

Vision.
Voice.
Support.

Annual Report 2008/09



"Peak body for the
Australian employment and
related services industry"



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Vision.

NESA is dedicated to the representation and continuous improvement of the Australian Employment and Related Services industry. NESA supports the industry and its members in the pursuit of sustainable solutions to unemployment and increasing workforce participation and social inclusion.

NESA who we are



National Employment Services Association Ltd (NESA) is the leading, influential peak body representing organisations and individuals who are engaged in the delivery of Australian employment and related services. NESA is the only body whose membership and representation is open to all providers of employment services including not for profit, community, private and public sector service delivery agencies.

NESA has strong representation of providers across all Australian Government funded employment service programs. During 2008/09 our members delivered Job Network (generalist and specialist), Vocational Rehabilitation Services, Disability Employment Network (capped and uncapped), Job Capacity Assessors, Indigenous Employment Program, NEIS, Job Placement, Employment and Training and the Personal Support Program as well as a range of related services and programs.

The NESA Team:

Front (L-R): Shirley Fisher, Sally Sinclair, Helen Rozsavolgyi, Veronica McGowan, Annette Gill

Back (L-R): Ting Cheng-Haines, Carole Gregson, David Murray, Chris Hobson, Max Croft

Absent: Marg Lourey, Natasha Keoller, Cath Brown

The NESA Board:

Front (L-R): Julie Graham, Jules Vandyke and Sally Sinclair (Secretary)

Back (L-R): Harold Ritch, Andrew Hills, Geoff Breust, Xavier Crimmins (Chair), Phil Murray and Con Kittos





"Creating vision
for the industry"



The Australian Government Employment Services framework was subject to major reform during this year and many NESA members have been successful in securing contracts to deliver Job Services Australia, Innovation Fund, Employer Broker, NEIS and Indigenous Employment Panel from July 1 2009.

As an industry association on behalf of its members, NESA supports the continuous improvement of the employment and related services industry to help Australia meet its current and future employment challenges through its representation with Government and linkages with employers, the community sector and other stakeholders.

NESA provides for its members an influential voice on provider perspectives to be considered in the development of employment services policy and programs by Government. NESA regularly consults with members to ensure their interests are represented to Government and other stakeholders. NESA develops and supports its members with representation, advocacy, policy development, operational advice, information services, education and training, and practice and professional development.

main Board achievements and activity for the period

From the NESA chair



2008/09 has seen the employment services industry go through some of the most significant changes since the implementation of Job Network in 1998. The transition to the New Employment Services Model required the industry to think differently, move to new levels of collaboration and be ready to open the doors to a new service by 1st July 09. This had to be done in a year that began with the lowest unemployment rates in 30 years and quickly moved into a Global Financial Crisis which remained throughout the year.

This has tested the agility of the Industry to adapt and respond to these major changes. There is no doubt we had our challenges during this time, but we also saw a “we can do” attitude from the industry, with positive results. All of this required new levels of strategic collaboration and a partnering approach with the Rudd Labor Government and Department of Education, Employment and Workplace Relations (DEEWR). Together, Government and industry ensured we were able to assist Australians ride the storm of the economic downturn while successfully transitioning the range of employment services into Job Services Australia. I am pleased to say that we have seen these new levels of collaboration and partnership pay off and wish to thank the Government and DEEWR for their commitment to working together with NESA and we look forward to building on this commitment.

The NESA Board has been focused on further raising the governance benchmark. Some of the key achievements this year have been:

- Recruitment of an Independent Chair
- Setting standards for professional development for the members of the Board
- Development of a Code of Ethics for NESA members
- Further implementation of governance review outcomes

The year saw the completion of the 2006-2009 strategic plan and many of the goals were recognised as being achieved over this period. The Board reviewed and designed a new and improved strategic planning process including moving from a 3 year to a 5 year plan. There will be significant opportunities for members, stakeholders and staff to be involved in the development of the plan.

