Bill Nicol  
Chairperson  
Professional Civil Engineer and Planner operating across the MADEC service area. Brings strategic planning, project management and sustainable development to the Board. Board member for 15 years.

Gayle Danson  
Director  
Employed part-time by local not-for-profit organisation. Has a background in community service provision and development. Board member for 3 years.

Christine Roberts  
Director  
Qualified and practising Chartered Accountant and Financial Planner with an extensive background in both fields. Provides the Board with sound financial advice and direction. Board member since April 2010.

Ian Ballantyne  
Director  
Currently self employed in project and executive management consultancy in agriculture and natural resource management fields. Board member for 25 years.

Jayne Sunbird  
Director  
Previously employed as a Business Facilitator at MADEC prior to establishing own consultancy business. Brings public relations and marketing skills to the Board. Board member for 3 years.

Linda Pratt  
Director  

Leon Follett  
Director  
Dryland farmer from Euston. Provides the Board with input on the local issues from the Mid Murray region. Board member for 9 years.

Angela Hayward  
Director  
A practicing solicitor with a local commercial law firm since 2002. Brings legal and corporate governance to the Board. Board member for 2 years.

Peter Jones  
Director  
Dried fruit property owner for over 30 years. Served as Chairman of the Dried Fruits Association, delegate to the VFF and NFF. Served on the Workplace Relations and Water Committees. Member of the Dried Grape Industry Advisory Council. Board member since June 2010.
our values

- The upholding of trust, honesty and individual and organisational accountability in all we do and say
- The right of each and every person to be the treated with respect and dignity
- The spirit and ethos of strengthening communities through providing training, employment and education
- The initiative and creative potential of individuals and the contribution they can make to MADEC
- The professional growth and development of board members, management and staff that will enhance their skills, knowledge and experience
- The development and delivery of high quality services to our clients and customers through continuous improvement and organisational development processes
- The principles and practices of economic, social and environmental sustainability.

Our Mission
MADEC developing and delivering regional initiatives and solutions through innovative and responsive education, training, employment and community development products and services

Our Vision
Regional Initiatives, Regional Solutions

MADEC defines strengthening communities as the provision of services in the areas in which we operate, which enhance the potential of individuals in strengthening their communities through training, employment and education.
Our Services  We will be recognised as a provider of high quality, innovative and responsive education, training and employment services.

Our Employers  We will be recognised by employers as a one-stop-shop for professional, reputable and reliable provision of education, training and employment services.

Our People  We will value and invest in our people to maximise their potential.

Our Community  We will seek and build strategic and honest community partnerships which assist in developing community capacity.

Government Funding  We will work positively in collaboration with all funding agencies.

Our Organisation  We will continue to be a financially viable, accountable and responsible organisation.
I have great pleasure, as Chairperson of the MADEC Board of Directors, in presenting this report on the Board’s activities for 2009/10.

MADEC celebrated its 40 year anniversary in 2009/10. However I can assure everyone the organisation has not rested on its laurels - growth and activity has continued with new job services contracts and the range of projects and programmes even broader.

I never cease to be amazed at what MADEC achieves and along with the other Directors, the Board is proud of the role MADEC plays in helping to build Community Capacity across our service area. MADEC has cemented its position as a leader in providing employment, education, training and community networks to regional Australia.

MADEC Community Groups, as members and major stakeholders of the organisation, have continued to utilise MADEC facilities and support services with several of the groups retaining their status as foundation members. MADEC’s Community Development unit, in concert with our staff located in regional centres, has a strong focus on community based projects and assisting to build Community Capacity in all areas of MADEC’s operation.

The MADEC Board has responsibility for governing the organisation on behalf of its members and community stakeholders. The Board has continued working under the ten principles of the Australian Government System (TAGS) and this provides a solid governance framework for the organisation.

As part of the Board’s commitment to good governance, a close relationship has been retained with the Australian Institute of Company Directors and encouragement is given to new members coming onto the Board to undertake the Company Directors course at their first available opportunity.

The Board appreciates the guidance and support in Governance matters provided by Company Secretary and Manager Corporate Services, Max Polwarth.

A key obligation of the Board is to regularly review the MADEC 3 Year Strategic Plan. The Strategic Plan identifies new opportunities for MADEC to work with its communities in fostering their development and sustainability. In late 2009 the Board undertook the Strategic Plan review process which resulted in a new 3 Year Plan for the period 2009-2012 being adopted. The organisation has taken action to implement several of the new initiatives already and the Board is supporting the Plan with resources through the annual budget process.

MADEC derives its income from a number of sources including contracts and service delivery agreements with Commonwealth, State and Local Governments. MADEC competes in a fully competitive environment for the majority of its programs. As such, the Board and senior management must remain focussed at all times on effective financial management, timely management reporting and the quality of service. The restructurining of MADEC’s Corporate Services during the past year has resulted in employment of a Chief Financial Officer and a commitment to a major upgrade of the financial management system. These changes are already providing the Board, CEO and all MADEC Branches with much better information across the spread of MADEC’s business arms.

MADEC’s business is administered from its Mildura base and it is worthy of noting that MADEC’s presence and activity level in each community we service makes a significant financial and social contribution to each local and regional economy.

MADEC continues to demonstrate the application of best practice in the services it provides to clients. The effectiveness of the Quality Management System is demonstrated by the high quality of compliance with internal and external requirements and the quality of employment outcomes achieved for jobseekers.

The new contracts with the Commonwealth Government to deliver its Job Services Program commenced on July 1 2009. In the tender process MADEC was successful in retaining all of its previous 16 service areas and, in addition, gained new business in South Australia, including Southern Metropolitan Adelaide, The York Peninsula and the Clare Valley. A new Harvest Labour Office at McLaren Vale was also added. Needless to say, the lead up to July 1 Contract Commencement was an extremely busy period for management – five new offices were opened; staff were engaged and trained and clients were advised of the new arrangements – all of this whilst continuing to deliver services from the 16 existing sites. The appreciation of the Board goes to Pat and her Senior Management Team for achieving an almost seamless transition for existing and new MADEC clients.

The National Harvest Labour Information Service continues to operate from Mildura in undertaking its important role to support horticultural regions and businesses Australia wide in sourcing labour.

During the year there were several changes to the Board brought about by casual vacancies. On 22 February 2010 Louise Williams resigned to take up
chairperson's report

her appointment as MADEC’s Manager of Human Resources, on 30 November 2009 Peter Greed resigned in order to continue his valuable contribution to the Sunraysia Community as a Member of the Mallee Family Care Board and on 29 March, 2010 Philip Shugg resigned due to expansion in his own business and to allow his important role in providing financial guidance to other community based, not for profit organisations to continue.

Louise Williams was an active contributor during her relatively short time on the Board and has taken that enthusiasm into her central role of working with MADEC’s 250 staff.

Peter Greed, firstly as MADEC’s General Manager for 17 years and then as a Board Member since October 2002, has seen MADEC develop from its infancy to its current level and breadth of service delivery to the community. Peter cannot be thanked enough for his contribution over the years and the organisation will no doubt benefit from his ongoing interest in MADEC as a Life Member.

Philip Shugg, during his period on the Board since October 2005, has played a vital role in advising on development of MADEC’s financial systems and in providing strategic financial input to both the Board and the Audit/Risk Committee. Philip’s input has been a large contributing factor in the creation of MADEC’s community owned asset base which serves our members and clients so well.

On a sadder note, we mark the passing of Life Member Bruce Bawden on 21 December 2009. Bruce was a long time MADEC stalwart who served on the Board for 10 years before retiring as Treasurer in November 2003. It was Bruce’s foresight and tenacity that is in no small way responsible for the MADEC Wesley Centre and his memory will live on in years to come as the Centre becomes an even more prominent community venue for Mildura.

As members are aware, the MADEC Board is a “skilled based” board. In filling casual vacancies MADEC has been fortunate to recruit well qualified and experienced new Board Members.

Linda Pratt, Manager Corporate Services at the Mallee CMA comes with a background in Human Resources and Corporate Governance, Christine Roberts, is a practicing Chartered Accountant who comes with a background in Financial Planning, Accounting and Insurance and Peter Jones, former Chair of the ADFA and Irymple Horticulturalist comes with a background in Horticulture and Corporate Governance.

Following the purchase of land in Madden Avenue in 2008 as the future site for a new MADEC Community College, funding was made available in 2009, through a partnership arrangement between the Federal and State Governments and MADEC under the “Investing in Community Education and Training” element of the Teaching and Learning Capital Fund for the Vocational Education and Training Program.

MADEC commissioned Mildura architect, Geoff Sparkes to design the MADEC Community College and in late 2009 a contract was let to Mildura Contractor, CPM Building Contractors, to construct the $3M project. Classes will commence in September 2010, coinciding with closure of the Ian Horbury Centre on 339 Deakin Avenue.

Construction of the new MADEC Community College is a major achievement and undertaking by MADEC and will provide ongoing benefits to Mildura and the surrounding Region for many years ahead. The facility provides a state of the art teaching and learning environment at a time when education and training has been identified by Governments at all levels and community leaders as key driver of sustainability, particularly for Regional Communities.

I reported in the 2008/2009 Annual Report that the Victorian Education Department had advised the MADEC site at 339 Deakin Avenue was required for “regional use” and, as such, MADEC would be required to relinquish the property. The Board and Management have been working closely with departmental representatives to negotiate an arrangement which is equitable, achievable and, most importantly, respects the needs of the many MADEC Community Groups that have been part of the 339 Deakin Avenue site for many years, some for as long as 40 years.

The completion of the new MADEC Community College means that MADEC is in a position to vacate approximately half of the property by 30 September, 2010. The Education Department has agreed to this arrangement and will have vacant possession of the Administration Building, El Stead and the Ian Horbury Centre on 1 October 2010.

Negotiations are proceeding in regard to the balance of the site, whilst MADEC continues to explore other options with the remaining Community Groups.

MADEC Labour Hire was established in 2009 to provide employees directly to businesses. After a year of operation MADEC Labour Hire is creating many new and ongoing opportunities for casual, part time and permanent employment across the MADEC service area.
corporate governance
MADEC utilises principles and practice of community governance to empower the Board to govern the organisation to support management operational responsibilities. The Board ensures that MADEC achieves its mission and strategic goals and objectives and fulfils its role by developing and monitoring governance policies. MADEC exists to achieve desirable objectives for the community. The Board is aware and operates on the principles of corporate governance. These principles are:

- MADEC’s constitutional and strategic parameters provide a framework within which the Board can act in the best interests of the organisation and the best interests of its stakeholders.

- MADEC has a clearly defined governance structure that provides for efficient and effective working of the Board including its committees and task forces.

- Terms of reference and/or job descriptions define the roles and responsibilities of the Board, committees and taskforces and the key positions therein.

- Sound working relationships, between both individual Board members and the board as a whole, enables the Board to establish and build a partnership with its Chief Executive Officer and MADEC stakeholders.

- Key organisational systems provide the Board with timely and accurate strategic data, information and knowledge. These organisational systems assist the Board to undertake its work of strategic leadership, policy-based decisions, maintaining and reviewing and ensuring compliance.

- Determining MADEC’s reason for being and its alignment to markets ensures the Board can drive the core business whilst management and staff deliver the core business via existing and new products and services. This approach ensures the current and future needs and expectations of clients and customers are met whilst providing a platform for the potential long term viability, sustainability and profitability of the organisation.

- Regular monitoring and reviewing of MADEC’s performance against key result areas and key performance indicators that provides strategic data, information and knowledge from which strategic decisions can be made and new initiatives can be directed.

- MADEC is able to demonstrate its performance to date and how it envisages its success in the future. Through the measurement of performance, data and information the Board and management make strategic decisions and ensure MADEC’s vision, desired future and key result areas are achieved.

