

WILLIAMS, Margaret

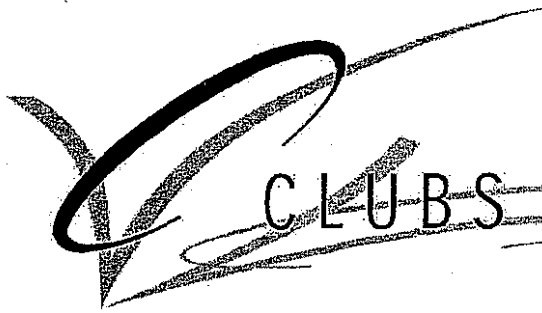
From: PFEIFFER, Robert
Sent: Wednesday, 3 July 2002 4:15 PM
To: STEWART, Iain
Subject: Financial Reporting Matter # FR2002/335 Allocated (First Reminder)

Matter # - FR2002/335
Matter Type - WR280 - Financial reports
Short Title - Financial Reporting matter re: 253V Clubs Victoria Inc.
Allocated From - None

Email Address: admin@clubsvic.org
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PO Box 363
CARLTON SOUTH
VIC 3053



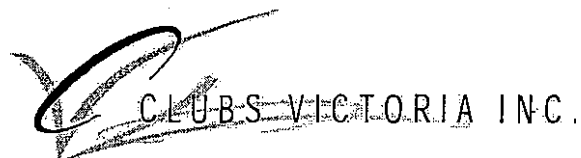
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CLUBS VICTORIA INC.

Financial Statements

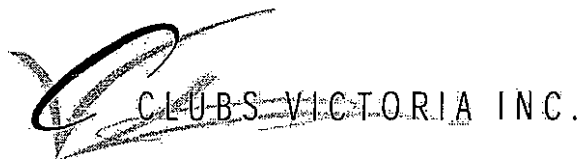
2001-2002



ABN 51 979 013 143

STATEMENT OF FINANCIAL POSITION AS AT 30TH JUNE 2002

		2002	2001
		\$	\$
CURRENT ASSETS			
Cash Assets	(Note 3)	504,294	331,016
Receivables	(Note 4)	90,836	27,883
Other	(Note 5)	12,431	24,585
TOTAL CURRENT ASSETS		<u>607,561</u>	<u>383,484</u>
NON CURRENT ASSETS			
Office Equipment	(Note 6)	15,315	9,605
TOTAL NON-CURRENT ASSETS		<u>15,315</u>	<u>9,605</u>
TOTAL ASSETS		<u>622,876</u>	<u>393,089</u>
CURRENT LIABILITIES			
Payables	(Note 7)	285,410	112,735
Provisions	(Note 8)	12,062	11,927
TOTAL CURRENT LIABILITIES		<u>297,472</u>	<u>124,662</u>
NON-CURRENT LIABILITIES			
Provisions	(Note 8)	4,039	1,892
TOTAL NON-CURRENT LIABILITIES		<u>4,039</u>	<u>1,892</u>
TOTAL LIABILITIES		<u>301,511</u>	<u>126,554</u>
NET ASSETS		<u>321,365</u>	<u>266,535</u>
MEMBERSHIP FUNDS:			
General Fund	(Note 2)	321,365	266,535
TOTAL MEMBERS FUNDS		<u>321,365</u>	<u>266,535</u>

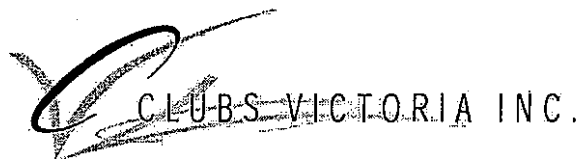


CLUBS VICTORIA INC.

ABN 51 979 013 143

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30TH JUNE 2002

	2002 \$	2001 \$
REVENUE		
Members subscriptions	385,669	349,324
Members subscriptions levy	72,677	55,064
	<u>458,346</u>	<u>404,388</u>
Other operating revenue		
Sponsorship	124,386	121,546
Awards Night	-599	21,814
Interest Received	22,365	18,381
CV Sports Days	-4,689	21
Seminars – Clubs Vic & AHA	10,907	28,950
Seminars – GST	0	7,438
Seminars – OHS Workcover	28,051	-2,093
Govt grants - traineeships	15,800	16,020
Sundry Income	-1,300	33,699
Recruitment	33,841	7,757
Insurance commission	32,151	0
Profit on sale of investments	0	20,001
	<u>719,259</u>	<u>677,921</u>
TOTAL OPERATING REVENUE		
EXPENDITURE		
Auditing	4,570	1,950
Auditing	2,500	2,300
Advertising	1,131	2,008
Bad Debts	0	2,090
Bank Charges	2,544	3,018
Board – Meetings & Travel	9,409	11,844
CANZ Levy	18,000	18,000
Conferences, Seminars & Meetings	10,204	9,258
Computer maintenance & Data Processing	2,961	1,072
Depreciation	6,407	5,773
Electricity	5,142	2,269
General Expenses	8,495	4,040
Industrial Relations Fee	0	3,698
Insurance	13,206	11,512
Internet & Website	10,697	50
Lease expenses	6,728	7,740
Legal, Consulting & Other Fees	86,227	71,570
Photocopying	2,846	3,350
Postage	15,396	18,158
Printing & Stationery	31,752	25,791
Provision for Employee Entitlements	2,282	5,363
Reimbursement of Presidents expenses	16,728	16,098
Remuneration – Employees	332,246	256,216
Rent & Occupancy Costs	41,339	37,957
Subscriptions & Publications	3,698	2,881
Telephone	22,455	15,407
Training	1,818	0
Travelling	5,647	5,912
	<u>664,428</u>	<u>545,325</u>
TOTAL EXPENDITURE		
SURPLUS FROM ORDINARY ACTIVITIES BEFORE INCOME TAX	54,831	132,596
INCOME TAX EXPENSE	(Note 1c) 0	0
	<u>54,831</u>	<u>132,596</u>
SURPLUS FROM ORDINARY ACTIVITIES AFTER INCOME TAX		



CLUBS VICTORIA INC.

ABN 51 979 013 143

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30TH JUNE 2002

	2002 \$	2001 \$
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from members	439,156	313,410
Receipts from commercial and other activities	260,913	328,598
Payments to suppliers and other contract services	-537,039	-557,298
Interest received	22,365	18,381
Net cash provided by operating activities	185,395	103,091
CASH FLOW FROM FINANCING ACTIVITIES		
Investment in bank bills/term deposits	-65,962	-140,709
Net cash provided from financing activities	-65,962	-140,709
CASH FLOW FROM INVESTING ACTIVITIES		
Purchase of assets	-12,117	-2,170
Net cash provided from investing activities	-12,117	-2,170
NET INCREASE/(DECREASE) IN CASH FLOW HELD	107,316	-39,788
CASH AT START OF PERIOD	106,592	146,380
CASH AT THE END OF THE PERIOD	213,908	106,592

RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT AFTER INCOME TAX

Net Operating Profit (Loss) After Tax	54,831	132,596
Non-cash items		
- provision for depreciation and amortisation of leases:	6,407	5,773
- provision Employee entitlements	2,282	5,363
	8,689	11,136
Change in net liabilities/assets:		
Non cash assets (increase)/decrease	0	-630
Trade debtors & prepayments (increase)/decrease	-50,799	-10,130
Sundry creditors & accrued expenses (decrease)/increase	45,107	32,085
Prepaid subscription increase/(decrease)	53,487	-35,914
Prepaid sponsorship / donations increase/(decrease)	1,802	-6,528
Prepaid income increase/(decrease)	72,677	-20,715
Provision for GST increase/(decrease)	-399	1,191
	121,875	-40,641
NET CASH PROVIDED BY OPERATING ACTIVITIES	185,395	103,091



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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2002

Note 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Urgent Issues Group Consensus Views and other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Associations Incorporations Act [Vic.].