I want to take this opportunity to thank members for their support during my 3 year period as Chair of NESA. As I am to vacate this position in October, I am pleased to say it has been my privilege to lead this Industry Peak Body and to work with Sally and her team who have such a high level of passion and commitment to our Industry, for which I thank them. Finally, thank you to my fellow Board members who have continued to work diligently to ensure NESA continues to move forward both strategically and at a governance level. Much of the fruits of your labour are starting to be seen and will continue to do so for some time.

Xavier Crimmins
Chair

highlights and achievements, challenges and changes

CEO's report



NESA's work during this year has reinforced our position as an influential, peak body and the voice of the industry. This is in no small part due to the collegiate manner in which our membership demonstrates their commitment to the development and well-being of the industry through contributing and sharing their expertise. NESA's ability to work inclusively with our collective membership to develop industry positions is the hallmark and strength of our representation.

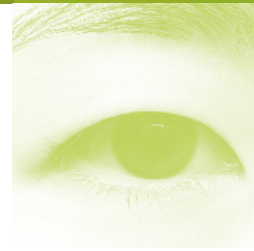
The implementation of major reform to Australian Government Employment Services was a significant focus of NESA's activities during 2008-2009. NESA's policy and representation gave providers a voice to enable their collective expertise and experiences to be considered by Government in the development of new service models and policy frameworks for the industry.

NESA prepared and submitted a range of industry response papers as well as delivered direct representation to the Government. The reform discussions for general employment services culminated with the release of the Exposure Draft of Purchasing Arrangements for the New Employment Services 2009-12 in August 2008. The Exposure draft signalled a fresh approach to employment services with the integration of a number of employment services programs into a simplified service model and the creation of the Innovation Fund

and Employer Broker Panels. Importantly the new approach reflected many of the views that NESA had put forward on behalf of its members. A Request for Tender (RFT) for Employment Services 2009 - 2012 was released in September 2008 and announcements of successful tenders for the newly named Job Services Australia were made in March 2009.

With a whole of market tender, changes occur. Announcement of tender outcomes indicated a significant change in the profile of providers. As an industry association the experience was bitter sweet, we rejoiced with our successful members and mourned the loss of others. NESA was pleased that the Government responded to concerns about the loss of expertise, and offered the Business Adjustment Fund to some unsuccessful providers. This has meant that some of our members have been able to re-engineer their operations and have been able to remain active members of this industry. NESA's recommendation for the formation of an Industry Reference Group to explore alternative purchasing arrangements to achieve improved outcomes was accepted by Government and will be convened in the 2009 – 2010 financial year.

There was a high level of activity working with Government on the range of guidelines and mechanisms to support Job Services Australia after the close of tenders. This work ensured that providers had access to guidelines and training resources in a much timelier manner than experienced in previous transition periods. In addition the contribution by members to the consultations conducted by DEEWR resulted in the development and implementation of the most effective IT platform employment services has been provided with. This collaborative and consultative approach supported a smooth transition to services and implementation of Job Services Australia on July 1 2009.



The reform agenda also included a focus on new directions for Disability Employment Services throughout the year. Various representations regarding the reforms were made by NESA including responses to the Exposure Draft for the new Disability Employment Services and Employer Incentives Scheme 2010-2012 Purchasing Arrangements, and the proposed Invitation to Treat arrangements released on 20 May 2009.

The advent of the Global Financial Crisis (GFC) posed new challenges for the industry as the unemployment level rose and job placements fell sharply. At the close of the financial year some 180,000 additional Australians were unemployed and needed Australian Government Employment Services to be effective for them. NESA advocated strongly for five key recommendations to support employment services providers, employers and job seekers in response to the GFC. NESA was very pleased with the quick response it received from Government and the adoption of recommendations in the retrenched workers compact and with the other subsequent measures to mitigate the impact of the crisis and support job retention.

I would like to take this opportunity to recognise the contribution of the NESA Board and its Directors for their ongoing guidance and direction to support the continuous improvement of NESA's strategic development and governance arrangements.

The opportunity to represent industry perspectives has been strengthened by the improved collaboration with and support of Federal Ministers and their staff, Parliamentary Secretaries, Government departments and industry partners, with whom we have worked.

The achievements that NESA has continued to deliver for its members are a result of the commitment and professionalism of the NESA staff in representing and advancing the industry.