- MADEC Board focuses and delivers its economic, social and environmental citizenship that contribute to its stakeholders’ economic, social and environmental wellbeing, whilst demonstrating to the stakeholders that MADEC’s vision & mission, values & ethics and reason for being or core business have been actioned.
The Board of Directors Chairperson assures the integrity of the Board. The Board acts in trusteeship for MADEC’s owners, recognising this by gathering information from the owners about their concerns, needs and aspirations; remaining up to date in matters concerning the owner’s interests; and reporting to the owners on a regular basis on the performance of the organisation.

**Chairperson**
- Mr Bill Nicol

**Directors**
- Mr Ian Ballantyne
- Ms Gayle Danson
- Mr Leon Follett
- Mr Peter Greed  Resigned 30 November 2009
- Ms Angela Hayward
- Mr Philip Shugg  Resigned 29 March 2010
- Ms Jayne Sunbird
- Ms Louise Williams  Resigned 22 February 2010
- Ms Linda Pratt  Appointed 28 April 2010
- Ms Christine Roberts  Appointed 28 April 2010
- Mr Peter Jones  Appointed 28 June 2010

**Company Secretary**
- Mr Maxwell Polwarth

**2009/2010 Board Meetings attended**

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<tr>
<th>Director/Secretary</th>
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<tr>
<td>Mr Bill Nicol</td>
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<td>Mr Ian Ballantyne</td>
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<td>Ms Gayle Danson</td>
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<td>Ms Jayne Sunbird</td>
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<td>Ms Louise Williams</td>
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<td>Mr Peter Jones</td>
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<td>Company Secretary</td>
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**Total Board meetings held**  15
What a year, with MADEC opening offices in Marion, Noarlunga, McLaren Vale, Clare and Kadina to coincide with the implementation of the largest reform of Australia’s employment services since Job Network was created in 1998. There was a high level of anticipation and anxiety focused on July 1 with the commencement of Job Services Australia and the introduction of a new compliance framework impacting on all programs.

Added to this we had some existing MADEC staff setting up home in our new regions in South Australia and were welcoming many new employees into our organisation.

We had a very tight time frame from the tender announcements to opening for business. With clients booked in from day one and contractors still working to complete fit out we were very relieved to see our systems were working, clients were coming through the doors as anticipated and our first claims were made on day one!

As soon as staff recovered from the initial tsunami of clients coming through the door looking for jobs, they set about delivering a range of training courses as part of MADEC Community College.

All sites have continued with our “Give a Local a Go” jobs campaign and achieved all set targets. This has enabled MADEC to donate $5000 to a local charity in each region.

Murray Bridge staff submitted two applications for the NESA National Awards. T&R were nominated for the Employer of the Year and one of our Indigenous jobseekers, Colin Young for the Achiever of the year. Colin Young and Brian Devey from T&R, along with Jenni Morris from MADEC Murray Bridge were flown to attend the National Awards Dinner in Sydney where all of the finalists were recognised and the overall category winner announced.

MADEC’s Commonwealth funded Indigenous Youth Leadership Program has enabled participants from Sunraysia to Albury to continue their education and will allow 36 Indigenous students to study under the program. Under the guidance of Peter Allan the program has had an excellent take up of scholarships to date.

MADEC signed a DEED with DEEWR and a Special Program Agreement with the Department of Immigration and Citizenship to enable us to commence recruiting workers for the Pacific Island Seasonal Worker Program. The Kirribati Task Force worked with MADEC to select the workers. Extensive labour market testing was completed in Robinvale prior to the recruitment of Pacific Island workers to ensure that Australian jobseekers were given first priority for the seasonal vacancies. The results highlighted the need for additional harvest workers to support the local labour force and Pacific Seasonal Workers participated in a comprehensive pre-selection and screening process to determine their eligibility for the Scheme. Benefits include access to reliable and trained labour at peak harvest times as well as an economic boost for local accommodation, transport and retail traders. The workers have recently returned home after six months in Robinvale with a great deal more luggage than they arrived with after enjoying the added benefit of shopping during their stay.

Our Community groups are major stakeholders and form an integral part of MADEC’s philosophy and vision to deliver Regional Initiatives and Regional Solutions. Thank you all for your support during the past year.

Our information booth at the Careers and Training Expo held at Wayville Showgrounds certainly helped build our profile in South Australia. Staff from all MADEC South Australian sites worked together at this event.

MADEC’s fledgling Labour Hire business has increased our market share during the past twelve months in Sunraysia, Swan Hill and the Riverland and is set to expand into other MADEC regions during the next twelve months.
A highlight of the year has certainly been the construction of the new MADEC Community College in Sunraysia. This will enable us to deliver professional training in a modern and well equipped facility and to better prepare our jobseekers for the workforce. It will also provide the opportunity for all staff to work together and deliver on our service delivery model and allow us to increase participation and productivity in the workforce and ensure social inclusion of the more disadvantaged members of our community.

As a leading provider of recruitment and training for 40 plus years, we continue to change and grow with our local communities. Consistently high performance across all service areas by both current and past MADEC staff, the vision of our Board and support of our Community have all contributed to MADEC’s sustainability. The Management Team spent a large part of the year focused on the implementation of our Jobs Services Australia business and the delivery of training in all sites. Thank you for your commitment to the job. I know we are all much more able to find our way around South Australia than we were 12 months ago.

Thank you also to all staff for your achievements over the past year. It has been a pleasure working with you all and great to see how well most of us have adapted to the many completely new aspects of our business. It is evident from the increase in outcomes over recent months that your work is now resulting in increased outcomes for our jobseeker clients.

I would like to thank the Board, in particular our Chairperson Bill Nicol for the support and encouragement throughout the year. The time commitment and knowledge that you bring to governing the organisation, on a voluntary basis is greatly appreciated.

Pat Thorburn
CEO

A highlight of the year has certainly been the construction of the new MADEC Community College in Sunraysia.
Madec in the community
Key Highlights and Achievements

The first half of the 2009-2010 financial year saw the continued celebration of MADEC’s 40th anniversary. Since 1969 MADEC as a not-for-profit organisation has grown from a small adult education based organisation into today’s vibrant provider of employment, training and community services that now employs over 250 staff in 21 locations over 3 states.

MADEC defines strengthening communities as the provision of services in the areas in which we operate, which enhance the potential of individuals in strengthening their communities through training, employment and education to meet our vision of “Regional Initiatives, Regional Solutions”.

Art of Volunteering

The Art of Volunteering is an art exhibition that showcases an artistic view of volunteering in our community. The exhibition is held at the Mildura Arts Centre in late November, early December and celebrates International Volunteer Day on December 5. Last year’s winning painting by Mary Briggs depicted St Vinnies ladies at work sorting through bags of donated clothes. The MADEC Community Group award was given to the Mildura Wood turners and Wood workers for their photographic collage titled ‘Christmas Joy’. St Josephs College students took out both junior entries with prize money of $500 awarded to the winner of each category.

The Art of Volunteering offers Volunteers, Artists and the general community an opportunity to display art and craft works that depict volunteering and the work of volunteers. The exhibition is a way in which MADEC can draw attention to the work that volunteers do in this community and also highlight the work of the community groups that are associated with MADEC. The exhibition at the Mildura Arts Centre was very successful with solid attendance figures over the duration, with some very positive feedback from the general public.

Global Illumination

As in 2008 MADEC again supported the Estée Lauder Companies Global Illumination by bathing the MADEC Wesley Centre in pink light in support of Breast cancer research. Global Illumination is a unique initiative to put the spotlight on breast cancer awareness by illuminating buildings, monuments and landmarks around the world in a blaze of pink light! A call was put out to other landmark buildings in Mildura to also participate, an overwhelming response was received with the following sites participating-

- Mildura Police Station
- Mildura Court House
- Anderson Maloney Legal
- Carnegie Hall
- Mildura Grand Hotel
- Rio Vista House
- Lower Murray Water Tower

The spectacle created much interest and awareness throughout the community with many people visiting at night to view and photograph the many different locations.
Mildura Local Community Partnership

Forty guests attended a lunch at the MADEC Community College on Thursday, December 10, 2009 to acknowledge four years’ service given to North Western Victorian and South Eastern NSW secondary students by the Mildura Local Community Partnership (LCP).

The Mildura LCP was a consortium of CentaBRACE, MADEC (lead agent) and SMGT which formed in late 2005 to successfully tender for DEEWR’s Career Advice Australia program. There were 213 similar programs, nationally.

The Mildura LCP helped engaged and disengaged students from 13-19 years old living between Coomealla High School and Ouyen P – 12 College with career advice and post – secondary training choices.

Apprenticeships, ASbAs, VCAL, Koorie VCAL and VET subjects were heavily promoted as viable and alternate pathways to university education.

Mildura LCP Coordinator, Derek Bowman said “any success attributed to the program was largely due to the positive networks and partnerships which formed locally and state-wide to assist students’ career choices”.

Organisations mentioned within these networks included- the Australian Defence Force, Foster’s Karadoc Winery, Mildura Transport Cluster, Sunraysia Careers Association, Sunraysia Institute of TAFE, VECCI and Victorian LCP Network.

Among important activities conducted during the four years were:

- The Murray River Culinary Challenge
- National Career Development Week
- PACTS
- Workplace Mentor – training
- VETis Student Excellence Awards
- “VIBE Alive”
Work Experience and Work for the Dole projects have continued to deliver endless benefits to the communities that MADEC operates within.

Activities provide job seekers with practical ways to connect with their communities and demonstrate their abilities to potential employers. Work experience helps job seekers to:

- Develop skills on the job
- Demonstrate their abilities to potential employers
- Obtain references
- Meet new work contacts
- Participate in structured training
- Stay connected with the workforce

Work Experience and Work for the Dole projects that offer participants a wide range of opportunities to develop skills in various environments are delivered throughout all communities that MADEC operates within.
Work Experience Projects

Sunraysia

Mildura Trades Connect Project

“Byrne baby Byrne” and “Trades Connect” are conducted at MADEC’s Byrne Court Workshop in Mildura. The focus of the projects is on trades and construction to build on labouring skills for all industries and include structured training units. Some of the items produced are made from donated materials which are then further donated to not for profit charities such as the Salvation Army. Other products produced are utilised in other work experience activities in Sunraysia and Murray Darling Employment Services Area.

An example of this was the construction of signage from unused donated “Dip Tins” for the Australian Inland Botanical Gardens Activity.

Participants in the projects have also taken part in constructing “Outdoor Wood Heaters” from recycled electric hot water services.

These discarded units are a bi product of the Federal Governments initiative to rebate new Solar Hot Water Services. Units have been purchased from authorised scrap metal agents and then converted into effective outdoor heaters. The heaters will also play a role in Retail Training courses that MADEC deliver for identified Job Seekers. Students will as part of their training, identify and target appropriate markets for the heaters and action a sales plan, with profits being used to purchase more recycled hot water systems.

Riverside Golf Club

The Riverside Golf Club and MADEC have a long established relationship that has seen many projects completed at the course over a number of years, with job seekers of all ages and backgrounds gaining valuable experience that has lead to them gaining sustainable employment. This relationship continues with the “Tee It Up” activity that focuses on both environmental land management issues with the local CMA, and Horticultural landscaping trades. The activity also includes structured training in units of competency for Horticulture.

Inland Botanical Gardens

“Botanic Culture” is a Green Corps activity that includes structured horticulture training.

Participants undertake work in both cultural and environmental activities on Botanical Gardens land. Skills achieved from the project include – labouring, landscaping, operation of mechanical and manual gardening equipment and a knowledge and understanding of types of plants, trees etc that grow in our climate. Participants have also erected informative signs made from old dip tins in the “Trades Connect” project.