The financial report covers Clubs Victoria Inc. as an individual entity. Clubs Victoria Inc. is an association incorporated in Victoria under the Association Incorporation Act 1984.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

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

a. Income Tax

The Association is exempt from income tax under Section 50-15 of the Income Tax Assessment Act.

b. Property, Plant and Equipment

Each class of property, plant and equipment are carried at cost or fair value less, where applicable, any accumulated depreciation.

Plant and Equipment

Plant and equipment are measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by the Association to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets' employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Depreciation

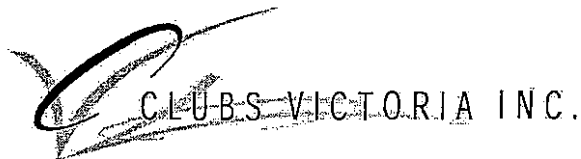
The depreciable amount of all fixed assets are depreciated on a straight line basis over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable asset are:

Class of Fixed Asset	Depreciation Rate
Office equipment	20%
Computer equipment	30%

The carrying amount of fixed assets is reviewed annually by committee members to ensure it is not in excess of the recoverable amount of those assets.

The recoverable amount is assessed on the basis of expected net cash flows which will be received from the assets' employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining the recoverable amounts.



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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2002

c. **Leases**

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

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

d. **Investments**

Non-current investments are measured on the cost basis.

The carrying amount of investments is reviewed annually by directors to ensure it is not in excess of the recoverable amount of these investments. The recoverable amount is assessed from the quoted market value for shares in listed companies. The expected net cash flows from investments have not been discounted to their present value in determining the recoverable amounts.

e. **Employee Entitlements**

Provision is made for the company's liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries and annual leave which will be settled after one year, have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those entitlements.

Contributions are made by the association to an employee superannuation fund and are charged as expenses when incurred.

f. **Cash**

For the purposes of the Statement of Cash Flows, cash includes cash on hand, and at banks.

g. **Revenue**

Revenue from Membership fees is recognised in the period in which it relates to.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Dividend revenue is recognised when the association has established that it has a right to receive a dividend.

All revenue is stated net of the amount of goods and services tax (GST).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2002

h. **Information to be provided to Members of Registrar**

In accordance with the Workplace Relations Act 1996, the attention of members is drawn to the provisions of sub-section (1), (2) and (3) of sub-section 274, which reads as follows:

- “(1) A member of an organisation, or a Registrar may apply to the organisation for specified prescribed information in relation to the organisation.
- (2) An organisation shall, on application under subsection (1) by a member of the organisation or a Registrar, make the specified information available to the Member or Registrar, in such a Manner and within such time, as is prescribed.
Penalty: \$1000.
- (3) A Registrar may only make an application under subsection (1) at the request of a member of the organisation concerned, and the Registrar shall provide to a member information received because of an application made at the request of a member.”

	<u>2002</u>	<u>2001</u>
	\$	\$
Note 2 MEMBERS FUNDS		
Change in equity of Association	54,831	132,596
Accumulated Members Funds at start	266,534	133,939
Members Funds at end of financial year	321,365	266,535
Note 3 CASH		
Petty Cash Float	400	400
Cash at Bank	213,508	106,192
Westpac Term Deposit	18,712	18,000
Sandhurst Term Deposit	271,674	206,424
	504,294	331,016
Note 4 RECEIVABLES		
Trade debtors	85,191	27,883
Sundry Debtor	5,645	0
	90,836	27,883
Note 5 OTHER		
Prepaid Expenditure	0	3,835
Prepaid Awards Night	12,431	20,750
	12,431	24,585
Note 6 OFFICE FITTINGS & EQUIPMENT		
Original Cost	78,509	66,392
Less accumulated depreciation	-63,194	-56,787
	15,315	9,605
Movements		
Balance at beginning of year	9,605	12,578
Additions	12,117	2,170
Disposals	0	0
Depreciation expense	-6,407	-5,143
	15,315	9,605
Note 7 ACCOUNTS PAYABLE (Current)		
Creditors & Accrued expenses	90,962	45,855
Prepaid CV Seminars	0	0
Prepaid Subscriptions	118,770	65,283
Donations payable - Clubs 4 Kids	1,802	0
Prepaid Members Subscriptions Levy	72,677	0
Net GST Payable	1,199	1,597
	285,410	112,735

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2002

	<u>2002</u>	<u>2001</u>
	\$	\$
Note 8 PROVISIONS		
(a) Current		
Annual Leave	12,062	11,927
	<u>12,062</u>	<u>11,927</u>
(b) Non-Current		
Long Service Leave	4,039	1,892
	<u>4,039</u>	<u>1,892</u>
Note 9 COMMITMENTS		
(a) Operating Lease Commitments		
Being for rent of office		
Payable:		
Not later than 1 year	74,550	65,834
Later than one but not later than 2 years	76,787	68,050
Later than two but not later than 5 years	124,410	207,697
Total lease liability	<u>275,747</u>	<u>341,581</u>
(b) Capital Commitments		
Being for renovation of office		
Payable:		
Not later than 1 year	70,000	0
Total capital commitment	<u>70,000</u>	<u>0</u>

Note 10 FINANCIAL INSTRUMENTS

(a) Interest rate risk

The Association's exposure to interest rate risk which is the risk that a financial instruments value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities is not material.

(b) Credit rate risk

The Association's exposure to credit risk on financial assets are reflected in the accounts is the carrying amount as disclosed in the balance sheet.

(c) Net fair value of Financial Assets and Liabilities

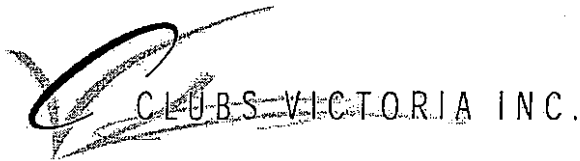
The net fair value of cash and cash equivalents and non-interest bearing monetary financial assets and financial liabilities approximates their carrying value as disclosed in the balance sheet.

