian Brick & Blocklaying Training Foundation Limited (the company), which comprises the balance sheet as at 30 June 2008, the income statement, statement of changes in equity and cash flows statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors' declaration.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' responsibility

Our responsibility is to express an opinion on the financial report base on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

Our procedures included reading the other information in the annual report to determine whether it contains any material inconsistencies with the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Our audit did not involve an analysis of the prudence of business decisions made by directors or management.

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

Auditor's Opinion

In our opinion:

the financial report of the Australian Brick & Blocklaying Training Foundation Limited is in accordance with the Corporations Act 2001 including:

- giving a true and fair view of the company's financial position as at 30 June 2008 and of its performance for the year ended on that date; and
- complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.



Terrence Victor Lant

Registered Company Auditor #7666

21 Cerberus Street Donvale

Dated this Twenty Eighth day of August 2008

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE
CORPORATIONS ACT 2001 TO THE DIRECTORS OF AUSTRALIAN BRICK &
BLOCKLAYING TRAINING FOUNDATION**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2008 there have been:

- i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Terrence Victor Lant
Registered Company Auditor

28 August 2008
Donvale

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
(A.C.N. 097 159 914)

INCOME STATEMENT
YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
Income			
Interest Received		316,704	113,328
Members Levy		7,106,620	5,497,351
Total Income		7,423,324	5,610,679
Cost Of Sales			
Step Out Program		908,322	495,348
Pre-apprenticeship Incentive		202,409	65,380
Group Scheme Subsidies		1,631,724	2,284,920
Direct Employment Subsidies		1,560,894	471,100
Mature Age Allowance		184,000	46,000
Immigration		30,000	-
Promotional Costs	2	613,789	396,384
Development Costs	3	599,116	537,997
Total Operating Costs		5,730,254	4,297,129
Gross Surplus		1,693,070	1,313,550
Expenses			
Administration Costs	4	344,633	269,132
Net Funds Available		1,348,437	1,044,418

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
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BALANCE SHEET
YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
Current Assets			
Cash and cash equivalents	5	7,040,257	3,994,708
Trade Debtors		1,401,961	1,366,491
BITS Loan Account		59,678	43,073
Total Current Assets		8,501,896	5,404,272
Non Current Assets			
Property, plant and equipment	6	96,671	71,087
Total Non Current Assets		96,671	71,087
Total Assets		8,598,567	5,475,359
Current Liabilities			
Trade and other payables	7	515,909	207,413
Accrued Expenses		3,633,122	2,096,929
Lease liability		7,281	15,122
GST Liabilities		153,645	197,593
Total Current Liabilities		4,309,958	2,517,057
Non Current Liabilities			
Lease liability		22,506	40,635
Total Non Current Liabilities		22,506	40,635
Total Liabilities		4,332,463	2,557,692
Net Assets		4,266,104	2,917,667
Equity			
New South Wales	8	846,273	448,891
Australian Capital Territory	8	220,198	213,574
Queensland	8	1,901,765	1,650,321
Victoria	8	477,885	266,475
South Australia	8	82,287	39,757
West Australia	8	711,049	285,390
Tasmania	8	26,647	13,259
Total Equity		4,266,104	2,917,667

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
(A.C.N. 097 159 914)

STATEMENT OF CASH FLOWS
YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
Cash Flows From Operating Activities			
Industry contributions		7,074,474	4,883,895
Interest		316,704	113,328
GST Collected		709,714	488,740
GST Paid/forwarded to ATO		(726,040)	(457,236)
Payments to suppliers and employees		(4,265,535)	(2,825,982)
Net cash provided by operating activities		3,109,317	2,202,745
Cash Flows From Investing Activities			
Loans to BITS		(16,604)	(37,849)
Purchases of plant and equipment		(47,164)	(44,179)
Net cash provided by investing activities		(63,768)	(82,028)
Net increase in cash held		3,045,548	2,120,717
Cash at the beginning of the financial year		3,994,708	1,873,991
Cash at the end of the financial year		7,040,257	3,994,708
Reconciliation of cash flow			
Cash on hand		800	896
Cash at bank		7,039,457	3,993,812
		7,040,257	3,994,708
Non-cash flows in operating profit			
Depreciation		21,579	12,273
(Increase)/decrease in debtors		(35,470)	(674,802)
(increase)/decrease in BITS loan account		(16,606)	(37,851)
(Increase)/decrease in fixed assets		(47,163)	(44,179)
Increase/(decrease) in equity		1,348,437	1,044,419
Increase/(decrease) in accrued expenses		1,536,193	1,611,474
Increase/(decrease) in GST liabilities		(43,947)	85,667
Increase/(decrease) in lease liabilities		(25,970)	26,842
Increase/(decrease) in creditors		308,496	96,874
Net cash provided by (used in) operating activities		3,045,550	2,120,717