All Stitched Up

All stitched up is a social inclusion activity for participants with limited networks. Products made in the activity are donated to local aged care facilities. Participants learn the basic operation of a sewing machine, cutting out items from patterns and the manufacturing of items such as bibs.
Mid Murray

Protecting our Environment

Participants took part in the Protecting our Environment and MADEC Environment Awareness activities which provided them with real work experience and training in areas of environmental beautification, revegetation, and tree planting, landscaping and gardening in public park land and community gardens. Participants took part in the beautification of the local leisure centre by developing an environmental garden area, constructing a retaining wall and planting of indigenous plants.

Swan Hill Cemetery

Participants have also been involved in the beautification of the local Swan Hill Cemetery grounds. This project has a strong focus on participants gaining experience in landscaping, gardening, construction, concreting and painting. Participants have assisted to beautify the infant section of the cemetery, creating paths, planting new lawn, painting and general garden maintenance.

Koondrook Development Committee and Kerang Golf Club

In Kerang, participants took part in WFD activities with hosts Koondrook Development Committee and Kerang Golf Club. The Kerang Golf Club project involved landscaping and general maintenance of the local golf course and surrounds. Tasks completed during the activity included environmental beautification, landscaping of grounds, rebuilding of greens by carting and spreading gypsum, tree removal and general maintenance of the golf course and clubrooms. In Koondrook, participants took part in the restoration of a historical train display in the centre of the township, upgrading/painting facilities at the local swimming pool complex and beautification of the gardens in the township.

The Robinvale Golf Club

The Robinvale Golf Club continues to host participants to complete their WFD requirements by engaging them to assist with landscaping and general maintenance of the golf course and its surrounds.
Riverland

Noppin project

The Noppin Project has been an extremely successful project with participants learning various skills within the structure of the Kungun Community Development Centre’s “Community Vegetable Garden”, “Stage area” and “Dancing ground”.

The stage was filled with clean fill and then topped up with crusher dust and levelled off by MADEC jobseekers, steps were constructed on both sides of the stage with a joint effort from the participants and the Work Experience Supervisor who taught them skills on how to build wooden steps.

Other skills attained throughout the project have included the building and construction of fencing with perm pine logs, use of hand drills and power saws and safe operation procedures, techniques for the joining of pine logs and capping for the joins.

The building and construction of garden beds retaining walls around the Art Centre made out of perm pine logs and then filling the garden beds with bark chips was a very rewarding experience for the participants, to sit back and see the difference they had made, left them feeling very proud.

Reports back from members of the HEARING Board who are overseeing the projects and Regional Development Australia have all been positive, with comments being made that they are very pleased with the work completed by the MADEC “Work Experience” participants and the Supervisor, offering their support for future projects at the centre.
Yorke Peninsula

Moonta National Trust

This project is focused on cleaning up many of the old mine shafts at Moonta and includes placing fences around old mine shafts, cleaning rubbish and vegetation out of the shafts and placing signs at shafts. Participants have the opportunity to learn labouring skills including fencing and landscaping.

Wallaroo Mines Bowling Club

Wallaroo Mines Bowling Club. This project allows participants to develop skills in building and maintenance. The project has included renovations to the club's bar facilities, painting of exterior fences and sheds plus renovations to the south and north ends on green one.

The Kadina Kitchen

The Kadina Kitchen is a MADEC run project which involves cooking 40 to 60 meals on a weekly basis; meals are mainly for the elderly in the area at a minimal cost which helps to finance the project. Job seekers participating in the project have been taught many aspects of Cooking and Kitchen skills. Combined with MADEC’s in house training and marketing, many participants have been successful in obtaining employment in the hospitality industry. The project helps job seekers to build on confidence and self esteem working as a team whilst participating in a community project that assists the elderly and having a bit of fun at the same time.

Southern Adelaide

Southern Care Community Solutions project - Noarlunga

The project at St Francis’s Anglican Church enables participants to take part in a multitude of activities. Clients work in the church’s op - shop where they can gain valuable experience in pricing, customer service, presentation and setting up the shop and close at the end of the day.

Experience is also gained in the grounds of the church where participants undertake various tasks including – gardening, weeding, planting of various plants, mowing and building of garden beds.

Clients with data entry and office admin experience also assist in the office, uploading the history and past members of the church onto a database.
MADEC continues to provide support for the community member groups by making rooms available for meetings and the various activities the groups conduct. Photocopying, printing, office administration, funding submissions and information and training opportunities are other ways in which MADEC supports its member groups.

Community Group membership continues to grow each year with regular enquiries from groups seeking membership information.
Community/Corporate Members - As at 30 June 2010, MADEC has 52 corporate members

Australian Association of Massage
Australian Breastfeeding Association
Australian Inland Botanical Gardens
Australian Plants Society
Cake Decorators of Victoria Inc.
Cardross Progress Association
Compassionate Friends - Mildura Group
Creative Living
CWA Murulla
Denbeigh Embroidery Group
Drought Relief Australia
East End Community House
Electric Light Theatre
Embroiders Guild of Victoria
Gordon Sandy Support Group
Mallee Accommodation & Support Program
Mallee Folk Club
Mallee Sports Assembly Inc.
Mallee Sustainable Farming Inc.
Mildura Ballet & Dance Guild Inc.
Mildura Bobbin & Lace Group
Mildura Eisteddfod Society Inc
Mildura Genealogical Society Inc.
Mildura Muscle Car Club
Mildura Pottery Club
Mildura River City Jazz Club
Mildura Rostrum Club
Mildura Sport Aviation Club
Mildura Woodturners & Woodworkers Inc.
Murray Valley Dog Obedience Club Inc.
Neighbourhood Watch Area 1 & 2
Oasis City (CERC)
Oasis Stargazers Club
Penguin Club - Group 19 Mildura
Red Cliffs Historical Railway Society
Ruby’s Cargo
Sunassist
Sunraysia Arts Council
Sunraysia Bird Observers Club
Sunraysia Chess Club
Sunraysia Community Radio Association
Sunraysia Doll, Teddy & Toy Club
Sunraysia Farmers Market
Sunraysia Information & Referral Services (SIRS)
Sunraysia Irish and Friends Assoc.
Sunraysia Mallee Ethnic Communities Council
Sunraysia Patchwork Friends
Sunraysia Pranic Healing Group
Sunraysia Soccer Association
Sunraysia Spinners & Weavers Inc.
TADVIC
This’n’That Craft and Social Club
Madec employment & training
June 30, 2009 saw the end of the Job Network and the commencement of The Job Services Australia contract. This was an exciting time for MADEC with five new sites opening throughout South Australia in Kadina, Clare, Marion, Noarlunga and McLaren Vale. Twelve months on MADEC has worked hard to implement new contracts and establish our new sites.

**Victoria / New South Wales**

MADEC’s Employment Services areas of Sunraysia achieved a star rating of “4” in the first public release as at 30 June 2010 by the Department of Education, Employment and Workplace Relations (DEEWR). Mid Murray achieved a “3” and Murray Darling an imputed (1). The Kerang site achieved our highest site rating, gaining a “4” overall. We retained our Disability Employment and Management services throughout Victoria and this continues to expand. In NSW, Wentworth achieved a “5” rating for disability services, Sunraysia a “3” and Mid Murray a "2" rating.

We have continued to increase our profile in Victoria, through our Community Support Service program which saw us stretch our boundaries down as far as Echuca. Changes in the Employment Service Area (ESA) of Mid Murray have also seen MADEC deliver services as far south as Donald and Charlton. MADEC expanded our training delivery with specialist staffing in Swan Hill/Kerang. All sites performed well which was a direct result of an enthusiastic and target focused staff.

Overall the year has been one major change which has driven MADEC to undertake a consolidation period with an emphasis on getting to know the new deed through staff training, improving communications and new work instructions, processes and procedures. We have also reviewed our delivery of services and through that have made staff changes to the Ouyen and Balranald sites. We have had a relatively stable year with minimal staff turnover and this has helped our general output to improve against our goals. Social inclusion has been a focus throughout the past year with staff involved in numerous events and partnerships supporting local responses to ‘International Disability Day’, ‘Unlocking Sunraysia’s Potential’, a ‘Taste of Harmony Day’ and ‘Cultural Diversity Week’. All ensured that we were able to expand our local networks and contacts.

**Community College**

The 2009-2010 financial year has been a mixed one for the Community College operations, with considerable challenges, rapid expansion and positive outcomes all occurring throughout the year.

The year has seen MADEC re-positioning itself in the Vocational Education and Training (VET) sector, partly to be in a better position to capitalise on the Victorian Governments competitive funding model, but also to meet the growing training needs of our new and existing South Australian sites and their communities. With this were the many challenges that such rapid growth bring, but also the rewards of seeing the results with a huge increase in training infrastructure and delivery across the MADEC footprint.

One of the major highlights during the year has been the commencement of construction of MADEC’s new Community College, located immediately behind MADEC’s head office in Mildura. The impressive two story building will bring all of MADEC’s Mildura training operations together under the one roof, with more, and larger, classrooms, which will provide simulated working environments in key skill shortage areas.

The new Community College will be connected to the Wesley complex via a second story walkway, making MADEC a one stop shop for client services. This will be of significant benefit to our clients who will be able to access the full range of our services in one visit. This is the last piece in the puzzle to achieving an integrated service delivery model across the organisation, with all other sites having both employment services and training staff working side by side to achieve targeted and meaningful outcomes for our clients.

Additional programs have been added to MADEC’s Scope of Registration to meet industry and client needs. Notably, Diploma of Children’s Services was approved towards the latter part of the financial year, and is already underway with strong student numbers in the current course being held in Mildura.

With the Victorian Government opening up a competitive model to some areas of VET funding, MADEC has been able to offer competitive training options to its clients and the community in Swan Hill and Kerang. This has seen training in Aged Care, Children’s Services and a range of short courses introduced, and delivered in the Mid Murray region, with additional opportunities available as the funding is unshackled further in 2011.

These funding changes will see MADEC able to deliver funded training based on client demand, rather than the current capped model. The new Community College and changes made to existing programs throughout this past year have all been actioned to position MADEC better to respond to the changing training landscape.
Target 222 “Give a Local a Go”

After the success of the inaugural Target 222 Jobs in 100 days “Give a Local a Go” initiative, a second campaign was launched on August 3, 2009. As in the previous campaign the aim was to place another 222 MADEC job seekers into employment in 100 days. With the economic down turn and jobs harder to find, the challenge was set and staff were more eager than ever to succeed. Once again the campaign was well supported by local media and business that again recognized the benefits it brought to local job seekers and the community as a whole.

Another $5,000 donation was pledged if the target could be reached. The Mallee Accommodation Support Program (MASP) Vineleaf Rural Student Hostel was nominated as the potential recipient of the donation.

Staff were again committed and worked hard throughout the region to secure placements for MADEC job seekers. The option of taking a job seeker on for work experience prior to employment was inviting for many employers. Work experience gives employers an opportunity to try job seekers in a particular role prior to employing them; they can confidently assess a job seeker’s skills and ability to perform in the role.

The target of 222 jobs was successfully achieved with one week to spare, again a fantastic result that could not be achieved without the support of the community and local employers, who not only identified it as an opportunity to “give a local a go”, but an opportunity to close the skills gap and have a positive impact on the local economy. Overall 246 job seekers were placed into employment during the 100 day period.

A BBQ breakfast and outside broadcast was held on November 20 to celebrate the completion of Target 222. The morning which was attended by, staff, sponsors and employers was a very fitting finish to yet another successful campaign. Pat Thorburn drew out the Champion Employer winners for an array of advertising and merchandise packages and MADEC Chairman Bill Nicol presented MASP CEO Doug Tonge with a cheque for $5,000.

Mildura Wentworth Arts Festival

The Mildura Wentworth Arts Festival Mardi Gras and MADEC Harvest Grape Crush were held on Saturday February 27, the parade this year finished at the new sound shell (Nowingi Place) where the MADEC Harvest Crush was also held. MADEC had two entries in this year’s parade which carried the theme “Recycled”.