Note 11 COMMITTEE MEMBERS BENEFITS

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

Note 12 AUDITOR'S REMUNERATION

Auditing of Accounts	2,500	2,300
Other services	800	750
	<u>3,300</u>	<u>3,050</u>



ABN 51 979 013 143

Committee of Management's Certificate

We, Leon A Wiegard and David Hassett, being members of the Committee of Management of Clubs Victoria Inc, do state on behalf of the Committee and in accordance with a resolution passed by the committee, that:

- (i) in the opinion of the Committee of Management, the attached accounts show a true and fair view of the financial affairs of the organisation as at 30th June, 2002.
- (ii) in the opinion of the Committee of Management, meetings of the Committee were held during the year ended 30th June, 2002 in accordance with the rules of the organisation;
- (iii) to the knowledge of any member of the Committee, there have been no instances where records of the organisation or other documents (not being documents containing information made available to a member of the organisation under sub-section 274 (2) of the Workplace Relations Act 1996, as amended) or copies of those records or documents, or copies of the rules of the organisation, have not been furnished, or made available, to members in accordance with the requirements of the Workplace Relations Act 1996, as amended, the Regulations therefore, or the rules of the organisation; and
- (iv) the organisation has complied with sub-section 279 (1) and (6) of the Act in relation to the financial accounts in respect of the year ended 30th June 2001, and the auditors' report thereon.

LEON A WIEGARD

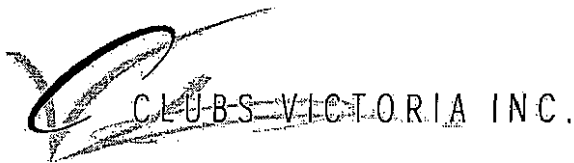
Date: 1 October 2002

Signed

DAVID HASSETT

Date: 1 October 2002

Signed



ABN 51 979 013 143

Accounting Officer's Certificate

I, David Hassett, being the Officer responsible for keeping the accounting records of Clubs Victoria Inc., certify that as at 30th June, 2002, the number of members of the organisation was 346 members and 12 associates.

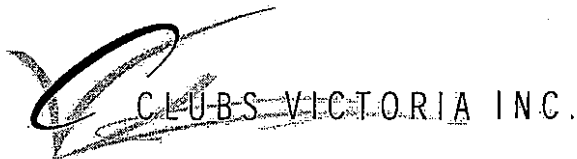
In my opinion,

- (i) the attached accounts show a true and fair view of the financial affairs of the organisation as at 30th June, 2002;
- (ii) a record has been kept of all moneys paid by or collected from, members and all moneys so paid or collected have been credited to the bank account to which these moneys are to be credited, in accordance with the rules of the organisation;
- (iii) before any expenditure was incurred by the organisation, approval of the incurring of the expenditure was obtained in accordance with the rules of the organisation;
- (iv) with regard to funds of the organisation raised by compulsory levies or voluntary contributions from members or funds other than the General Fund operated in accordance with the rules, no payments were made out of any such fund for purposes other than those for which the fund was operated;
- (v) no loans or other financial benefits, other than remuneration in respect of their full time employment with the organisation, were made to persons holding office in the organisation;
- (vi) the register of members of the organisation was maintained in accordance with the Act.

DAVID HASSETT

Date: 1 October 2002

Signed



ABN 51 979 013 143

Independent Auditor's Report to the Members of Clubs Victoria Inc.

We have audited the financial reports, being the Statement by Directors, the Certificates of the Accounting Officer and Committee of Management, Statement of Financial Position, Statement of Financial Performance, Statement of Cash Flows and notes to and forming part of the accounts of Clubs Victoria Inc. for the year ended 30 June, 2002. The Accounting Officer is responsible for the preparation and presentation of the accounts and the information they contain. We have conducted an independent audit of these accounts in order to express an opinion on them to the members of the organisation.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects the accounts are presented fairly in accordance with Australian Accounting Standards, other mandatory professional reporting requirements, being Urgent Issues Group concerns views and statutory requirements so as to present a view of the organisation and the economic entity which is consistent with our understanding of their financial position and performance as presented by the results of their operations.

The audit opinion expressed in this report has been formed on the above basis.

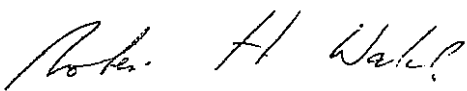
In our opinion:

- (a)
- (i) there were kept by the organisation in respect of the period, satisfactory accounting records detailing the sources and nature of the income of the organisation (including income from members) and the nature and purposes of expenditure, and
 - (ii) the attached accounts and statements, prepared under the historical cost convention, and in accordance with section 273 of the Workplace Relations Act 1996, as amended, are properly drawn up so as to give a true and fair view of:
 - (a) the financial affairs of the organisation as at 30th June, 2002 and,
 - (b) the income and expenditure and results of the organisation for the twelve months ended on that date.
- (b) all information and explanations that are required under subsection 276 (2) for officers or employees of the organisation were provided.

COLBOURNE & WALD CHARTERED ACCOUNTANTS

Robert Henry Wald
REGISTERED COMPANY AUDITOR
(Reg. No. 10418)

Date: 1 October 2002

Signed


clubs victoria inc. annual report 2001-2002





01	President's Report
02	Executive Director's Report
04	Treasurer's Report
05	Council Report
05	Clubs Australia New Zealand Report
06	Corporate Members Report
07	Clubs Victoria Primary Corporate Member – CUB
07	Recruitment
08	Industrial Relations
09	Occupational Health & Safety
09	Website
10	Clubs 4 Kids
11	Golf Day 2001
11	Achievement Awards 2001
13	Presidents Night 2002
14	Bowls Day 2002
15	Golf Day 2002
16	AGM 2001

President's Report

A wine industry executive once told me that if I was ever stuck for a comment about a particular drop at a tasting to simply say that it's 'complex and interesting'. After a year as President of Clubs Victoria that's how I find the organisation.

The issues are indeed complex – the range varies from training, responsible serving of alcohol, gaming, food safety, tax, the law, smoking, HR, IR and the list goes on.

We are very fortunate to have Executive Director Margaret Kearney heading up a small but efficient, competent and dedicated administration to deal with these issues on a day to day basis and to have a council in place capable of setting and reviewing policy on behalf of member clubs.

It is a never ending process – one issue is put to bed and another two appear on the scene – but our aim is always to achieve the best result possible for clubs.

Clubs Victoria is certainly a complex and interesting place and I am delighted to be involved.

Club life is enormously important to the community – it provides facilities that would not otherwise be available to some three million Victorians and their guests. Clubs also provide a safe, community based social headquarters, a sporting and cultural infrastructure and a welcoming environment for Victorians of all ages, religions, ethnic backgrounds and socio-economic demographics.

We at Clubs Victoria enthusiastically take on the responsibility of reminding politicians, their advisors, the media and decision makers of the very real importance of having a strong, active and viable network of clubs throughout the state and the need to consider the impact on clubs when confronted by single issue groups.

Clubs are, in general, run by voluntary boards (by the community - for the community), and sadly this great contribution by so many is so often either underrated or ignored. On behalf of Clubs Victoria I want to thank every one who has made a contribution to his/her club.