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
(A.C.N. 097 159 914)

STATEMENT OF CHANGES IN EQUITY
YEAR ENDED 30 JUNE 2008

	Note	Retained Surplus \$	Total \$
Balance at 1 July 2006		1,873,249	1,873,249
Surplus funds available		1,044,418	1,044,418
Balance at 30 June 2007		2,917,667	2,917,667
Surplus funds available		1,348,437	1,348,437
Balance at 30 June 2008		4,266,104	4,266,104

NOTES TO THE FINANCIAL STATEMENT

YEAR ENDED 30 JUNE 2008

Note 1: Statement of Significant Accounting Policies

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Urgent Issues Group Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board.

The financial report covers the Australian Brick and Blocklaying Training Foundation Limited (ABBTF). The financial report of the ABBTF complies with all Australian equivalents to International Financial Reporting Standards in their entirety.

The following is a summary of the material accounting policies adopted by the ABBTF in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Basis for Preparation

This financial report is a general purpose financial report that has been prepared in accordance with the requirements of the Corporations Act 2001, Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board ("AASB").

During the period 2004 - 2007, the AASB used the term Australian equivalents to International Financial Reporting Standards ("A-IFRS") to refer to standards which were based on the IFRS. However, in 2007 the AASB decided to remove reference to A-IFRS and the term Australian Accounting Standards ("AAS").

Compliance with IFRS

A statement of compliance cannot be made due to the company applying the not for profit sector requirements contained in AAS.

Historical cost convention

These financial statements have been prepared on an accrual basis under the historical cost convention, as modified by the revaluation of available-for-sale financial assets and certain non-current assets (as stated), at fair value.

Accounting Policies

The following is a summary of the material accounting policies adopted by the company in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

New Accounting Standards and Interpretations

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2008 reporting periods. The company's assessment of the impact of these new standards and interpretations which are applicable to the company is set out below.

Amendment	Summary	Impact	Application date of standard	Application date for company
AASB 101R Presentation of Financial Statements	Disclosure changes ranging from changes in presentation, introduction of the total comprehensive income concept.	Disclosure issues and re-formatting of the company's future financial statements.	1 January 2009	Year ending 30 June 2010

NOTES TO THE FINANCIAL STATEMENT
YEAR ENDED 30 JUNE 2008

Amendment	Summary	Impact	Application date of standard	Application date for company
AASB123R Borrowing costs	Removal of option to immediately expense borrowing costs related to construction of qualifying assets	No impact on the Company expected.	1 January 2009	Year ending 30 June 2010
AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123	Amendments arising from the issuance in June 2007 of a revised AASB 123 Borrowing Costs, which is the Australian equivalent to a revised IAS 23 Borrowing Costs.	No impact on the Company expected.	1 January 2009	Year ending 30 June 2010
AASB 2007- 8 Amendments to Australian Accounting Standards arising from AASB 101	Amendments arising from the issuance in September 2007 of a revised AASB 101 Presentation of Financial Statements, as a result of the issuance by the IASB of a revised IAS 1 Presentation of Financial Statements.	Disclosure issues and re-formatting of the company's future financial statements.	1 January 2009	Year ending 30 June 2010

a. Income Tax

No provision for income tax has been raised as the ABBTF operates solely as a non-profit company and is exempt from income tax.

b. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment losses.