The MADEC Belly Dancers once again showed their commitment in entering the parade along with a float primarily built by MADEC staff members Lucy Fenu and Colleen McShane. The float titled “Bertha” featured an oversized papier-mâché lady sitting at a recycled computer deciding which MADEC Course to enrol in.

The MADEC Harvest Grape Crush featured 15 teams all vying to beat Zilzie Wines who have won the event for the last 3 years. For the first time ever the MADEC team made it into the final three, which also included a team from the Art Vault and of course Zilzie Wines.

The MADEC team consisting of crushers Adam McGregor (Case Manager Mildura) and James Hickey (Finance) who both boast size 13 feet and catcher Mary Johnstone (Branch Manager Sunraysia) put in a stellar effort to make the final, but unfortunately were not successful in taking out the top prize. Once again Zilzie Wines were the victor but only by the smallest of margins with the Art Vault only falling short by about 2mm of crushed juice.

Relay for Life Mildura

MADEC staff from across the Sunraysia once again participated in the Relay for Life to raise funds for cancer research and awareness. Over 30 staff and family members participated in the event which went from 3pm on Saturday March 27 to 9.00am on Sunday March 28. Overall the MADEC team raised to $3,000 to support the cause.
employment & training
Give Our Kids A Go” Jobs campaign

In December 2009 MADEC was approached by Councillor Fiona Hilton-Wood from Mildura Rural City Council, Richard Law Senior Sergeant Operations Support, Mildura Police and Murray MacAllister Community Safety Officer MRCC to assist in running a jobs campaign similar to the Target 222 Jobs in 100 days but instead aimed at local youth. They identified the ongoing success and support that T222 had achieved and felt that MADEC was the best option for them to get the program off the ground and up and running in a very short time frame.

The idea of “Give Our Kids a Go” was to match interested youth with prospective employers to enable kids to find employment over the Christmas Holiday break, with the potential of leading to permanent part time/full time work, exposing the kids to a job environment, giving them a chance to show employers what they are capable of and if possible allow the kids to try an occupation they are interested in.

A meeting was organised with a number of local media outlets to discuss the initiative and gauge their interest. Sunraysia Daily, WIN TV, Star FM 3MA and Mildura Independent HOT FM all came on board and donated advertising, news stories and manpower to assist in getting the program up and running.

As this was a pilot program two local schools were approached initially for students to submit resumes, those being Chaffey Secondary and Irymple Secondary College, although once advertising commenced there was increased interest from students across the region. With a tight timeframe and the school year rapidly coming to an end the response from schools was excellent with over 80 resumes submitted.

Many larger businesses had already completed their summer recruitment drives earlier in the year, this did make it difficult to attract positions so close to Christmas. Overall there were 15 placements with some leading to apprenticeships, traineeships and ongoing casual work. The response from businesses both who employed and those who were approached was very supportive with many commenting that they would be happy to be part of the initiative in the future.
Indigenous Youth Leadership Program (IYLP)

MADEC was successful in its application to deliver the Indigenous Youth Leadership Program (IYLP), a Commonwealth funded program providing scholarships to Indigenous students, with the aim of raising Year 12 outcome rates. Although the program has been running elsewhere for a number of years, this is the first time it has been readily available to local Indigenous students.

MADEC is responsible for delivery of the IYLP in the Sunraysia Region, and also to an existing school in the Albury area. Four local schools have been approved under the program and the program coordinator has set the wheels in motion to expand our delivery area throughout MADEC’s Victorian delivery area. At the peak of the current agreement there will be up to 36 students studying under the scholarship program.

Community Support Service (Vic/SA)

The Community Support Service supports Indigenous community members and their families by providing links and referrals to a range of mainstream and Indigenous services, which may include welfare and social support, family violence, child care, legal, housing and health (including drug and alcohol services) and child care. The service also entails the development and fostering of relationships with other service providers through promoting access and pathways to their services.

The Community Support Service aims to build on successful elements of the former CDEP program, by linking Indigenous people and their families to other services and support in their region.

By better linking Indigenous people to community services, the Community Support Service will support social inclusion and community cohesion. The Service will also assist in closing the gap between Indigenous and non-Indigenous Australians in accessing services and information.

MADEC tendered to deliver the Community Support Service and was awarded a contract to deliver the service in Mildura, Robinvale, Swan Hill, Echuca, Murraylands, Adelaide, Gerard and Point Pearce. A strong presence has been maintained in all areas throughout the year. CSS staff have attended meetings with numerous associations in all locations to promote the service and benefits to the indigenous and broader communities.

The benefits to clients accessing the CSS are clearly visible with many existing clients markedly progressing since its commencement. One particular client came to the service unemployed, disengaged from her community and battling to work through a relationship breakdown. This resulted in a loss of confidence and low self-esteem. After working through her primary issues, her CSS Officer got her to the stage of being able to hold a part-time job. From this she has remained in steady employment and has since undertaken tertiary studies to become a primary school teacher. This involves regularly flying to college in the Northern Territory which would have been beyond her capabilities a few months ago.

This is one success story, there are many others like this and others that can be as simple as assistance with obtaining a new email address.
MADEC’s South Australian Employment Services areas of Riverland, Murraylands, Southern Adelaide and Kadina/Clare have all achieved a star rating of 3 in the first public release as at 30 June 2010 by the Department of Education, Employment and Workplace relations. This is a result of the vast range of networks that staff in each of these areas has developed.

To increase MADEC’s profile in South Australia, Managers and staff from all of the above areas participated for the first time at the National Careers and Training Expo held at Wayville Showgrounds, Adelaide in June. The Expo proved to be beneficial to gain exposure and increase knowledge of the services that MADEC can offer with approx 19000 people attending the Expo over the two days.

In addition to delivering Job Services Australia, all South Australian sites have increased the number and range of training courses being delivered as part of MADEC’s RTO services. A key factor in identifying required training was the building of networks by meeting and working with local industries to establish an understanding of local needs and skill shortages.

With permanent and ongoing training occurring in six sites and outreach from another three. Courses include Nationally Accredited Qualifications in business, aged care, retail, hospitality, and information technology, along with accredited and pre-accredited courses across a wide range of vocational areas.

Three of the newest sites, Kadina, Marion and Noarlunga, all have good training facilities and are located in prominent positions in their respective regions. This has seen good uptake of training so far, with positive feedback from course graduates auguring well for future expansion.

Existing and new sites for Renmark and Waikerie in the Riverland have undertaken rapid growth in the training sector with a proactive approach to attaining new business. The efforts of staff have seen some excellent alliances with industry in the joint delivery of programs, and funding by local government based on the quality of training delivered.

Eight additional trainers have been employed across these sites throughout the financial year, to deliver and coordinate the growing range of programs, and have quickly established new clients and industry contacts.

**Target 150 “Give a Local a Go” Riverland**

Following on from the success of the first Target 150 initiative in the Riverland, a second Target 150 Jobs in 100 Days was launched on August 28.

Advertising and sponsorships were put in place with the prize pool for champion employers totalling $5,000. If the Riverland target was again achieved MADEC made a commitment to donate $5,000 to the “Riverland Riding for the Disabled”.

Riverland sites were successful in achieving their target of 150 jobs in 100 days, by December 5 there had been 156 MADEC jobseekers placed into employment in 100 days. Riverland also celebrated their success with a celebration BBQ breakfast and outside broadcast on December 18. MADEC CEO Pat Thorburn and MADEC Director Ian Ballantyne drew out the winning champion employers and MADEC Chair Bill Nicol presented Jodie Pearn from the Riverland Riding for the Disabled Association with a cheque for $5,000.

**Kadina / Clare official opening / Target 111 Jobs in 100 days Launch**

On March 1 the official opening of MADEC Employment and Training Kadina and Clare was held. MADEC Chairperson Bill Niccol officially opened the site which was attended by approximately 100 guests including employers, local government, DEEWR Contract Management and MADEC staff and board.

The opening included a presentation on MADEC which included history, who we are, locations and services/programs delivered. Guests were served a smorgasbord luncheon which was prepared by work experience clients who are participating in the Kadina Kitchen project.

In conjunction with the official opening we launched Target 111 Jobs in 100 days. The initiative which covered the Yorke Peninsula and Clare Valley regions was modelled on other successful initiatives held throughout the organisation. If the target of 111 jobs in 100 days was reached MADEC Kadina/Clare committed to donating $5,000 to the Yorke Peninsula/Clare Valley Mid North Youth Sector Network. Employers participating in the initiative were recognised as “Champion Employers” went into a draw to win prizes donated by sponsors The Yorke Peninsula Times, The Northern Argus and Gulf FM.

On June 25 MADEC staff, management and local employers gathered for breakfast to celebrate the success of Target 111 Jobs in 100 days. The program was extremely successful with 126 placements achieved in the 100 days.

The success of the campaign has gone a long way in assisting MADEC to establish itself as a provider of choice throughout the Yorke Peninsula and Clare Valley regions, establishing many new networks with employers who until T111 had not used MADEC as a provider of employment and training services.
After submitting three nominations for the NESA Awards for Excellence, MADEC was advised that T & R Murray Bridge who was nominated for Employer of the Year had been successful in making it through as a national finalist. T & R success in these awards was two fold with T & R employee Colin Young also being announced as a national finalist in the Achiever of the Year category.

Both T&R and Colin were nominated by MADEC Murray Bridge. Winners of each category were announced at a Gala Awards dinner at the NESA national conference in Sydney. Although neither T&R nor Colin were announced as winners of their categories, both deserve recognition for an outstanding effort to make the national finals. The NESA excellence awards are hotly contested in all categories every year, T&R and Colin can now stand with their heads high knowing they are up there with the best of the best.

T&R Murray Bridge and Colin are glowing examples of the many employers and job seekers that MADEC staff work with on a daily basis, and are leading the way for other employers and job seekers to be recognised in the same way. MADEC Murray Bridge alike are extremely proud of their achievement in now having three national finalists in a period of two years.

Target 120 Jobs in 100 Days – Murraylands

After the success of last years Target 100 MADEC Employment and Training Murray Bridge decided to move the goal posts and raise the target. On March 22 they commenced Target 120 Jobs in 100 Days. As with other initiatives Champion Employers were recognised in the local media and went into the draw to win prizes from major sponsors the Murray Valley Standard and Power FM. A breakfast was held in Murray Bridge to celebrate the achievement of Target 120 give a local a go which commenced on March 22 and finished on June 29. The campaign proved to be tougher than previous, with the achieving of the target of 120 Jobs in 100 days coming right down to the line.

Employers, sponsors and MADEC staff gathered at the Bridge Hotel for breakfast and to draw the winners of the champion employer’s prizes. Final count at the end of the 100 days was 122 placements.

A presentation was also made to Colin Young and T&R Murray Bridge congratulating them on their success at becoming national finalists for the NESA awards for excellence.
employment & training

[Images of people posing for a photograph, likely for an event or celebration.]
Madec labour hire

Photo courtesy of Sunraysia Daily
MADEC Labour Hire delivered a credible year in an extremely challenging environment. We have increased and maintained market share across a number of key industry sectors.

The primary sectors have been the construction, mining, wine and production industries, with additional assignments in local government and small business.

The 09/10 year has been one of significant achievement for MADEC Labour Hire. This has been accomplished by building the profile of the business and its services and clearly communicating this value proposition to key stakeholders.

The promotion of the MADEC Labour Hire brand has been largely achieved by sustained canvassing by all staff engaged in Labour Hire. Periodic advertising in both the electronic and print media has been strategically coordinated to position MADEC Labour Hire as top of mind for the consumer. Additionally the energetic efforts of Business Consultants in building and maintaining networks through attendance at meetings with all relevant stakeholders has substantially assisted in the continued success of MADEC Labour Hire.