During the last 12 months we have developed our HR & IR divisions and have plans in place for further development to ensure that we offer clubs the best possible senior management recruitment and industrial relations resource.

The finances are in good shape and we are fortunate to have a long list of sponsors – they are recognised in this report – my special thanks to CUB and Tattersall's for their contributions as primary sponsors and to those companies who have assisted with specific events and projects during the year.

Finally, I want to thank Margaret Kearney, Vice Presidents John Ryan and Ged White, Council members and the staff for their advise and assistance over what has been a most complex, interesting, but most enjoyable 12 months.



Executive Director's Report

It seems to be a common theme with this report that I start with a statement of how hectic the past year has been, and this is no exception. Our small team has beavered away furiously on the diverse issues and events that Clubs Victoria handled throughout the year. In most cases we have had very satisfactory outcomes. At least we have enjoyed ourselves during the processes, and we trust that Victorian clubs are better off for all our efforts.

Some of the outstanding matters dealt with by the Association are detailed below and elsewhere in this report.

The New Office

At the close of last year Clubs Victoria moved to our present address in Carlton. We had a "right royal" visitor to officiate at the Cocktail Party held to open the new offices, Prince Charles (aka Simon Hill) managed to embarrass most of the guests, and the Minister for Tourism, Gaming and Special Events very capably cut the ceremonial ribbon.

The move has been very successful. We have developed a very accommodating relationship with our downstairs sub-tenants, Variety, and the landlord's representative, Vince Juliano, who is also the treasurer for the Abruzzo Club, has been seduced onto the Clubs Victoria Council.

With the ever increasing demand on our services, and the decision to restructure the Industrial Relations service, the Association had to increase the number of staff. This required some renovations to the office space and plans were ready to be implemented by the close of the year.

Smoking Issues

The year opened with the introduction of the Smoke-Free Dining regime. Clubs Victoria had worked hard with the government and departmental officers to ensure that clubs were able to accommodate all their members and guests, smoking and non-smoking.

The resultant legislation provided the maximum option for clubs, and the Association did a lot of work to ensure that all clubs understood their rights and responsibilities under the Smoke-Free Dining laws. From all reports, the Smoke-Free Dining regime was introduced with only minimal disruption in club-land, and very little angst from members and guests.

At the same time clubs were forced to deal with the aftermath of the Katoomba Case where a barmaid successfully claimed compensation from a club for contracting cancer while at work as a result of passive smoking. This led to all hospitality venues being forced to consider management of the occupational health and safety issues surrounding passive smoking. Clubs Victoria developed and disseminated an Environmental Tobacco Smoke Policy which was incorporated into the occupational health and safety manual, and which provided guidelines on the management of this workplace safety matter.

In November and December Susan Davies, the independent Member for Gippsland West, started agitating for no smoking in gaming rooms. She saw this proposal as an anti-gambling measure which would



reduce the harm caused by gambling. (a very curious proposition – reduce gambling harm by encouraging players to stop playing in order to have a smoke!!). This activity culminated in a Private Members Bill being presented in parliament by which the member proposed a whole suite of anti-gambling measures.

The government responded to the Private Members Bill with its own Smoke-Free Gaming legislation which it presented as an anti-smoking health issue. Again, Clubs Victoria consulted widely with clubs and worked closely with the government in an effort to ensure that the widest possible options were made available for all members to comfortably accommodate all clientele.

In January of 2002, the government announced its intention to legislate, just in time to ruin the Christmas break, and for the next few months there was much activity to ensure a uniform and fair application of the new laws.

The final shape of the legislation was apparent in May 2002, and in essence the law would ban smoking in gaming rooms and in areas where bingo is played. As well, the legislation requires licensed outlets with two or more rooms in operation to make one room available for non-smokers. The final draft led to much confusion as the definitions in the Tobacco Act were different to the definitions in the Gaming Machine Control Act, and the concepts of "rooms" and "operation" were not clearly defined.

At the close of the year, the Association was preparing to deliver a series of sessions to explain the effect of the new legislation. I had been invited by the government to officiate at the launch of the new laws, and the Association will keep a watching brief on the effect the laws have on gaming revenue for the clubs.

Food Safety

The Clubs Victoria Food Safety Program Template was developed through the year in accordance with the hard-fought changed Food Safety Provisions. The Template was developed in conjunction with the AHA, and was ready for registration at the year's end.

A road-show across the state was planned to introduce the Template to clubs, and explain how it works. The Template has been very well received. The diary format for record keeping has proved very popular and on the whole, it is anticipated that clubs should find it relatively simple to follow the directions and thus comply with the statutory requirements.

The template was delivered to all members of the Association free of charge in the first half of the next year.

William Angliss worked with the Association in the development of the Template, and also to put together a series of training packages for workers which are in line with National Competencies, and also ensure that workers are familiar with the Clubs Victoria Template.

Public Liability

The public liability crisis, which had been on the horizon for some time, eventually took its toll on clubs. Many clubs experienced massive increases in premiums.

The Association had been aware of this looming trouble. Together with AON Risk Management Services, Clubs Victoria made sure that insurance would be available to member clubs, although we were unable to avoid the premium hike.

At the same time we worked with AON to investigate the feasibility of establishing a self-insurance pool for clubs. After much effort and time, it was decided that at this stage it was impractical, and financially impossible, for the Association to go down the path of self-insurance.

ClubsNSW, which has access to millions of dollars funding through Club Keno, have embarked on a pilot self-insurance scheme for NSW clubs. Clubs Victoria will keep a watching brief on the development of this fund, and if and when it is appropriate, we will apply to extend the coverage of the NSW scheme to Victorian clubs.

Occupational Health and Safety

Clubs Victoria successfully tendered for the second round of funding for the Small Business Safety Tool, and conducted a second round of OH&S audits.

Again the program was an outstanding success, see the report later in this publication.

As well there was a significant restructuring of the WorkCover Agencies, and GIO, major provider of WorkCover insurance for clubs, did not have its licence renewed.

The Industrial Manslaughter Bill, which had been on the government's agenda for some time was defeated in the upper house in May. Clubs Victoria joined with other employer associations to lobby for the defeat of the Bill.

Privacy Laws

The new Federal Privacy Laws became effective for clubs with annual turnover of more than \$3 million on 21 December 2001. Clubs with lesser turnover will be required to comply with the legislation on 21 December 2002 if the clubs "deal" in personal information.

The legislation is ambiguous as to how smaller clubs will avoid coming within the purview of the legislation, and what use clubs can make of personal information which they collect as a matter of course. At year's end the Association and the national clubs body were attempting to get a ruling from the Privacy Commissioner to clarify the outstanding matters.

Gaming

Gaming continues to be a "hot potato".

The new regulations around last year's tranche of legislative activity were mapped out in the first half of the year. The most relevant being the lighting and advertising regulations. The Association had input into the drafting of the regulatory provisions, and also in informing the clubs about their implementation.

The government introduced yet another round of significant legislative changes through the 2001/2002 year, a move designed to check-mate Susan Davies' Private Members Bill.