The year ahead offers the opportunity to shape a new landscape for employment and related services. NESA will continue to represent and support its members throughout this process.



Sally Sinclair
CEO



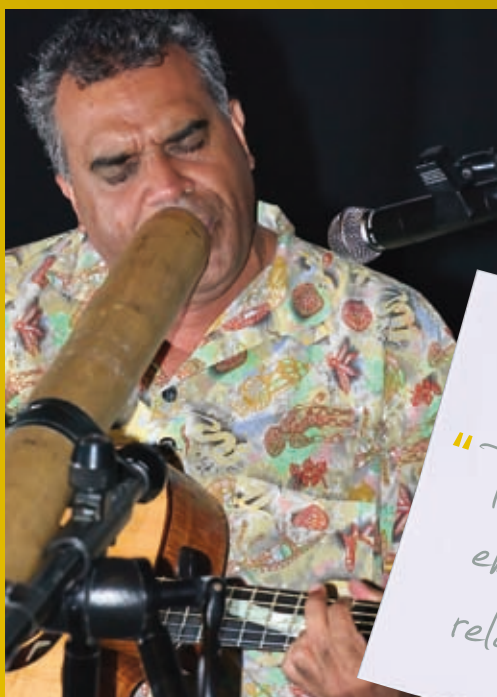
Below:

(L-R) The Hon. Jason Clare, MP, Parliamentary Secretary for Employment, Xavier Crimmins, Chair NESA, Sally Sinclair, CEO NESA and Senator the Hon. Mark Arbib, Minister for Employment Participation and Minister Assisting the Prime Minister on Government Service Delivery.



Voice.

*NESA provides its members
with an influential voice*



Member Development

NESA analyses our membership profile and characteristics to monitor trends, satisfaction and identify potential member support requirements. NESA offers two categories of membership, Corporate and Associate and both classes of membership grew in the 2008/09 period.

"The voice of
employment and
related services"



NESA's activities and achievements

Policy development

By building a solid, evidence base in the past year NESA was instrumental in presenting the industry's perspective to Government and contributing to the shaping of policy to support improved service delivery arrangements.



Throughout 2008/09, NESA actively focused on representing the industry's vision for the employment and related services. NESA consulted with the industry as well as other stakeholders to provide comprehensive feedback and recommendations in response to the Government's discussion papers and reviews. A significant proportion of the recommendations put forward were achieved and other recommendations continue to be advocated for. During this period, submissions and response papers included:

- Exposure Draft for Australian Employment Services 2009-2012
- Code of Practice and Service Guarantee for New Employment Services
- Review of the Job Seeker Classification Instrument
- Guidelines for submitting special claims for Job Network Intensive Support Outcomes
- The Review of Disability Employment Services
- The Future of Disability Employment Services Paper
- Exposure Draft of the Request for Tender for Disability Employment Services 2010 - 2012
- Increasing Indigenous Employment Opportunity Paper: Proposed Reforms to CDEP and Indigenous Employment Programs
- Job Capacity Assessment Program Paper
- Job Capacity Account Services Paper
- Job Capacity Assessors Key Performance Indicators
- National Mental Health and Disability Employment Strategy
- Inquiry into the Social Security Legislation Amendment (Employment Services Reform) Bill 2008
- "Which Way Home? A New Approach to Homelessness" The Australian Government Green Paper on Homelessness
- Employment Services Key Performance Indicators

- Social Security Legislation Amendments (Employment Services) Bill 2008
- Senate Inquiry into the conduct of the 2009 tendering process by the DEEWR to award Employment Services contracts.