During the past twelve months MADEC Labour Hire has invested in their people, infrastructure and information technology systems to prepare us for our next growth stage. A dedicated Labour Hire Payroll Officer has been appointed and this role provides fundamental support and assistance to the Business Development Consultants and Administration Officers in the areas of payroll, employment relations and modern award interpretation.

Our continuous improvement processes has seen us develop and improve the operational functions of the business to encompass changing employment conditions, economic challenges and business growth.

MADEC Labour Hire has an excellent platform for future growth and we are focused on the future ensuring we are in the best possible position to take advantage of the emerging improvement in the economy.
national harvest labour
information service
National Harvest Labour Information Service

At the commencement of the contract term the NHLIS developed a Planning Framework for the new contract period which was built around the following objective:

“To be the best at identifying and eliminating harvest labour shortages by determining and satisfying the needs of growers and workers. In doing so, growers vacancies will be quickly filled with capable workers who are satisfied with their work.”

A set of performance measures was agreed upon to ensure the NHLIS is recognised by employers as a one-stop shop for delivery of a professional, reputable and reliable service. The Planning Framework resulted in the development and delivery of several innovative marketing strategies that helped to promote the service to employers and employees.

An extensive visitation schedule was developed and executed by the NHLIS to establish key contacts and research harvest labour demands in horticultural regions. State Managers continued to build strategic business relationships with key stakeholders by meeting with Commonwealth, State and Local Agriculture officials, Grower Organisations, Harvest Labour Service providers, Job Services Australia agencies, the National Farmers Federation and their state based affiliates, local economic development organisations, tourism and accommodation operators and transport company officials. During the year, visitations were conducted to all major horticultural regions in Australia.

To assist in the collection of harvest information, the NHLIS also sponsored and attended industry conferences and events such as the Australian Avocado Conference, New South Wales Farmers Association AGM, National Cherry Industry Conference, National Apple & Pear Industry Conference, Northern Territory Pre-Harvest Forum, Australian Citrus Industry Conference, Australian Table Grape Industry Conference, Australian Pineapple Field days, Riverland Field Days and AGFEST Field Days.

NHLIS visitations were supported by advertising in local papers and strategic promotion on radio and television. The NHLIS actively engaged the mass media through a coordinated and sustained schedule of media releases. Appointments with key stakeholders in regional Australia generated free editorial comment in newspapers, industry newsletters/magazines and opportunities for radio interviews with ABC rural reporters.

The NHLIS continues to register harvest labour vacancies on behalf of employers and offer assistance about how to lodge positions on the Harvest Trail website. State Managers promote this opportunity to growers and contractors at conferences, field days and industry events and we have seen a marked increase in interest from employers (especially those that do not have a Harvest Labour Service Provider to service them). In the current economic climate, positions listed on the Harvest Trail Website are being filled within minutes of the vacancy being registered.

During the year two DVD’s were developed to promote the NHLIS to growers and workers. It is envisaged the DVD’s will be used to complement NHLIS presentations and educate stakeholders about the service.

They also have the potential to enhance the interactive elements of the Australian Jobsearch website by visually demonstrating the variety of work opportunities available on the Australian Harvest Trail.

Each quarter the Harvest Trail E-news was electronically distributed to a contact list of employers, jobseekers, government contacts, backpacker hostels and industry representatives. The newsletter features a topical horticulture story, summary of industry issues, NHLIS promotional activities/events and real life harvest stories submitted by an itinerant worker. Harvest Trail E-News continues to be a highly sought after newsletter with government departments and industry groups regularly requesting the opportunity to submit information for inclusion in the publication.

Facebook was embraced as a useful and effective marketing tool to communicate with itinerant workers. Our intention in establishing the site was to increase the profile of the Harvest Trail website and NHLIS freecall 1800 number amongst stakeholders. In the long
It is hoped that Facebook will provide a vibrant discussion platform for all members and enhance the effectiveness of our communication with growers and workers. Throughout the year the NHLIS enticed stakeholders to the site by adding harvest photos and video footage of people harvesting fruit and vegetables. Members were also encouraged to send photos of their own harvest experiences. Regular updates were posted on the discussion board by the NHLIS to alert workers to issues impacting on harvest work across Australia.

Five thousand copies of the NHLIS Grower Guide were published in response to the demand from growers and horticulture industry associations. This publication informs employers about the NHLIS and contains valuable information about lodging a vacancy with the service and about how the NHLIS can help. Further contact details are listed for Harvest Labour Service Providers, DIAC and DAFF. Copies of the guide continue to be distributed to growers during site visitations and at industry conferences and events.

Marketing to growers was reinforced through SMS technology. Throughout the year, the NHLIS communicated a generic message to employers which stated “Caught short without harvest workers? Call free service National Harvest Labour on 1800 062 332 to get your workers now”. This new initiative resulted in a significant number of vacancies being registered on the Harvest Trail website. Monthly messages are planned to ensure the NHLIS is top of mind at critical harvest times.

SMS activity was complemented by a new cold calling strategy delivered through the NHLIS Call Centre. Employers were contacted and given information about the NHLIS and HLS service. Over two thousand calls were attempted with eight regions targeted including Bowen, Coffs Harbour, Bourke, Narromine, Sunshine Coast, Carnarvon, Albany, Emerald and Adelaide Hills. As a result several hundred harvest information packs were requested by harvest employers. Follow-up calls were conducted to encourage growers to register harvest vacancies with the NHLIS.

NHLIS staff received training throughout the year that equipped them to best deliver value to the customer. At the conclusion of the financial year the NHLIS developed, conducted, reviewed and improved a program for delivering training to meet predetermined outcomes.
Pacific Seasonal Workers Scheme

As a result of the competitive expression of interest (EOI) processes for the Pacific Seasonal Worker Pilot Scheme (PSWPS) in 2009, MADEC Australia was approved to recruit and place Pacific Seasonal Workers with eligible horticultural enterprises under the pilot.

Since this time MADEC Australia has assisted Tree Minders Pty Ltd to recruit a total of 31 Pacific seasonal workers from the nations of Tonga and Kiribati. The workers arrived in Australia during the week commencing Monday 15 February 2010 and are scheduled to depart on the 9 September after completing nearly seven months harvesting almonds in the Victorian town of Robinvale. As an approved employer MADEC is responsible for recruitment, placement, employment and pastoral care arrangements for Pacific Seasonal Workers.

Extensive labour market testing was completed in Robinvale prior to the recruitment of Pacific Island Workers to ensure that Australian jobseekers were given first priority for seasonal vacancies. The results highlighted the need for additional harvest workers to support the local labour force and Pacific Seasonal Workers underwent a comprehensive pre-selection and screening process to determine their eligibility for work.

Pacific Seasonal Workers received an on-arrival briefing which covered: employment arrangements, employment laws, banking, transport, accommodation, emergency contacts, payments and deductions. On-farm training was successfully delivered prior to the commencement of work.

Start time on the almond orchard is 6.00am and workers have been required to work up to 14 hours per day, six days per week. At times work has ceased due to periods of inclement weather but during peak harvest periods employees have been required to work long hours. MADEC Australia has assisted the Pacific seasonal workers to remit some of their earnings back to their home communities.

Another positive outcome for the PSWPS is that Australian growers are being provided with a stable workforce for a minimum six month time period. This outcome is deemed critical for employers who are determined to overcome production and staff turnover losses. The return of Tongan workers to Robinvale following their involvement in the second phase of the Pilot Program in 2009 has also provided immediate benefits to Tree Minders Pty Ltd with improvements made to the reliability and efficiency of the workforce.

The Australian Government is conducting the Pacific Seasonal Worker Pilot Scheme as a three year trial program to examine:

- Whether a seasonal worker program could contribute to economic development in Pacific countries through seasonal workers’ employment experience, remittances and training; and

- The benefits to growers in the Australian horticulture industry who demonstrate they cannot source local labour.
Harvest Labour Service

This annual report sees the conclusion of the first twelve months of the 2009/2012 contract period. During this time MADEC has operated a Harvest Labour Service (HLS) in Western Victoria, Riverina, Riverland and McLaren Vale regions.

MADEC’s newest Harvest Labour Office in McLaren Vale continues to develop strong relationships with major contractors and growers throughout the region resulting in an expansion of the grower data base for the Fleurieu Peninsula. Advertising in the local print media and ongoing contact by our Harvest Officer (personal contact) has heavily contributed to exposure needed for our first 12 months operation in McLaren Vale.

MADEC’s HLS was promoted in the mass media throughout the year. Vacancies advertised on the Harvest Trail website immediately generated a large response from itinerant workers. HLS Officers reported a marked increase in the number of Australians and Working Holiday Makers seeking harvest work as compared to the previous year. In addition to their regular communication with HLS, jobseekers proactively and aggressively targeted growers at the farm gate regarding the availability of harvest work.

MADEC’s HLS providers maintained regular communication with NHLIS staff to ensure employer vacancies were filled quickly with capable workers. Copies of harvest vacancies were also circulated amongst MADEC Team.

Good feedback was received from growers, especially for the 2010 picking season. In the past when employers used travellers for the grape picking season, they found that they would only stay for a few weeks to get some money together before moving onto another location.

The 2010 grape harvest season saw travellers staying for the duration of the picking season. Feedback from itinerant workers and employers was that the workers were happy to stay on and work in the same job for the whole season because the employment market had become very competitive.

Many of the itinerant workers not only needed the money to continue their travels but they were also working towards qualifying for a second Working Holiday Visa. Employers of picking crews were extremely happy to keep the workers for the duration of harvest as it meant the productivity of the group was higher as there was limited additional training required for new employees.
Human Resources

MADEC continues to maintain its focus and drive to achieve best practice in its Human Resources practices and activities.

Key Achievements

• Under a new industrial environment, the MADEC Single Enterprise Agreement was successfully lodged with Fair Work Australia in December 2009.

• Introduction of performance bonus payment for all employees, payable upon successfully achieving a 5% surplus to budget.

• Establishment of a new Performance Management program that establishes Key Performance Indicators for all employees (both task and behavioural based KPIs)

• Scoping and project plan developed for the upgrade of the payroll system (Go-Live was implemented on 24th August)

• Streamlining of Human Resources systems and processes to promote simplicity

• Rebranding of external and internal job vacancies – with a focus on establishing an employer branding that is easily recognisable to external parties and promoting MADEC as an “employer of choice”

Employee / labour spend and movements

Total labour spend for FY 09-10 was $12,093,407, this represents an increase of 19% from the previous year. This additional spend includes an increase of 25 employees (based on a comparison of staff at 30/06/2009 to 30/06/2010), from the previous year due to the opening of a number of new sites, plus staff increments, termination payouts etc.

The Human Resources team has had a significant change of personnel. Fran Smith (Human Resources Manager) and Amy Nicol, (Recruitment and Training Co-ordinator) left the organisation on the following dates: 4th December 2010, and 15 January 2010 respectively.

The current team consists of Louise Williams, Human Resources Manager, who joined the organisation on 15th February 2010 and Fran Smith (who recommenced employment in 18 January 2010), Human Resources Advisor.
quality assurance
MADEC was re-accredited against the Disability Services Standards in February 2010. The Re-Certification Audit Report says that:

“MADEC presents as an organisation with a strong commitment to the achievement of strong employment outcomes for its client base. Strong expansion within the recent periods has seen the organisation expand its service provision to a wide array of services. Such expansion has clearly been of strong support to the Disability Employment Services program in that a more holistic range of services can be provided to enable individuals to overcome barriers to employment and achieve successful and sustainable outcomes. Clear evidence of the organisation’s commitment to the enabling of outcomes for clients is seen within their Social Inclusion Policy. Through this policy the organisation demonstrates commitment and value DES clients through the direct integration of individuals into paid employment roles within the organisation. MADEC did not demonstrate any non conformances as part of the recertification audit process”.