The new statutory provisions were wide ranging, and on the whole not unexpected. The Association worked hard with the other industry players and the government in an

attempt to achieve fair and effective harm minimisation measures.

Despite all the available evidence showing that the measures would at best be ineffective and at worst counter-productive as harm minimisation measures, the government proceeded to introduce the Bill into parliament in May. The effect of the Bill was as follows:

- Banning \$100 note acceptors on machines
- Banning autoplay facilities
- Restricting spin rates to 2.14 seconds
- Providing for the Minister to set bet limits which will be set at \$10
- Restricting withdrawals from ATMs and EFTPOS to \$200 per transaction
- Prohibiting the provision of cash withdrawals from credit accounts at ATMs and EFTPOS at gaming venues
- Requiring winnings or accumulated credits in excess of \$2,000 to be paid by cheque
- Prohibiting venues cashing cheques which are issued by the venue
- Regulating player loyalty schemes
- Increasing Regulation powers in respect of advertising
- Introducing Community Benefit Statements and Required Community Benefit Contribution from clubs

The last requirement had the potential to seriously affect the viability of many community clubs. In response to the concerns raised by the Association, the government acted to ensure that all community clubs would meet this requirement in their normal operation without requiring any extra expenditure.

The negotiations in respect of the contracts between the venues and the operators and the reinstated section 68 provisions continued through the year. At year's end we had an approved TABCORP contract, but the Tattersall's contract was still not in a form which the VCGA could approve.

The Association was also heavily involved in the drafting of the AGC Code of Practice and also the up-dating of the RSG course at William Angliss. There were very sensitive issues to be worked through with the AGC and the operators regarding the identification of potential problem gamblers at the venues. At the end of the day a satisfactory result was achieved.

The industry Self Exclusion Program came under the spot light through the year, with some unearned criticism being directed at it from people who had no understanding of how it worked, or the philosophy on which it had been designed. The Gambling Research Panel was preparing a commission to study the operation of the program at the end of the year.

The NCP Review into gaming legislation concluded this year. Clubs Victoria made submissions to the review. The review resulted in no change to the status quo.

Mutuality

The Treasurer signalled that the government was considering acting on the recommendations of The Ralph Report into Business Taxation in Australia. That Report had recommended that the principle of mutuality be codified. The prospects were unclear, and Clubs Victoria had some misgivings about the move. The national clubs body (CANZ), which had the conduct of this matter, was ambivalent, and probably favoured the codification. In the end the government abandoned the proposal.

Keg Lifter

The Association successfully applied for funding to develop and distribute a mechanical beer-keg lifter for use in cellars and confined spaces.

The Keg Lifter Project will be a major focus for the Association in the coming year.

Liquor Issues

The Association participated in a survey of the effectiveness of the Responsible Service of Alcohol course.

As well, there were developments in the duty of care of servers of liquor, with the Supreme Court in NSW overturning a trial court's finding that a club was liable for damages caused to a drunk patron. The Supreme Court's decision may be appealed to the High Court. The Association will be watching developments closely, especially as there is one Supreme Court action on foot in Victoria which is directly related to this case. The Victorian case involves the question of responsible service, and whether it is irresponsible for a club to provide bottles on the table for self service during a function. An adverse finding in the Victorian case could change the future of hospitality in the state.

The Victorian case will go to trial late in the first half of the coming year.

As well as our Normal Work

The foregoing is a sample of the most significant issues the Association has handled over the past year. As well we have provided mediation for clubs in dispute, advice on the interpretation, and drafting, of constitutions, assisted with financial restructuring and staff reorganisation, provided legal advice on all manner of issues, prepared contracts for contract caterers, golf professionals, contract greenkeepers, negotiated leases with councils, intervened with SRO regarding land tax, and handled the usual unlimited number of queries and requests.

We certainly don't get bored. Our small team was expanded by one through the year and at the end of the year we were poised to take on two more staff members. New staff members at Clubs Victoria are chosen on their ability to fit in with our hard working team, and most importantly on their ability to have fun while they work hard.

Once again, I thank the Council for their support and assistance, and in particular to our new President Leon Wiegard who has certainly met the "have fun" criterion of being associated with Clubs Victoria (he also works hard on behalf of the clubs). Leon has proved to be a motivational and inspiring influence, as well as a public relations asset to the organisation. We trust that all our efforts make life in clubland much easier and successful.

Treasurer's Report

Clubs Victoria had another solid year financially. In accordance with our long term strategy adopted in 1999, the Association has up until now concentrated on establishing a solid financial base for our operations. Organisations such as ours need to ensure that they provide for future contingencies.

Having said that, the Association exists for its present members, and must provide a service that is able to meet the requirements of its members. Hence, while we are still on track with our over-all financial plans, in the past year we "loosened the purse strings" somewhat to lift the image of the Association, and expand the services to its members.

The move to Carlton and the addition of a couple of new staff members have been essential initiatives in order to achieve the Association's goals. These initiatives ate into our surplus somewhat, with unavoidable add-ons such as a new telephone system, website development, upgrade of presentations and increased travel costs for occupational health and safety initiatives (much of which was included in salaries). As well, this year we have accrued the gaming levy over this year and next year. This has not been done in previous years, but is the most appropriate way to account for income received in January. The benefit of this accrual will be evident in next year's accounts.

Membership is still increasing, both corporate and general, and the indications are that trend is continuing. Hence, it is important that the Association ensures it is able to service the increased membership. Fortunately, the Association has been able to secure government funding for some of its special projects, and this has allowed us to provide increased services free of charge to members.

Service to the clubs is the reason that Clubs Victoria exists. In order to continue to provide what members need the Association needs a solid membership base. I encourage all clubs to support Clubs Victoria in its efforts to support them.

David Hassett
Treasurer

Financial reports have been distributed to members

Council Meetings Report

For the months from 1 July 2001 to 30 June 2002 there were 10 meetings

Council Member	Position	Zone	Remarks	Attended
L. Wiegard	President	Metropolitan	Appointed 12 November 2001	6
	Councillor Member	Metropolitan	Appointed 19 October 2001	
S. White	President	Metropolitan	Retired 12 November 2001	4
G. White	Vice President Metropolitan	Metropolitan	Appointed 12 November 2001	5
	Councillor	Metropolitan		4
Y. Green	Vice President Metropolitan	Metropolitan	Retired 12 November 2001	4
	Councillor	Metropolitan		6
J. Ryan	Vice President Country	Country Area 3		9
D. Hassett	Treasurer	Metropolitan		10
D. Baldi	Council Member	Metropolitan		8
B. Bell	Council Member	Country Area 1		7
J. Dellar	Council Member	Country Area 5		9
I. Carlile	Council Member	Metropolitan	Appointed 12 October 2001	6
A. Imbardelli	Council Member	CBD		6
J. Jackson	Council Member	Metropolitan		9
V. Juliano	Council Member	Metropolitan	Appointed 9 April 2002	2
D. MacFie	Council Member	Country Area 2	Retired 28 September 2001	1
R. Morris	Council Member	Country Area 4		6
B. Oates	Council Member	Metropolitan		7
G. Walker	Council Member	Metropolitan	Resigned 10 October 2001	2
P. Walker	Council Member	Country Area 6	Resigned 19 February 2002	2
N. Whitley	Council Member	Country Area 6	Appointed 14 May 2002	1
M. Kearney	Executive Director			10

Clubs Australia & New Zealand Year In Review— 2001/2002

2001/2002 was another challenging year on the national front as Clubs Australia & New Zealand (CANZ) acted to protect the interests of clubs on a broadening range of issues emanating from Canberra.