Industry Representation

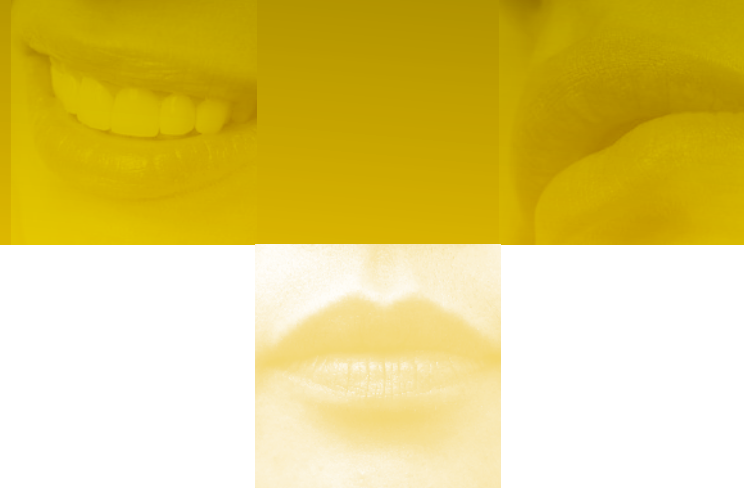
NESA represented the industry in a number of working parties and consultative groups to contribute to the development of stakeholder linkages and specific arrangements for employment services including:

- NESA – DEEWR Working Party
- Employment Services Charter of Contract Management and Quality Working Group
- Employment Services Expert Reference Group
- Job Services Australia Transition Reference Group
- Job Services Australia IT Advisory Group
- Job Services Australia Performance Management Technical Reference Group
- Job Services Australia Business Process Mapping Consultative Group
- Disability Employment Services Working Group
- Disability Funding Assessment Tool Working Group
- National Mental Health and Disability Employment Strategy Reference Group
- Centrelink Community Engagement Committee
- Reconciliation Australia Roundtable
- The Community Jobs Summit
- Energy Efficient Homes Package Memorandum of Understanding Steering Committee



NESA also reconvened the Policy Think Tanks during the year to assist in the formulation of industry responses to employment services reform for both Job Services Australia and Disability Employment Services. The Compliance Special Interest Group was used as the Business Processing Mapping Consultative Group to provide feedback to DEEWR and a provider consultative group was also convened for preliminary feedback regarding the Job Seeker Classification Instrument review.

NESA became a member of the Organisation for Economic Co-operation and Development (OECD) Local Employment and Economic Development (LEED) Forum and NESA CEO Sally Sinclair, presented a keynote address on Partnerships in Australian Employment Services at the OECD LEED Forum 2009 Conference in Vienna.



Industry representation



NESA participated in the OECD Thematic Review Jobs for Youth Seminar which was convened by DEEWR to discuss the draft report by the OECD's Employment, Labour and Social Affairs Committee into Australia's youth transitions policies. The Seminar was opened by the Deputy Prime Minister the Hon. Julia Gillard, MP and it was attended by stakeholders who provided feedback to the OECD earlier this year regarding Australia's youth transitions policies.



NESA presented at a range of State Government, community stakeholder and provider organisation conferences throughout the year which offered an opportunity to develop a better understanding and appreciation for the work undertaken by NESA members. This included: the 5th World Conference on the Promotion of Mental Health and the Prevention of Mental and Behavioral Disorders, VECCL's Australia's Labour Challenge Business Briefing, Group Training Australia's Conference, Brotherhood of St Laurence - The Green Jobs State: Creating a Green, Prosperous and Inclusive Victoria Conference, and the Associations Forum Conference.



*covering the spectrum of employment
and related services programs*

Special Interest and Working Groups

During the 2008 – 2009 year NESA facilitated eleven Special Interest Groups and the Job Capacity Assessment Working Group. Meetings were well attended by members and key external stakeholders such as DEEWR, Department of Human Services, Department of Families, Housing, Community Services and Indigenous Affairs and Centrelink. The meetings presented opportunities for NESA to gather comprehensive feedback on issues and positions to inform representation and submissions to Government, address specific concerns with departmental representatives, flesh out operational issues and offer strategic solutions. NESA has prepared plans for the development of Special Interest and Working Groups for implementation in 2009 – 2010.

Strategic Alliances and Partnerships

NESA is in regular communication with a broad range of stakeholders with shared interest in ensuring effective employment assistance for job seekers and employers.

NESA continues to work to develop collaborative initiatives, alliances and partnerships to support representation and industry development.

Illustration of the outcomes of these relationships includes:

Memoranda of understanding with NESA, Master Builders Association, Housing Industry Association, Construction, Forestry, Mining and Energy Union, DEEWR, and the Department of Environment, Water, Heritage and the Arts to support the Energy Efficient Homes Package.