MADEC’s social inclusion initiative and Disability Employment Strategy aims to encourage people with disability to apply for positions at MADEC by providing them assistance with résumé preparation, letters of application, addressing the key selection criteria, conducting mock interviews, providing advice and assistance with dress codes and grooming, communication techniques, body language and manners.

MADEC ensures that people with disability are provided with assistance and support enabling them to enjoy the same basic rights and opportunities generally available to all other employees within the organisation.
MADEC’s Quality Manager has been a licensed RABQSA International ISO 9001 QMS Lead Auditor and Skills Examiner since 2006.

The initial assessment report said “Ms Del Rosario presents as a most competent and professional lead auditor. She has a pleasant, amiable personality but is focussed on the audit task and leads discussions accordingly. She manages and leads her Audit Team very well in a friendly but formal manner. Ms Del Rosario exhibited all the required competencies to meet the expectations of a Lead Auditor and, accordingly, she is recommended to be approved as a QMS Lead Auditor”.

In March 2010, during the AQTF Internal Audit, our Quality Manager passed re-accreditation conducted by RABQSA International. The re-accreditation assessment report said: “Ms Del Rosario demonstrated that she is a very experienced and skilled lead auditor at all times during this audit”.

RABQSA International Inc. is accredited to the International Standard ISO/IEC 17024 Requirements for Bodies Operating the Certification of Persons. RABQSA is accredited to this standard by the Joint Accreditation System of Australia and New Zealand (JAS-ANZ). ISO 17024 is the globally accepted benchmark for personnel certification and focuses on the defining and examining of competence of personnel and the competence of the examiners of personnel.

MADEC’s Quality Manager is a contracted ISO 9001 QMS Lead Auditor and Skills Examiner by RABQSA International, licensed to conduct ISO 9001:2008 Certification Audits world wide.
Internal Quality Auditor (Accredited) Course

MADEC is committed to a Staff Development Framework that contributes to the development of individuals. MADEC provides staff members with knowledge, skills and attributes necessary to implement customer focussed quality service and continuous improvement.

MADEC delivers internal auditor courses and external auditors have commended MADEC’s audit system as well as the organisation’s internal auditors.

DESQA external auditors expressed that “MADEC’s ongoing environment of service management and continuous improvement is demonstrated through Quality Team (internal auditors) meetings, the excellent use of internal auditor resources, and an excellent opportunity for improvement system. MADEC’s quality system was developed based on ISO 9001 and demonstrates commitment to quality assurance at all levels.

AQTF external auditors said that “MADEC’s RTO Quality Assurance (continuous improvement) systems are exemplary; continuous improvement processes are strongly embedded in organisational practice and culture. The professional manner in which staff are trained as internal auditors (reviewers) and the comprehensive (but still user-friendly) reports generated from the internal review system are to be commended”.

In April 2010, MADEC once again delivered the Internal Quality Auditors Course to staff members. To date, there are 28 internal auditors across MADEC sites in Victoria, New South Wales and South Australia.

Sunbeam Foods Pty Ltd

MADEC is committed to working with employers and employer organisations to undertake strategic workforce development. Fundamental to MADEC’s success has been the strong relationships developed between MADEC and individual employers and employer groups. In today’s labour market environment, these relationships have placed considerable emphasis on MADEC assisting employers to successfully meet their requirements.

In June 2010, MADEC delivered a “Bullying and Harassment in the Workplace” professional development activity at Sunbeam Foods. 116 participants were surveyed. Overall satisfaction rating of course/activity was 88% very good / excellent. Overall rating of trainer/facilitator was 96% very good / excellent. Comments in the survey reflected that “MADEC made it easy to understand, very well presented and informative, trainer was very well presented and came across exceptionally well, job well done and held the group interest”.

Excellent feedback from participants has brought repeat business for other fee for service workplace training.
MADEC Australia Limited ABN 48 086 804 015 and Controlled Entity

DIRECTORS’ REPORT

Year directors present their report on the company and its controlled entity for the financial year ended 30 June 2010.

Directors

The names of each person who has been a director during the year and to the date of this report are:

Mr William Nott
Mrs Gayle Dannin
Mr Leon Follett
Mrs Louise Williams – resigned 22 February, 2010
Mr Peter Green – resigned 35 November, 2009
Mrs Christine Roberts – appointed 28 April, 2010
Ms Jane Haustein
Mr Peter Jones – appointed 28 June, 2010

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Secretary

The following person held the position of entity secretary at the end of the financial year.

Mr Max Polworth

Principal Activities

The principal activities of the consolidated group during the financial year were to provide Adult and Further Education and Employment Services. No significant change in the nature of these activities occurred during the year.

Operating Results

The consolidated profit of the consolidated group for the financial year after providing for income tax amounted to $560,311.

Review of Operations

A review of the operations of the company during the financial year and the results of those operations are as follows:

MADEC is a Community based company dedicated to servicing the Mary Gunning Region as a provider of Adult and Further Education and Employment Services. Its employment services are carried out as a multi-site service provider within the Commonwealth Government National Job Network, managing an Employment Services Contract which delivers outcomes for disabled client groups in accordance with guidelines set down by the Department of Employment Workplace Relations.

Significant Changes in State of Affairs

No significant changes in the consolidated group’s state of affairs occurred during the financial year.

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the consolidated group, the results of those operations, or the state of affairs of the consolidated group in future financial years.

Future Developments

Likely developments in the operations of the consolidated group and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the consolidated group.

Environmental Issues

The consolidated group’s operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory.
I declare that, to the best of my knowledge and belief, during the year ended 30 June, 2010 there have been:

(i) no contraventions of the auditor’s 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.

[Signature]

Grant Martinella
CA RCA
WHK Audit Services
153 Langhorne Avenue
MILDURA VIC 3500

Dated this 30th day of September, 2010
## Statement of Financial Position as at 30 June 2010

<table>
<thead>
<tr>
<th>Note</th>
<th>Consolidated Group</th>
<th>Parent Entity</th>
<th>Parent Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2010</td>
<td>2009</td>
<td>2010</td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>1,480,444</td>
<td>1,609,310</td>
<td>1,469,944</td>
</tr>
<tr>
<td>5</td>
<td>446,356</td>
<td>350,522</td>
<td>354,792</td>
</tr>
<tr>
<td>6</td>
<td>1,832,502</td>
<td>302,833</td>
<td>1,124,236</td>
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<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>3,146,292</td>
<td>2,242,665</td>
<td>2,944,738</td>
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<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>9,131,281</td>
<td>9,058,464</td>
<td>9,105,060</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td>9,131,281</td>
<td>9,058,464</td>
<td>9,105,060</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>12,277,573</td>
<td>11,090,129</td>
<td>11,049,198</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>1,730,943</td>
<td>704,200</td>
<td>1,602,093</td>
</tr>
<tr>
<td>10</td>
<td>760,621</td>
<td>-</td>
<td>760,621</td>
</tr>
<tr>
<td>11</td>
<td>156,280</td>
<td>-</td>
<td>156,280</td>
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<tr>
<td>12</td>
<td>323,890</td>
<td>737,912</td>
<td>820,992</td>
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<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td>3,211,734</td>
<td>1,602,093</td>
<td>2,720,985</td>
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<tr>
<td><strong>NON-CURRENT LIABILITIES</strong></td>
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<td></td>
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<tr>
<td>12</td>
<td>239,050</td>
<td>256,830</td>
<td>233,583</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
<td>3,450,784</td>
<td>2,858,923</td>
<td>2,954,568</td>
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<tr>
<td><strong>NET ASSETS</strong></td>
<td>8,826,789</td>
<td>8,231,206</td>
<td>8,094,630</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>3,717,024</td>
<td>3,717,024</td>
<td>3,717,024</td>
</tr>
<tr>
<td>6</td>
<td>5,284,610</td>
<td>5,284,610</td>
<td>5,284,610</td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td>9,021,634</td>
<td>9,001,634</td>
<td>9,001,634</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
MADEC Australia Limited ADN 49 066 804 015 and Controlled Entity

STATEMENT OF CASH FLOWS FOR YEAR ENDED 30 JUNE 2010

<table>
<thead>
<tr>
<th>CONSOLIDATED GROUP</th>
<th>PARENT ENTITY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2010</strong></td>
<td><strong>2009</strong></td>
</tr>
<tr>
<td><strong>CASH FLOW FROM OPERATING ACTIVITIES</strong></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>21,215,771.00</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(30,271,598.00)</td>
</tr>
<tr>
<td>Interest received</td>
<td>63,038.00</td>
</tr>
<tr>
<td>Net cash provided by operating activities</td>
<td>164,137,203.00</td>
</tr>
<tr>
<td><strong>CASH FLOWS FROM FINANCING ACTIVITIES</strong></td>
<td></td>
</tr>
<tr>
<td>Loan repayments</td>
<td>-</td>
</tr>
<tr>
<td>Net cash used in financing activities</td>
<td>-</td>
</tr>
<tr>
<td><strong>CASH FLOWS FROM INVESTING ACTIVITIES</strong></td>
<td></td>
</tr>
<tr>
<td>Proceeds from sale of property, plant and equipment</td>
<td>235,207.00</td>
</tr>
<tr>
<td>Purchase of property, plant and equipment</td>
<td>(2,308,219.00)</td>
</tr>
<tr>
<td>Purchase of investments</td>
<td>-</td>
</tr>
<tr>
<td>Net cash used in investing activities</td>
<td>(2,073,012.00)</td>
</tr>
<tr>
<td>Net increase in cash held</td>
<td>500,943.00</td>
</tr>
<tr>
<td>Cash at beginning of year</td>
<td>1,098,245.00</td>
</tr>
<tr>
<td>Cash at end of year</td>
<td>4,134,288.00</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
MADEC Australia Limited ABN 48 086 804 016 and Controlled Entity

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

c. Financial Instruments (Continued)

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as:

i. the amount at which the financial asset or financial liability is measured at initial recognition;

ii. less principal repayments;

iii. plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and

iv. less any reduction for impairment.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life of the contract if it is not expected that the contract can be renewed or extended when this cannot be reliably predicted, the contractual term of the financial instrument to the notional amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a corresponding recognition of an income or expense in profit or loss.

f) Financial assets at fair value through profit or loss

Financial assets are classified at fair value through profit or loss when they are held for trading for the purpose of short-term profit taking, or where they are derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch by enabling performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management and investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

i) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

ii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the entity’s intention to hold these investments to maturity. They are subsequently measured at amortised cost.

iii) Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed determinable payments.

iv) Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.
MADEC Australia Limited ABN 46 008 804 016 and Controlled Entity

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

52

MADEC annual report 2009 - 2010
MADEC Australia Limited ABN 48 080 004 016 and Controlled Entity

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

m. Adoption of New and Revised Accounting Standards

During the current year, the Group has adopted all of the new and revised Australian Accounting Standards and interpretations applicable to its operations which became mandatory.

The adoption of these Standards has impacted the recognition, measurement and disclosure of certain transactions. The following is an explanation of the impact the adoption of these Standards and Interpretations has had on the financial statements of MADEC Australia Ltd.

AASB 101: Presentation of Financial Statements

In September 2007, the Australian Accounting Standards Board revised AASB 101, and as a result there have been changes to the presentation and disclosure of certain information within the financial statements. Below is an overview of the key changes and the impact on the Group’s financial statements.

Disclosure Impact

Terminology changes — The revised version of AASB 101 contains a number of terminology changes, including the amendment of the names of the primary financial statements.

Statement of comprehensive income — The revised AASB 101 requires all income and expenses to be presented in either one statement — the statement of comprehensive income, or two statements — a separate income statement and a statement of comprehensive income. The previous version of AASB 101 required only the presentation of a single income statement.