CANZ's achievements for the year included:

- retaining existing income tax arrangements especially mutuality and sporting club exemptions
- minimizing the impact of GST upon clubs
- enhancing the understanding of the club movement among members of Federal Parliament and the bureaucracy
- ensuring that Commonwealth Government gambling, alcohol and economic policies were sensitive to the needs of clubs
- promoting knowledge sharing and between Australian jurisdictions

Perhaps the most important event of the year was the Federal election in November 2001. During the campaign CANZ canvassed selected candidates - from all parties and all states and territories - with the aim of raising awareness of the issues clubs face and the vital role they play in

supporting Australian communities. The level of goodwill for clubs portrayed by these candidates was encouraging, if perhaps unexpected.

Significantly, as part of this lobbying effort, CANZ obtained written guarantees from both major parties that current income tax arrangements (especially mutuality and sporting club exemptions) would not be altered. This provides comfort that the persistent attacks of the hotel industry on clubs' tax status will not bear fruit - at least for the term of the current Coalition Government.

Other significant issues requiring attention during the year were the introduction of privacy legislation to the private sector, the public liability insurance crisis and the development of national training competency standards for RSA and RSG.

These national issues will remain on the club landscape for some time to come, and new ones will undoubtedly join them. As they do CANZ will continue to work with Clubs Victoria to ensure that the club trading environment, and club community contributions, are protected and enhanced.

Anthony Ball
Manager, National Affairs

Corporate Members 2001-2002

Clubs Victoria is very grateful to all Corporate Members for their support over the past year. This year showed an increase in corporate membership enquiries and new members. The corporate member base is now more diverse than ever, covering all facets of club activity. With increased opportunities scheduled for corporate members to make presentations, advertise and liaise with member clubs over the coming year, we envisage an even stronger corporate member base next year.

The recent introduction of the Clubs Victoria website now offers member clubs a vehicle to access this diverse listing of corporate members.

Supporting our corporate members means Clubs Victoria can continue to support member clubs around Victoria with the services and information that they require.

Company	Level
Carlton & United Breweries Pty Ltd	Primary
Tattersall's Gaming Pty Ltd	Platinum
Accountancy One Smith Read	Gold
Andale Beverage Systems	Gold
AON Risk Services Australia Ltd	Gold
HOST-PLUS Superannuation	Gold
Melba Coffee & Tea Co.	Gold
Mitchell, McKenzie & Co.	Gold
On Premise Liquor Group	Gold
PAGO Group Pty Ltd (The)	Gold
Paynter Dixon Constructions (Aust) Pty Ltd	Gold
William Angliss Institute of Tafe	Gold
BOC Gases Australia Ltd	Silver
CitiPower Pty	Silver
Coca-Cola Amatl (Victoria)	Silver
Hospitality Information Systems	Silver
Hunter Industrials	Silver
McWilliam's Wines	Silver
Signature Marketing Pty Ltd	Silver
Sport 927	Silver
United Refrigeration Pty Ltd	Silver
Winning Edge Presentations	Silver
Air & Water Purification Australia	Bronze
AE Smith Service	Bronze
Aussie Trolleys	Bronze
Australian Performing Right Association	Bronze
Australian Wine & Food Pty Ltd	Bronze
B & N Changeable Signs	Bronze
Bardwell Safety Matting	Bronze
Charter Resources Security Solutions	Bronze

Company	Level
Chefs on the Run Australia Pty Ltd	Bronze
Clear Security	Bronze
Compact Business Systems	Bronze
Crown Coffee International Pty Ltd	Bronze
Curtin Foodservice Equipment	Bronze
Eye-Catching Advertising	Bronze
Foodek Australia	Bronze
Gamfield Consulting Pty Ltd	Bronze
Hospitality Melbourne	Bronze
Ink on Paper	Bronze
Lemming Printing	Bronze
Lombard The Paper People	Bronze
Meat & Livestock Australia	Bronze
Moffat Pty Ltd	Bronze
New Creation Print	Bronze
Oasis Griffiths Co. Pty Ltd	Bronze
Orlando Wyndham	Bronze
Pearson Education Australia	Bronze
Premier Beer Systems	Bronze
Retail Marketing Services	Bronze
Rodex Australia Pty Ltd	Bronze
Sebel Furniture	Bronze
SICO South Pacific	Bronze
Wage Easy Payroll	Bronze
Win' n Grin Promotions	Bronze

Clubs Victoria Primary Corporate Member - CUB



As Primary Corporate Member of Clubs Victoria, Carlton & United Breweries take this opportunity to acknowledge the tremendous support provided to our organisation by Leon Wiegard, Margaret Kearney, Sue Thomas-Mitchell, the executive team, the office staff and all members of the Association.

Working together, CUB and Clubs Victoria are continually trying to discover and

develop initiatives that will keep club venues at the forefront of the hospitality industry.

CUB prides itself on focusing our sights on issues and concepts that will maintain or lift industry standards, whilst not creating any substantial burden on club management and staff. Throughout Victoria, we believe our sales team visits more clubs every month than any other liquor supplier and we continually strive to improve our own standards.

We encourage our sales staff to pro-actively work with club presidents, managers and staff to create marketing plans that will improve the club's revenue and margins.

Some evidence of this in 2002 has been a clear focus back on draught beer. Some of the obvious features you may have noticed were the building of the Draught Beer Academy's mobile classroom and the creation of the new Carlton Draught TV campaign, featuring comedian Jimcoin enjoying Carlton Draught from the 'Perfect Pot'.

CUB understands the market place is more than ever a 'moving feast' and hence we demonstrated that we are not standing still, by launching Capri Cocktails - Australia's first 'cocktail in a bottle'. Adding new products to our existing portfolio keeps us tuned to 'Building Great Australian Brands'.

We have identified that our on-going focus also needs to revolve around assisting clubs to create the best atmosphere and ambience that will encourage regular enjoyment for members, which will in turn convert into a sustainable, thriving club industry. Importantly, we acknowledge that high standards of industry knowledge and service need to be developed through sustained training (of CUB staff and venue staff) in order to achieve this focus.

CUB looks forward to working with all members of Clubs Victoria, to continually develop appropriate strategies that will address new challenges that clubs will face in the coming years.

Recruitment

The CV Management Recruitment Service is now firmly established as an integral part of the human resource services offered to Clubs Victoria members. Under the control of Sue Thomas-Mitchell this fee-for-service program has been welcomed by committees and managers alike and the service is currently being utilised by a range of metropolitan and regional clubs.