Depreciation

The depreciable amount of all fixed assets is calculated on a diminishing value basis over the useful lives of the assets from the time the asset is held ready for use.

c. Leases

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the ABBTF, are classified as finance leases. Finance leases are capitalised by recording an asset and a liability at the amount equal to the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period. Leased assets are depreciated on a diminishing value basis over their estimated useful lives where it is likely that the ABBTF will obtain ownership of the asset or ownership over the term of the lease.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

d. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks and other short-term highly liquid investments.

NOTES TO THE FINANCIAL STATEMENT
YEAR ENDED 30 JUNE 2008

e. Revenue

Revenue from Members Levies is recognised upon completion of the month to which the levy relates.

Interest revenue is recognised when received.

f. Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statements of financial position are shown inclusive of GST.

g. Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

h. Critical Accounting Estimates and Judgments

The ABBTF evaluate estimates and judgments incorporated in the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data.

Note 2: Promotional Costs

	2008	2007
	\$	\$
Apprentice awards	42,215	38,350
Clothing	77,292	9,469
Expos and events	32,228	37,897
Newsletter	13,041	7,754
Newspaper/print advertising	251,220	129,278
Other promotional costs	9,665	9,953
Printing – promotional	24,096	35,489
Public Relations	31,712	0
Radio advertising	19,932	20,041
Signage	73,852	31,335
Schools promotion	12,278	10,513
UK promotion	19,965	54,810
Website maintenance	6,293	11,495
	613,789	396,384

Note 3: Development Costs

	2008	2007
	\$	\$
Service fee	12,000	7,000
Superannuation	36,433	30,284
Telephone	14,844	17,766
Travel – motor vehicle lease	9,425	9,666
Travel and accommodation	57,890	78,810
Travel interstate	35,938	31,165
Wages and salaries	432,586	363,306
	599,116	537,997

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
(A.C.N. 097 159 914)

NOTES TO THE FINANCIAL STATEMENT
YEAR ENDED 30 JUNE 2008

Note 4: Administration Costs	2008	2007
	\$	\$
Accounting and levy collection	14,691	17,339
Audit fees	7,177	7,358
Bank charges	962	810
Computer costs	7,746	6,492
Conference and training	12,302	1,719
Depreciation	21,579	12,273
Fringe benefits tax	1,865	0
Insurance officer liability	2,389	6,500
Insurance public liability	1,990	1,990
Insurance workers compensation	2,555	1,739
Interest	3,490	2,976
Legal fees	350	4,655
Long service leave accrued	141	2,675
Office expenses	13,224	7,542
Payroll tax	1,007	0
Postage and courier	10,089	4,113
Printing and stationery	16,823	13,930
Rent	53,863	73,603
Staff amenities	4,247	3,635
Subscriptions	2,897	1,056
Sundry	1,753	1,334
Superannuation	9,784	9,094
Telephone	17,456	10,101
Wages and salaries	136,253	78,198
	344,633	269,132
Note 5: Cash and Cash Equivalents	2008	2007
	\$	\$
Cash on hand	800	896
Cash at bank	922,021	2,035,326
On call deposit	6,117,436	1,958,486
	7,040,257	3,994,708
Note 6: Property, Plant and Equipment	2008	2007
	\$	\$
Office equipment – at cost	35,844	24,644
Less accumulated depreciation	-17,678	-10,968
	18,166	13,676
Motor vehicles – at cost	116,233	80,270
Less accumulated depreciation	-37,729	-22,859
	78,504	57,411
Total Property, Plant and Equipment	96,670	71,087

NOTES TO THE FINANCIAL STATEMENT
YEAR ENDED 30 JUNE 2008

Note 7: Trade and Other Payables	2008	2007
	\$	\$
PAYG tax	9,038	21,876
Superannuation liability	1,223	8,953
Trade creditors	505,648	176,584
	515,909	207,413

Note 8: Equity

New South Wales	2008	2007
	\$	\$
Balance at beginning	448,891	430,410
Share of surplus/deficit	397,382	18,481
	846,273	448,891

ACT

Balance at beginning	213,574	185,272
Share of surplus/deficit	6,624	28,302
	220,198	213,574