A project with University of Melbourne, NESA and Jobs Australia to deliver the research study: Activating States: transforming the delivery of 'welfare to work' services in Australia, the UK and the Netherlands.



NESA has also been actively engaged with international employment contacts and networks to support industry development through better understanding of global trends, issues and better practice.

In 2009 the NESA CEO visited employment service providers as well as Government agencies responsible for the purchasing and management of contracts in the UK, Vienna and Amsterdam and discussed initiatives and service models of good practice, and the establishment of strategic alliances.

Our international alliances include our membership as a partner in the OECD's LEED Programme, the Local Governance and Partnership Forum.

NESA regularly hosts visits by international delegates interested in understanding more about the Australian employment and related services framework.

Support.

NESA provides support to the industry to ensure the industry continues to strive for excellence.

Special Projects

Transition Support Project

NESA developed the Transition Support Project which focused on supporting the development of connections and partnerships required to deliver Job Services Australia. This project included a range of State forums, help desk support, the establishment of the ES Connect website to create linkages online and manual introduction and connection services. The project assisted in creating a range of partnerships between providers who are now successfully delivering Job Services Australia.



Member Products and Services

Remuneration Survey: The Employment Services - Remuneration Survey 2008 conducted jointly by NESA and Jobs Australia (JA) offered a comprehensive report on the employment services industry's remuneration and human resource management practices, which was positively received by members.

Financial Model: NESA contracted KPMG to undertake financial analysis of the new employment services model and to construct a financial modelling tool for Employment Services 2009-2012. NESA negotiated data release from DEEWR to enable development of the financial modeling tool and in conjunction with KPMG provided support to members in its application.



"Providing support
to its membership"

Supporting industry capacity building and performance through Professional Development



Professional Development

Leadership Forums

The three Leadership Forums held in 2008/09 aligned with industry milestones, the emergence of industry issues and policy developments. These forums continued to provide valuable opportunities for focused discussion with the leaders of the industry on directions, priority issues and solutions.



The Leadership Forums in December 08, March 09 and May 09 provided a platform for ministerial announcements including the proposal to establish a Transition Reference Group to assist with the operation and logistical arrangements through the transition period, the launch of the Government's Employer Broker and the Innovation Fund Panel and guidelines, and the Government's acceptance of NESAs proposal for the establishment of an Industry Reference Group.

Public and In-house Workshop Program:

NESA is committed to supporting the industry in achieving business excellence, best practice and continuous improvement. NESAs 2008/09 professional development and event calendar supported high quality professional development. A range of public and in-house workshops were delivered through our training partners across the country. Evaluation collected after each workshop session indicated an extremely high level of satisfaction. NESA also delivered a number of Winning Tender workshops to members which were extremely successful and received a volume of unsolicited commendations from members.

NESA Conferences

The conferences conducted through this year were once again highly successful. Evaluation comments indicated members held the quality, relevance and value to the industry as being high. The content of the program, the information, tools and resources, skills and approaches to apply in their work were among the specific items referenced along with the significant opportunities for delegates to build and strengthen partnerships, network with the Government, peers and key external stakeholders.

Three conference events were held during 2008/09: the Practitioners, the National and the inaugural Working Communities International Congress. Following is a summary of each event.

Working Communities International Congress – Uniting to Improve Social and Economic Participation - Cairns Convention Centre – 11-13 August 2008

With no previous event such as this in the employment and related services industry, the inaugural Working Communities International Congress provided a premium opportunity for over 150 national and international delegates to exchange views, experiences and ideas about local and international models and strategies.

Delegate comments on what aspect of the conference was the greatest value to them included:

- *"The cross fertilisation of ideas and projects, the interpersonal relationships I made. This is one of the best conferences in my professional career."*
- *"I ENJOYED THE WHOLE and to pick the greatest value would be to say that the way forward has light once again."*
- *"Value of corporate connections."*

National Conference – Future Directions – Cairns Convention Centre 13-15 August 2008

The 2008 National Conference had a very strong focus on providing information, ideas and support which providers could utilise in preparing their strategies for purchasing and the delivery of the New Employment Service Model. Over 800 delegates attended the conference.