Running clubs and employing staff is now a very complex matter. Increased legal liabilities, unfair dismissal, anti-discrimination laws, stress related WorkCover claims, duty of care liabilities and requirements under the new privacy legislation make it imperative that the selection process be professional and systematic. The wrong person in the wrong job can be very expensive and have wide-ranging ramifications.

With Sue's experience and extensive knowledge of club operations and personnel, clubs and applicants feel confident that all aspects of the recruitment process is handled in a discreet and professional manner.

Clubs Victoria holds an extensive confidential database of professional, qualified staff covering all areas and all levels of club business and includes:

- General Managers/CEO
- Secretary Managers
- Duty Managers/Supervisors
- Gaming/Marketing Managers
- Chefs (all levels)
- Bistro Managers
- Food & Beverage Managers
- Financial Managers
- Administration staff

All vacant positions are placed on the Clubs Victoria website www.clubsvic.org with a direct email link to Sue to enable all potential applicants to register on a confidential basis. This has been extremely successful with applicants registering their details from interstate and overseas as well as regional and metropolitan Victoria.

Recruitment covers award staff and salaried positions and this fee-for-service program is priced to fit the club budget.

Committees often need assistance to establish the appropriate staff structure for their business and this in turn will reflect on the skills and level of experience required for a particular management position. Sue is available to meet with committee members or senior management either at the offices of Clubs Victoria or the club to discuss these matters prior to the commencement of the recruitment process.

Assistance to prepare an appropriate position description to define what qualities the person requires to successfully complete the job, and an appropriate written letter of offer detailing the terms and conditions of the position is included to assist you.

Human resource management is a critical area for clubs and to avoid unnecessary industrial relations problems in the future, clubs are encouraged to utilise the CV Management Recruitment Service for part of or all of the recruit process to ensure the right person for the job.

Industrial Relations



Industrial Relations Advice Service Comes Home

The end of this year sees Clubs Victoria providing Industrial Relations advice in-house. At the time of going to print, the in-house advice service has been running for a couple of months and all reports are positive.

Reasonable Hours Test Case

On 23 July 2002 the AIRC ruled on the reasonable hours of work claim by the Australian Council of Trade Unions. The AIRC established a new test case standard which allows the employer to require an employee to work reasonable overtime but permits the employee to refuse to work overtime where this would result in the employee working unreasonable hours.

The AIRC has set out several factors which are to be considered when assessing if the overtime hours are unreasonable. The provision applies only to employees covered by federal awards and only those awards which specify ordinary time and provide for overtime.

Simplification – Sportsground Maintenance and Venue Presentation Award

The Sportsground Maintenance and Venue Presentation (Victoria) Award was simplified, effective 21 December 2001. At the same time as the simplification decision, SDP Cartwright of the AIRC dealt with an application by the AWU to vary the award to include gardeners. Also, the complicated formula for calculating casual loading was replaced with a flat casual loading of 25%.

The Simplification of the Secretary Managers Award

At year's end, negotiations between Clubs Victoria/Clubs QLD and CMAA had reached a point where application to have the simplification heard by the Industrial Relations Commission was expected to occur early in the next financial year.

Safety Net Adjustment

On 9 May 2002 a Full Bench of the Australian Industrial Relations Commission handed down safety net wage rises for award employees. The federal minimum wage was increased by \$18 per week to \$431.40 per week.

The safety net adjustments took effect on or after:

- Licensed Clubs Award 9 June 2002
- Managers Secretaries Award Awaiting application by CMAA
- Sportsground Maintenance Award 17 June 2002

The Unions made a separate application in respect of all Victorian Industry Sectors. This application was for a higher increase of \$25 to apply to employees who are employed under an Industry Sector. For clubs this affected those administration workers who are employed under the Hospitality Industry Sector.

The application was rejected by the Commission, and Industry Sector employees were granted the same as federal award employees, ie \$18 per week.

Casuals Parental Leave


The Australian Industrial Relations Commission handed down a test case ruling regarding casual employees entitlement to parental leave. The effect of the ruling was to extend the entitlement to parental leave to casual employees of greater than 12 months employment. This entitlement was included in the Licensed Clubs Award on 29 October 2001. This ruling will be included in other awards upon application.

Calls to Industrial Relations Call Centre

Throughout the year the call centre provided members with advice on issues ranging from simple interpretation of award matters through to direct negotiations with unions and dispute management.

Neil Marshall made a brief return to Clubs Victoria to assist in the changeover from VECCI to Clubs Victoria providing the IR service.

Occupational Health & Safety



Clubs Victoria was delighted to be accepted to participate in the Victorian WorkCover Authority's Small Business Safety Project for the second year. The program was delivered to 60 member clubs across Victoria. Project Managers for the 2001/2002 program were Sue Thomas-Mitchell, General Manager, Cameron O'Hara, Corporate Services & Development Manager and John Ryan, Clubs Victoria Council Member and previously General Manager Shepparton Club.

The Program was divided into three parts:

- Participating clubs were required to attend an initial information session. These sessions were conducted at five different locations around the state, namely Metropolitan, Bendigo, Geelong, Ballarat and Morwell.
- The Program Managers' visited each participating club, and conducted a Base Assessment using the Base Assessment Tool.
- At least two months after the first visit by the Program Manager, each participating club was visited for a second time and was assessed using the Final Assessment Tool.

On completion of the visits all assessment reports were forwarded to WorkSafe and level of compliance within each core category for each club was documented. The WorkSafe Project Manager then visited 20% of the participating clubs and reported a successful outcome to the Program with all clubs undertaking the agreed action in respect of risk management and conforming with each of the seven core requirements.

The Project has been tremendously successful for Clubs Victoria and for the clubs participating this year

All clubs embraced the Program with enthusiasm, and have accomplished major improvements in their occupational health and safety operations. The Clubs Victoria strategy of prescription and simplicity has proven itself a winner once again.

It had been identified previously that clubs are a relatively "low risk" area for workplace injuries, and consequently that awareness of health and safety matters and compliance with statutory requirements are traditionally "low".

However, clubs neglect occupational health and safety issues at their peril.

Increased focus by the government and the WorkCover Authority means greater scrutiny on all workplaces, including clubs. The introduction of increased fines and penalties for breaches of the Occupational Health & Safety Act and the increased number of WorkSafe Field Officers to enforce standards mean that no one can be complacent.

The media campaign, which has included television, newspaper, and billboards, together with improved publications available to industry generally, has resulted in the public being more informed.

Consequently, demand from clubs to participate on the Project greatly outstripped supply. There will not be another round of funding for this Project. Clubs Victoria will explore other avenues of funding to provide for more clubs to participate. In the meantime the Association will provide audits and reports on a fee-for-service basis. The cost to clubs will be \$300 plus travel expenses, and will be available next year. As well, member clubs can access the Club Business Safety Tool and club specific checklists on the Clubs Victoria website www.clubsvic.org



CV Website

The Clubs Victoria website was launched in February 2001. During this year we undertook a major revamp of the site which has proven very successful. There has been a major increase in web visits, now reaching 2,000 hits per month.