The Group’s financial statements now contain a statement of comprehensive income.

m. New Accounting Standards for Application in Future Periods

The AASB has issued new, revised and amended standards and interpretations that have mandatory application dates for future reporting periods. The Group has disclosed against early adoption of these standards. A discussion of these principal future requirements and their impact on the Company follows:


These Standards are applicable retrospectively and amend the classification and measurement of financial assets. The Group has not yet determined any potential impact on the financial statements.

The Company does not anticipate early adoption of any of the above reporting requirements and does not expect these requirements to have any material effect on the Company’s financial statements.
### Financials

**MADEC Australia Limited ABN 48 086 804 015 and Controlled Entity**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010**

#### Note A: Cash and Cash Equivalents

<table>
<thead>
<tr>
<th>Note</th>
<th>Consolidated Group</th>
<th>Parent Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2010</td>
<td>2009</td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>1.162,954</td>
<td>447,817</td>
</tr>
<tr>
<td>Short-term bank deposits</td>
<td>1,141,314</td>
<td>1,450,363</td>
</tr>
<tr>
<td>Total</td>
<td>2,304,268</td>
<td>1,998,180</td>
</tr>
</tbody>
</table>

The effective interest on short-term bank deposits was 5.00% (2009: 2.66%); these deposits have an average maturity of 5 days.

Reconciliation of cash:

- Cash at the end of the financial year as shown in the cashflow statement is reconciled to the balance sheet as follows:
- Cash and cash equivalents:
  - 1,450,944
  - (158,876)
  - 1,392,068
- Bank overdrafts:
  - -
  - -
  - 1,392,068

#### Note B: Trade and Other Receivables

**CURRENT**

| Trade receivables | 469,780 | 590,822 | 334,762 | 540,645 |
| Provider for impairment of receivables | - | - | - | - |
| **Total** | 469,780 | 590,822 | 334,762 | 540,645 |

Credit Risk — Trade and Other Receivables

The company does not have any material credit risk exposure to any significant receivable or group of receivables.

#### Note C: Other Assets

**CURRENT**

| Other debtor | 844,429 | 399,463 | 844,967 | 399,413 |
| Prepayments | 318,464 | 104,170 | 220,366 | 179,815 |
| Other related parties | - | - | 93,880 | 91,012 |
| **Total** | 1,163,213 | 503,633 | 1,130,367 | 560,230 |

---

<table>
<thead>
<tr>
<th>Controlled Entities</th>
<th>Consolidated</th>
<th>Parent Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MADEC Australia Ltd</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subsidiaries of MADEC Australia Ltd:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MADEC Labour Hire Pty Ltd</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Country of Incorporation

| Australia | 100 | 100 |

*Percentage of voting power in proportion to ownership.*
MADEC Australia Limited ABN 48 066 804 015 and Controlled Entity

NOTE 8: PROPERTY, PLANT AND EQUIPMENT

<table>
<thead>
<tr>
<th>LAND AND BUILDINGS</th>
<th>Consolidated Group</th>
<th>Parent Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold improvements</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total leasehold improvements</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>PLANT AND EQUIPMENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total plant &amp; equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>MOTOR VEHICLES</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total motor vehicles</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>WORK IN PROGRESS</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total property, plant and equipment</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The Group’s land and buildings were revalued at 30 June 2010 by independent valuers on the basis of open market value.

MADEC annual report 2009 - 2010
### MADEC Australia Limited ADN 48 685 804 015 and Controlled Entity

#### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

**NOTE 9: TRADE AND OTHER PAYABLES**

<table>
<thead>
<tr>
<th></th>
<th>Consolidated Group</th>
<th>Parent Entity</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2010</td>
<td>2009</td>
<td>2010</td>
<td>2009</td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unsecured liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax.FILE</td>
<td>628,261</td>
<td>449,000</td>
<td>628,261</td>
<td>419,261</td>
</tr>
<tr>
<td>Trade payable</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest payable</td>
<td>250,119</td>
<td>672,748</td>
<td>250,119</td>
<td>672,748</td>
</tr>
<tr>
<td>sundry payables</td>
<td>1,142,742</td>
<td>794,209</td>
<td>1,600,969</td>
<td>674,317</td>
</tr>
<tr>
<td></td>
<td>1,750,243</td>
<td>744,209</td>
<td>1,600,969</td>
<td>674,317</td>
</tr>
</tbody>
</table>

**NOTE 10: OTHER LIABILITIES**

|                      |                |               |                  |                  |
|                      | 2010           | 2009          | 2010             | 2009             |
|                      | $              | $             | $                | $                |
| CURRENT              |                |               |                  |                  |
| Trade receivables    | 5,930          | 20,210        | 5,930            | 20,210           |
| Income received in advance | 260,868      | 305,469       | 260,868          | 305,469          |
|                      | 365,798        | 325,679       | 320,805          | 325,679          |

**NOTE 11: FINANCIAL LIABILITIES**

|                      |                |               |                  |                  |
|                      | 2010           | 2009          | 2010             | 2009             |
|                      | $              | $             | $                | $                |
| CURRENT              |                |               |                  |                  |
| Rent overall unpaid  | 110,978        | -             | 110,978          | -                |
|                      | 110,978        | -             | 110,978          | -                |

**NOTE 12: PROVISIONS**

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Long-term Employee Benefits</td>
<td>Total</td>
</tr>
<tr>
<td></td>
<td>Consolidated Group</td>
<td>Parent Entity</td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>Opening balance at 1 July 2006</td>
<td>255,803</td>
</tr>
<tr>
<td></td>
<td>Additional provisions raised during the year</td>
<td>(25,243)</td>
</tr>
<tr>
<td></td>
<td>Balance as 30 June 2010</td>
<td>230,560</td>
</tr>
<tr>
<td></td>
<td>Parent Entity</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Opening balance at 1 July 2006</td>
<td>255,803</td>
</tr>
<tr>
<td></td>
<td>Additional provisions raised during the year</td>
<td>(25,243)</td>
</tr>
<tr>
<td></td>
<td>Balance as 30 June 2010</td>
<td>230,560</td>
</tr>
</tbody>
</table>

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
NOTE 12: PROVISIONS (CONTINUED)**

<table>
<thead>
<tr>
<th></th>
<th>Consolidated Group</th>
<th>Parent Entity</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2010</td>
<td>2009</td>
<td>2010</td>
<td>2009</td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Analysis of Total Provisions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td>825,960</td>
<td>737,012</td>
<td>825,960</td>
<td>737,012</td>
</tr>
<tr>
<td>Non-current</td>
<td>230,861</td>
<td>255,803</td>
<td>230,861</td>
<td>255,803</td>
</tr>
<tr>
<td></td>
<td>1,056,821</td>
<td>992,815</td>
<td>1,056,821</td>
<td>992,815</td>
</tr>
</tbody>
</table>

**Provisions for Long-term Employee Benefits**

A provision has been recognised for employee benefits relating to long service leave for employees. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria relating to employee benefits have been included in Note 18.

**NOTE 13: RESERVES**

a. Revaluation Surplus
   - The revaluation surplus records revaluations of non-current assets.

b. General Reserve
   - The general reserve records amounts set aside for future expansion of the consolidated group.

**NOTE 14: CAPITAL AND LEASING COMMITMENTS**

a. Capital Expenditure Commitments
   - Capital expenditure commitments contracted for:
     - Plant and equipment purchases: 1,144,475
     - Capital expenditure projects: 1,144,475
   - Payable:
     - not later than 12 months: 1,144,475
     - between 12 months and five years: 1,144,475
     - greater than five years: 1,144,475

**NOTE 15: CONTINGENT LIABILITIES AND CONTINGENT ASSETS**

As at 30 June 2010, the members of the Board are aware of any liability or asset contingent or potential, which has not already been recorded elsewhere in this financial report.
MADEC Australia Limited ABN 40 086 804 016 and Controlled Entity

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

NOTE 14: CASH FLOW INFORMATION

<table>
<thead>
<tr>
<th>Description</th>
<th>Consol Group 2010</th>
<th>Parent Entity 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Deficit)/Surplus after Income Tax</td>
<td>(650,311)</td>
<td>(959,090)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>625,002</td>
<td>305,823</td>
</tr>
<tr>
<td>Net increases/(decreases) on disposal of property, plant and equipment</td>
<td>(7,091)</td>
<td>9,048</td>
</tr>
<tr>
<td>Impairment losses</td>
<td>420,351</td>
<td>919,010</td>
</tr>
<tr>
<td>Changes in assets and liabilities, net of effects of purchase and disposal of subsidiaries</td>
<td>0</td>
<td>(60,006)</td>
</tr>
<tr>
<td>increases/(decrease) in trade and other debtors</td>
<td>(698,010)</td>
<td>(1,34,721)</td>
</tr>
<tr>
<td>increases/(decrease) in payables</td>
<td>1,114,491</td>
<td>270,877</td>
</tr>
<tr>
<td>increases/(decrease) in provisions</td>
<td>81,308</td>
<td>61,000</td>
</tr>
<tr>
<td></td>
<td>2,207,390</td>
<td>1,288,147</td>
</tr>
</tbody>
</table>

b. Non-cash Financing and Investing Activities

During the financial year there were no non-cash financing and investing activities used.

c. Credit Standby Arrangement and Loan Facilities

During the financial year there were no credit standby arrangements and loan facilities used.

NOTE 17: OPERATING SEGMENTS

<table>
<thead>
<tr>
<th></th>
<th>Education and Training</th>
<th>Labour Hire</th>
<th>ALL OTHER SEGMENTS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>REVENUE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service and Course Fees</td>
<td>19,314</td>
<td>15,185</td>
<td>78</td>
<td>-</td>
</tr>
<tr>
<td>Sales</td>
<td>-</td>
<td>-</td>
<td>34,473</td>
<td>209</td>
</tr>
<tr>
<td>Interest received</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>112</td>
</tr>
<tr>
<td>Total revenue</td>
<td>19,314</td>
<td>15,185</td>
<td>3,551</td>
<td>225</td>
</tr>
</tbody>
</table>

EXPENSES

|                |                        |             |                    |       |
|               | Employee Expenses | 11,085 | 9,745 | 3,262 | 178 | - | 14,440 | 9,945 |
| Other expenses | 7,824 | 7,659 | 240 | 70 | - | 7,899 | 7,659 |
| Profit/Loss    | 0 | (5,116) | (11) | (18) | 3 | 112 | (5,050) | (18) |

ASSETS

|                | Segment Assets | 12,967 | 11,367 | 174 | 11 |

LIABILITIES

|                | Segment Liabilities | 2,965 | 2,545 | 285 | 31 |

NOTE 18: EVENTS AFTER THE BALANCE SHEET DATE

Since the reporting date, there have been no events which materially impact on the content and the results of this report.
MADEC Australia Limited ABN 46 089 804 016 and Controlled Entity

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

Note 19: Related Party Transactions
(a) The following persons held office during the financial year and up to and including the date of this report:
   • William Noir (Chairperson)
   • Ian Ballantine (Treasure)
   • Lawre Follott
   • Peter Groed
   • Philip Shugg
   • Gayle Curran
   • Jayne Sunbird

(b) Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

Transactions with related parties
A company controlled by Philip Shugg, a director, provided consultancy services to the consolidated group.