Queensland

Balance at beginning	1,650,321	1,087,456
Share of surplus/deficit	251,444	562,865
	1,901,765	1,650,321

Victoria

Balance at beginning	266,475	170,110
Share of surplus/deficit	211,411	96,365
	477,886	266,475

South Australia

Balance at beginning	39,757	0
Share of surplus/deficit	42,530	39,757
	82,287	39,757

West Australia

Balance at beginning	285,390	0
Share of surplus/deficit	425,659	285,390
	711,049	285,390

Tasmania

Balance at beginning	13,259	0
Share of surplus/deficit	13,388	13,259
	26,647	13,259

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD

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NOTES TO THE FINANCIAL STATEMENT

YEAR ENDED 30 JUNE 2008

Note 9: Mortgages and Charges

The ABBTF had no mortgages, charges or securities affecting the property of the ABBTF at balance date.

Note 10: Related Parties

The following Board of Directors held office during the financial year:

Keith Mitchelhill	Exec General Manager, Boral Clay & Concrete	
Neill Evans	Exec General Manager, CSR Bricks & Roofing	
Lindsay Partridge	Managing Director, Brickworks Ltd	
Steve Rogers	Executive General Manager, C&M Brick	(Appointed 21 May 2008)
Bruce Mackenzie	Director, Holmesglen Inst. of TAFE	
Brian Moss	Apprentice Manager, Australand	
Lawrie Dore	Chief Executive Officer, DJ Builders	
Chris Lamont	Senior Executive Director – Industry Policy HIA	
Neil Gow	National Manager Training Policy, MBA	(Appointed 27 November 2007)
Geoff Noble	General Manager, ABBTF	
Colin Kupke	Managing Director, C&M Bricks	(Resigned 28 August 2007)
Grant Daly	National Manager Training Policy, MBA	(Resigned 27 November 2007)
Patrick Eather	General Manager Operations, Metricon Homes	(Resigned 21 May 2008)
Malcolm Pointon	General Manager, Hanson Building Products	(Appointed 27 November 2007) (Resigned 21 May 2008)

The total amount of remuneration of the Executive Director for the 2008 financial year was \$178,288 (2007 \$171,096). This amount includes salary, superannuation and motor vehicle allowance received or due and receivable for the financial year. There were no loans made to Board members during the reporting period.

Note 11: Contingent Liabilities

The following contingent liability may arise from subsidies to bricklayers for employment of apprentices directly or through Group Training Companies. The liability is contingent upon a number of apprentices making satisfactory progress through their term.

	\$
Victoria	604,900
New South Wales	457,000
Australian Capital Territory	47,000
Queensland	327,000
Tasmania	34,000
South Australia	153,700
West Australia	372,600
	1,994,900

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MEMBER COMPANIES

Queensland

- Austral Bricks
- Austral Masonry
- Boral Bricks
- Boral Masonry
- CSR Bricks & Pavers
- Gympie Blockworks
- Hanson Masonry
- Scott Brickworks
- Tableland Concrete Blocks
- QC Bricks

New South Wales

- Austral Bricks
- Boral Bricks
- Boral Masonry
- CSR Bricks & Pavers
- C & M Brick
- Baines Masonry
- Namoi Valley Brickworks
- AJ Baker (Wingham)

Victoria

- Austral Bricks
- Boral Bricks
- Boral Masonry
- CSR Bricks & Pavers
- C&M Brick
- Daniel Robertson Aust.
- Selkirk

Australian Capital Territory

- Austral Bricks
- Boral Bricks
- Boral Masonry
- CSR Bricks & Pavers
- C&M Brick
- Baines Masonry
- Daniel Robertson Aust.

South Australia

- Austral Bricks
- Boral Bricks
- Boral Masonry
- CSR Bricks & Pavers
- C&M Brick

Western Australia

- Austral Bricks
- Midland Brick
- Geraldton Brick

Tasmania

- Austral Bricks
- Hanson Masonry
- K&D Bricks & Pavers
- Island Block & Paving
- Tasco Bricks, Blocks & Pavers