Delegate comments on what aspect of the conference was the greatest value to them included:

- *"As a newcomer to the sector (learnt lots, met some fascinating intelligent and passionate people.) Community health absolutely must collaborate, integrate to build partnerships."*
- *"Great organisation, high calibre speakers, very diverse. It was interesting networking in a new sector for me. NESA staff were great - welcoming, inclusive, thanks."*





Practitioners Conference – Setting the Scene – The Sebel Hotel, Melbourne 11&12 June 2009

Over 700 delegates attended the Practitioners Conference which strongly focused on the practices and processes required to meet core contractual expectations and responsibilities for Job Services Australia. Workshops on Disability Employment Services and Indigenous employment programs also provided delegates with opportunities to learn more about the reform being undertaken in these programs. An exciting and well received addition to the program was the Learning Lab which brought together policy and practice to support learning in DEEWR systems.

Delegate comments on what aspect of the conference was the greatest value to them included:

- *"As there was so much to see and learn about, I wish that we could have gone to ALL OF THE SESSIONS as some things I had to miss out on."*
- *"The conferences are always a great place to meet people from within the industry and supporting industries to gather new ideas and always provide me with a new boost of enthusiasm."*
- *"This will be invaluable for the change in contract and preparation for changes."*

acknowledging the outstanding work in the employment industry

Awards for excellence

The NESA Awards for Excellence acknowledged the outstanding work of the people in the employment and related services industry and the wonderful achievements of job seekers and employers alike.

2008 Employment Consultant of the Year - Van Ngo, Matchworks Sunshine, Vic

Van Ngo's journey to 2008 Employment Consultant of the Year began in 1992 when she arrived in Australia as a Vietnamese refugee. After gaining a Bachelor of Accounting, Van returned to Vietnam for a year. When she came back to Australia Van attended a job search training course at Matchworks.

"Initially at MatchWorks as a job seeker, the trainer was running late one day so I decided to have fun and take charge of the class." "The Site Manager called me out for a brief chat – 10 minutes later I was having a pre-screening job interview," said Van.

Van won the award for her dedication in helping unemployed people find full-time work. Van is particularly dedicated to working with job seekers from a Vietnamese background, those who are highly disadvantaged and the very long term unemployed clients.



Left from top:

Van Ngo, 2008 Employment Consultant of the Year, Matchworks Sunshine, Vic

Van Ngo receiving her award from Xavier Crimmins NESA Chair





Awards for excellence



2008 Achiever of the Year - Lynne Ward – Community First International Katanning, WA

Lynne's life has been an expedition of maternal love, deep personal sadness and personal achievement.

It was the enduring challenges that prevented Lynne from working for 38 years. When she began the journey to finding employment Lynne's lack of confidence proved to be a barrier.

With solid support from Community First International, in Katanning, WA, Lynne re-gained her confidence and went on to achieve Certificate III and IV in Business Administration. Lynne now helps other local people find jobs in her role at Community First International and is bubbling with new-found confidence.



Left from top:

Lynne Ward, 2008 Achiever of the Year, Community First International Katanning, WA

Lynne Ward receiving her award from Xavier Crimmins, NESA Chair

Andrew Smith accepts the 2008 Innovation & Service Excellence Award on behalf of Sureway Employment and Training, Wagga Wagga, NSW, from Xavier Crimmins, NESA Chair



2008 Innovation & Service Excellence Award - Community HOUSE Project Team – Sureway Employment and Training Wagga Wagga, NSW

In 2006 Sureway Employment and Training's Wagga Wagga team saw an opportunity to help disadvantaged job seekers gain practical skills in the building and construction industry – an industry with severe skills shortages. And so the community Helping Our Unemployed Secure Employment (HOUSE) project was developed.

In January 2007, Sureway purchased a run-down house and over nine months, coordinated renovations to give 31 job seekers on-the-job training.