Consolidated Group Parent Entity

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Transactions with related parties</td>
<td>34,500</td>
<td>34,500</td>
<td>34,500</td>
<td>34,500</td>
</tr>
</tbody>
</table>

Note 20: Financial Risk Management

The group's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payables, loans and from subsidiaries, bills and leases. The terms for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

<table>
<thead>
<tr>
<th>Note</th>
<th>Consolidated Group</th>
<th>Parent Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2010</td>
<td>2009</td>
</tr>
<tr>
<td>Financial assets</td>
<td>$000</td>
<td>$000</td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>1,491</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>5,6</td>
<td>1,850</td>
</tr>
<tr>
<td>Financial liabilities</td>
<td>-</td>
<td>3,141</td>
</tr>
<tr>
<td>Financial liabilities at amortized cost:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>— trade and other payables</td>
<td>9</td>
<td>1,731</td>
</tr>
<tr>
<td>— borrowings</td>
<td>11</td>
<td>157</td>
</tr>
<tr>
<td>Total</td>
<td>1,806</td>
<td>794</td>
</tr>
</tbody>
</table>

MADEC annual report 2009 - 2010
### MADEC Australia Limited ABN 48 089 004 015 and Controlled Entity

#### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

**NOTE 20: FINANCIAL RISK MANAGEMENT (CONT'D)**

<table>
<thead>
<tr>
<th>Consolidated Group</th>
<th>Within 1 Year</th>
<th>1 to 5 Years</th>
<th>Over 5 Years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Financial assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>— cash</td>
<td>1,451</td>
<td>1,083</td>
<td></td>
<td>2,534</td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1,451</td>
<td>1,083</td>
<td></td>
<td>2,534</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>1,083</td>
<td></td>
<td></td>
<td>1,083</td>
</tr>
<tr>
<td>Total anticipated inflows</td>
<td>2,534</td>
<td></td>
<td></td>
<td>2,534</td>
</tr>
<tr>
<td>Net (outflow)/inflow on financial instruments</td>
<td>1,253</td>
<td>2,141</td>
<td></td>
<td>3,394</td>
</tr>
</tbody>
</table>

**Parent Entity**

**Financial liabilities due for payment**

<table>
<thead>
<tr>
<th></th>
<th>Bank overdrafts</th>
<th>Trade and other payables</th>
<th>Total contractual outflows</th>
<th>Total expected outflows</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,534</td>
<td>2,141</td>
<td>4,675</td>
<td>3,394</td>
</tr>
</tbody>
</table>

**Financial assets — cash flows receivable**

<table>
<thead>
<tr>
<th></th>
<th>Cash and cash equivalents</th>
<th>Trade, term and loan receivables</th>
<th>Total anticipated inflows</th>
<th>Net (outflow)/inflow on financial instruments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,451</td>
<td>1,083</td>
<td>2,534</td>
<td>1,253</td>
</tr>
</tbody>
</table>

**Financial assets pledged as security**

No financial assets have been pledged as security for any financial liability.

c. Foreign exchange risk

The group is not exposed to fluctuations in foreign currencies.

d. Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss to the group.

Credit risk is managed on a group basis and reviewed regularly by senior management.

Credit risk is managed through maintaining procedures ensuring, to the extent possible, that customers and counterparties to transactions are of sound credit worthiness and includes the utilisation of systems to the approve, granting and renewal of credit limits, the regular monitoring of exposures against such limits and the monitoring of the financial stability of significant customers and counterparties. Such monitoring is used in assessing receivables for impairment.

---

**MADEC Australia Limited ABN 48 089 004 015 and Controlled Entity**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010**

**NOTE 20: FINANCIAL RISK MANAGEMENT (CONT'D)**

Risk is also minimised through investing surplus funds in financial institutions that maintain a high credit rating or investees that the finance committee has otherwise deemed to be financially sound.

Credit risk exposure

The maximum exposure to credit risk on receivables is equal to the carrying value of the relevant financial asset.

The group has no significant concentration of credit risk with any single counterparty or group of counterparties.

Trade and other receivables that are neither past due or impaired are considered to be of high credit quality.

6. Price risk

The company is not exposed to any material commodity price risk.

Net fair values

Fair value estimation

The fair values of financial assets and financial liabilities are determined using the following methods and can be compared to their carrying values as presented in the balance sheet. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm’s length transaction.

Fair values are derived based on information that is referenced or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Assessments of judgment and the assumptions have been detailed below. Where possible, valuation information used to calculate fair value is extracted from the market, with more reliable information available from markets that are actively traded.

Differences between fair values and carrying values of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the group. Most of these instruments which are settled at amortised cost (i.e. term receivables, loan liabilities) are subject to residual value and therefore the net fair value figures calculated are little reliance to the group.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Financial assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1) 1,451</td>
<td>1,451</td>
<td>1,083</td>
<td>1,083</td>
<td></td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>1) 1,083</td>
<td>1,083</td>
<td>947</td>
<td>947</td>
<td></td>
</tr>
<tr>
<td>Total financial assets</td>
<td>3,534</td>
<td>3,534</td>
<td>2,030</td>
<td>2,030</td>
<td></td>
</tr>
<tr>
<td>Financial liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>1) 1,173</td>
<td>1,173</td>
<td>704</td>
<td>704</td>
<td></td>
</tr>
<tr>
<td>Bank overdrafts</td>
<td>157</td>
<td>157</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total financial liabilities</td>
<td>1,330</td>
<td>1,330</td>
<td>704</td>
<td>704</td>
<td></td>
</tr>
</tbody>
</table>
## MADEC Australia Limited ABN 48 086 804 016 and Controlled Entity

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

#### NOTE 20: FINANCIAL RISK MANAGEMENT (CONT'D)

<table>
<thead>
<tr>
<th>Parent Entity</th>
<th>Footnote</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Net Carrying</td>
<td>Net Fair</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Value</td>
<td>Value</td>
</tr>
<tr>
<td>Financial assets</td>
<td></td>
<td>$700</td>
<td>$700</td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>()</td>
<td>1,461</td>
<td>1,461</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>()</td>
<td>1,011</td>
<td>1,011</td>
</tr>
<tr>
<td>Total financial assets</td>
<td></td>
<td>2,472</td>
<td>2,472</td>
</tr>
<tr>
<td>Financial liabilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>()</td>
<td>1,001</td>
<td>674</td>
</tr>
<tr>
<td>Bank debt</td>
<td></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total financial liabilities</td>
<td></td>
<td>1,001</td>
<td>674</td>
</tr>
</tbody>
</table>

The fair values disclosed in the above table have been determined based on the following methodologies:

1. Cash and cash equivalents, trade and other receivables and trade and other payables are short-term instruments in maturities whose carrying value is equivalent to fair value.

### Sensitivity analysis

The following tables illustrate sensitivities to the group's exposure to changes in interest rates. The tables indicate the impact on reported profit and equity values assuming a 2% increase or decrease in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

#### Consolidated Group

<table>
<thead>
<tr>
<th>Profit</th>
<th>Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1000</td>
<td>$1000</td>
</tr>
<tr>
<td>$1000</td>
<td>$1000</td>
</tr>
</tbody>
</table>

#### Parent Entity

<table>
<thead>
<tr>
<th>Profit</th>
<th>Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1000</td>
<td>$1000</td>
</tr>
<tr>
<td>$1000</td>
<td>$1000</td>
</tr>
</tbody>
</table>

### DIRECTORS' DECLARATION

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 4 to 24, are in accordance with the Corporations Act 2001 and:
   a. comply with Accounting Standards and the Corporations Regulations 2001; and
   b. give a true and fair view of the financial position as at 30 June 2010 and of the performance for the year ended on that date of the company and consolidated group.

2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Dated this 30th day of September 2010

William Nicol

---

### NOTE 21: COMPANY DETAILS

The registered office of the company is:

MADEC Australia

126-130 Dakhin Avenue

Mitjara VIC 3000
INDEPENDENT AUDIT REPORT TO THE MEMBERS OF
MADEC AUSTRALIA LIMITED AND CONTROLLED ENTITY


We have audited the accompanying financial report of MADEC Australia Limited (the company) and MADEC Australia Limited and Controlled Entity (the consolidated entity), which comprises the Statement of Financial Position as at 30 June 2010, Statement of Comprehensive income, Statement of Changes in Equity, and Statement of Cash Flows for the year ended on that date, a summary of the significant accounting policies and other explanatory notes and the Directors Declaration, of the consolidated entity comprising the company and the entity controlled at the years end or from time to time during the financial year.

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 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.

Auditor’s Responsibility

Our responsibility is to express an opinion on the financial report based 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 our 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 judgment, 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.

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

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF
MADEC AUSTRALIA LIMITED AND CONTROLLED ENTITY

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 MADEC Australia Limited and MADEC Australia Limited and Controlled Entity is in accordance with the Corporations Act, 2001 including:

(a) giving a true and fair view of the company’s financial position as at 30 June, 2010 and of its performance for the year ended on that date; and

(b) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.

G. Math.
Grant Martinelli CA RAC
WHK Audit Services
133 Langton Avenue
MILURA VIC 2560

Dated this 30th day of September, 2010
Acknowledgements

The Chairperson, Board of Directors and Management of MADEC would like to acknowledge the contribution made by MADEC staff members in the design, compilation and production of this report.

Compiled by
MADEC Corporate Services, Mildura

Printed by
Jamesprint, Mildura
MADEC Offices and General Enquiries

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126-130 Deakin Avenue
Mildura VIC 3500

Services include:
Corporate Services, Job Services
Australia, Community Support Service,
Indigenous Youth Leadership Program,
Disability Employment Network,
National Harvest Labour Information Service, Harvest Labour Services, New Apprenticeship Training Program.

Telephone: (03) 5021-3472
Harvest Office: (03) 5022-1797
or 1800-062-332
NHLIS: (03) 5022-8988
or 1800-062-332
Fax: (03) 5025-4040
Email: madec@madec.edu.au
Web: www.madec.edu.au

Community College
133-137 Madden Avenue
Mildura VIC 3500

Services & Facilities include:
Education and Training Services,
Community Rooms, Local Community Partnership.

Telephone: (03) 5023-7233
Fax: (03) 5021-2738
Email: madec@madec.edu.au
Web: www.madec.edu.au

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Balranald NSW 2715
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Email: balranald@madec.edu.au

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Berri SA 5343
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Fax: (08) 8582-5099
Email: berri@madec.edu.au

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Fax: (08) 8841-4050
Email: clare@madec.edu.au

Kadina
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Kadina SA 5554
Telephone: (08) 8821-6000
Fax: (08) 8821-6050
Email: kadina@madec.edu.au

Kerang
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Kerang VIC 3579
Telephone: (03) 5452-1766
Fax: (03) 5452-2580
Email: kerang@madec.edu.au

Loxton
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Loxton SA 5333
Telephone: (08) 8584-6834
Fax: (08) 8584-7967
Email: loxton@madec.edu.au

Mannum
39 Randell Street (CHIPS)
Mannum SA 5238
Telephone: (08) 8531-3520
Fax: (08) 8531-3950
Email: murraybridge@madec.edu.au

McLaren Vale
Shop 4, 112 Main Road
McLaren Vale SA 5171
Telephone: (08) 8323-7459
Fax: (08) 8323-7639
Email: mclarenvale@madec.edu.au

Merbein
99 Commercial Street
Merbein VIC 3505
Telephone: (03) 5025-3344
Fax: (03) 5025-1267
Email: merbein@madec.edu.au

Murray Bridge
8-12 Bridge Street
Murray Bridge SA 5253
Telephone: (08) 8531-3520
Fax: (08) 8531-3950
Email: murraybridge@madec.edu.au

Noarlunga
Centro Colonades Shop F5
Noarlunga Centre SA 5168
Telephone: (08) 8307-2000
Fax: (08) 8307-2050
Email: noarlunga@madec.edu.au

Ouyen
46 Oke Street
Ouyen VIC 3490
Telephone: (03) 5092-2284
Fax: (03) 5091-0420
Email: ouyen@madec.edu.au

Red Cliffs
13a Indi Avenue
Red Cliffs VIC 3496
Telephone: (03) 5024-3777
Fax: (03) 5024-3750
Email: redcliffs@madec.edu.au

Renmark
8 Ral Ral Avenue
Renmark SA 5341
Telephone: (08) 8586-1900
Fax: (08) 8586-3277
Email: renmark@madec.edu.au

Robinvale
68-72 Herbert Street
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