2008 Champion Employer of the Year - WAMMCO – nominated by Community First International Katanning, WA

WAMMCO is a meat marketing co-operative with more than 1,000 members who farm the Great Southern Region of Western Australia. They process 90,000 units annually and employ 138 former Job Network job seekers. WAMMCO provide extensive pre-employment training, a six-week induction “buddy” system and bus transport for employees. They also cater for staff needs by offering a special ‘Mother Shift’ for parents and by paying junior workers an adult wage. The company also injects \$21 million into the local economy each year through their ‘Buy Local’ policy.

“We are locally owned and believe in the philosophy of “Buy Local” and its multiplier effect,” WAMMCO Management said.

“We support local events and source employees directly (as opposed to labour hire) to treat people as employees and to help them build a career.”



Left:
Tony Bessell collects WAMMCO's award for 2008 Champion Employer of the Year from Xavier Grimmins, NESA Chair

2008 NESA Excellence Award Winners

(L-R): Tony Bessell, Lynne Ward, Van Ngo and Andrew Smith



Financial Statements for the Year Ended 30th June 2009

The Income Statement, Balance Sheet, Statement of changes in equity and Statement of cash flows are provided in this report. The complete 2008/09 Audited Financial Report is available on the NESA website - www.nesa.com.au

Income statement

For the year ended 30 June 2009

	Note	2009 \$	2008 \$
Revenue	3	3,005,152	2,822,652
Employee benefits expense		(1,029,262)	(844,175)
Depreciation, amortisation and impairments	4	(47,527)	(37,991)
Direct Event expenses		(1,288,279)	(1,226,246)
Building		(109,512)	(95,213)
Travel expenses		(97,817)	(82,072)
Consultancy expenses		(22,505)	(58,192)
IT expenses		(46,419)	(54,701)
Other expenses		(252,834)	(383,660)
Total expenses		2,894,155	2,782,250
Profit before income tax		110,997	40,402
Income tax expense	5	-	-
Profit/(loss) for the year		110,997	40,402

Balance sheet

For the year ended 30 June 2009

	Note	2009 \$	2008 \$
ASSETS			
Current assets			
Cash and cash equivalents	6	695,215	728,765
Trade and other receivables	7	163,004	504,848
Financial assets	8	50,000	-
Other current assets	9	219,857	137,371
Total current assets		1,128,076	1,370,984
Non-current assets			
Property, plant and equipment	10	91,626	70,339
Total non-current assets		91,626	70,339
TOTAL ASSETS		1,219,702	1,441,323
LIABILITIES			
Current liabilities			
Trade and other payables	11	102,953	272,571
Short-term provisions	12	84,207	65,952
Other current liabilities	13	14,355	219,610
Total current liabilities		201,515	558,133
Non-current liabilities			
Other long-term provisions	12	24,000	-
Total non-current liabilities		24,000	-
TOTAL LIABILITIES		225,515	558,133
NET ASSETS		994,187	883,190
EQUITY			
Accumulated surpluses		994,187	883,190
TOTAL EQUITY		994,187	883,190

Statement of changes in equity

For the year ended 30 June 2009

2009	Note	Retained Earnings \$	Total \$
Balance at 1 July 2008		883,190	883,190
Profit (Loss) for the year		110,997	110,997
Balance at 30 June 2009		994,187	994,187

2008	Note	Retained Earnings \$	Total \$
Balance at 1 July 2007		842,788	842,788
Profit (Loss) for the year		40,402	40,402
Balance at 30 June 2008		883,190	883,190

Statement of cash flows

For the year ended 30 June 2009

	Note	2009 \$	2008 \$
Cash from operating activities:			
Receipts from customers		3,364,261	2,425,866
Payments to suppliers and employees		(3,360,767)	(2,383,612)
Interest received		83,001	49,350
Net cash provided by (used in) operating activities	14a	86,495	91,604
Cash flows from investing activities:			
Proceeds from sale of plant and equipment		-	414
Payment for investment		(50,000)	-
Acquisition of property, plant and equipment		(70,045)	(33,978)
Net cash provided by (used in) investing activities		(120,045)	(33,564)
Net increase (decreases) in cash held		(33,550)	58,040
Cash and cash equivalents at beginning of year		728,765	670,725
Cash at end of financial year	6	695,215	728,765



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