In revamping the website, Clubs Victoria set out to ensure that the site was user friendly, continually updated, visually attractive and able to become an indispensable resource for clubs and conduct between the Association and its members. The Clubs Victoria website holds much of the information clubs need to conform to legislative requirements regarding food safety, OH&S, industrial relations, smoking, liquor, gaming, taxation & privacy and all the other issues that Clubs Victoria handles on behalf of clubs.

Additionally the website now hosts a complete list of the Clubs Victoria member circulars, William Angliss Compliance training calendar, Clubs Victoria events calendar, corporate member listing, club locator map, CV Management Recruitment information.

We are very proud of our website. It looks great, and actually works. Have a look for yourself at www.clubsvic.org (note: no "au")

Clubs 4 Kids

The tough economic business environment for clubs has made an impact on the Clubs 4 Kids Program in 2002.

Competition for the Sponsorship Dollar was very intense. Despite the difficulties many clubs faced, the program was well supported.

Full sponsors for 2002 were:

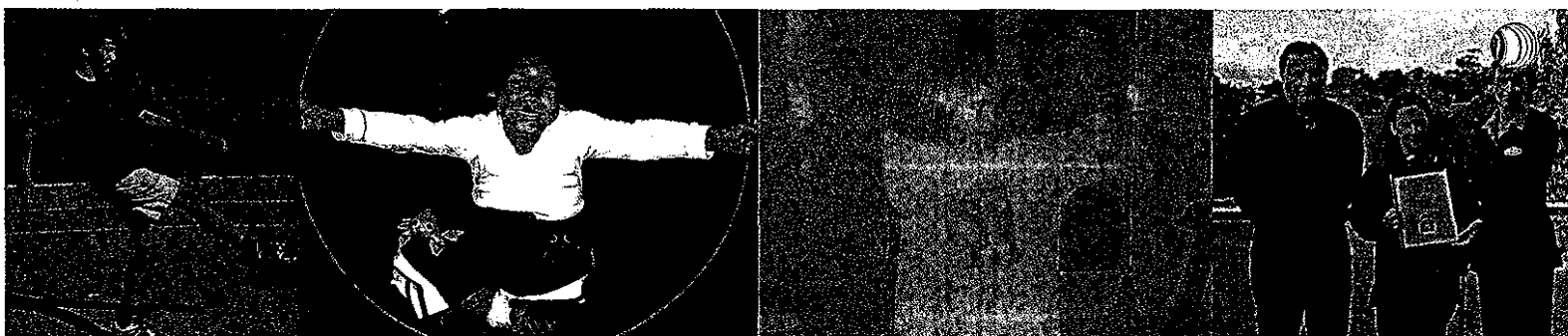
Craighburn Sporting Club
Club Kilsyth
Essendon Football and Community Sporting Club
Melton Country Club
Moonee Valley Tabaret
The Hastings Club
The Manningham Club
The RACV Club
Yarra Valley Country Club

Annual sponsors gathered in August in the River Room at Crown where Robert Flower, Demons Legend and SportsCo Director relayed some of his life experiences. Robert is a true believer that with effort and tremendous dedication you can overcome adversity. The children in the Clubs 4 Kids Program certainly benefit from this belief which is the trademark of all those involved.

There are many families whose lives are affected through illness, and our highest admiration and thanks goes to all those who provide their support and dedicate the time necessary to facilitate the children's involvement in the Clubs 4 Kids Program.

Clubs Victoria expresses our thanks to all clubs and their members for their generous support again in the Clubs 4 Kids Program. Through your commitment children less fortunate are given an opportunity which would otherwise be unavailable to them.

Yve Green
Chairman Clubs 4 Kids



Karingal Bowls Club, Phillip Island RSL, Racers, Rye RSL, Springvale RSL, The Dandenong Club, The Dandenong members Club all raised money through the support of their members with their coffee machines.

Tattersall's supported five children with a donation of \$20,000.00.

Funds through Clubs Victoria amounted to \$14,027.99 and came through the fantastic support of the clubs on Presidents Night through the auction and raffles and in addition through the Annual Golf Day.

In association with Sportspick \$6,666.00 was raised with the Annual Tipping Competition with The Herald Sun, Sunday Herald Sun and 3AW.

20 Children ranging from 4 - 18 were given the opportunity to benefit through health and fitness skills, self-confidence and peer group interaction.

Sadly Ben Howe lost a ten year battle with a brain tumor and we extend our condolences to Anna and Brian and their family. Ben was given a wonderful wish this year in being able to go to America and experience dinner with Linda Evangelista the super model. Ben was the first child on the program in 1997.

Clubs 4 Kids is a program which provides children with illness, injuries and disabilities ranging from mild, moderate to life threatening with the opportunity to improve skills which will help them thorough life and have some fun through positive experiences.



Annual Golf Day 2001

Clubs Victoria Annual Charity Golf Day was held at Medway Golf Club on Friday 12 October 2001. Members and guests assembled for a sausage sizzle, a little apprehensive about the rain clouds that loomed overhead. The rain held off until it was time to tee-off! But Mother Nature did not spoil the fun for those who attended, in particular for the following winners:

Men's A grade winner:
J Montgomery, Ballarat Basketball Association

Men's B grade winner:
John Ashley, On Premise Liquor Group

Men's C grade winner:
Rob Nowak, Paynter Dixon Constructions

Calloway winner:
Richard Clark, O'Donoghue & Clark

Ladies' winner:
Annette Clauson, Mulgrave Country Club

Winning team:
Dale Beachley and Stephen Howard, CUB

It rained constantly until it was time to return to the clubhouse, where Clubs Victoria members and guests enjoyed CUB, McWilliam's Wines and Coca-Cola refreshments, and Medway Golf Club served a delicious evening meal.

Almost \$1,000.00 was raised by way of a raffle, conducted to raise money for Clubs 4 Kids. Clubs Victoria wishes to thank our generous corporate members who donated prizes to be raffled.

We would also like to extend a special thank you to our Golf Day sponsors, Central City Consultants, TABCORP, Tattersall's, VECCI, VFJ Services and Victorian Frozen Foods who also donated prizes, contributing to an exceptional total of 86 raffle items. It was fantastic to see Clubs Victoria corporate members and Golf Day sponsors demonstrating their support for the Clubs 4 Kids charity, and marvellous to see almost every attendee go home with a prize!

We're Hot...

Clubs Victoria Achievement Awards 2001

The 2001 Clubs Victoria Achievement Awards was a blazing success. Clubs Victoria members and supporters attended the gala awards presentation and dinner at the Crown Palladium on Friday 31 August. It was a night of outstanding entertainment, food, beverage and celebration.

This year's event had special significance as it was the Year of the Volunteer. The strength of the Victorian club movement is built on the contribution of the army of volunteers who work on our clubs' committees and workgroups to provide the sporting and social infrastructure for Victoria.

Fire throwers set the fireball rolling with a spectacular fire show, in keeping with the theme that the club movement is red-hot right now.

Compere and comedian Graeme Bowman entertained guests with a documentary-like presentation on the club movement, a la David Attenborough. Later in the evening, internationally acclaimed entertainer Raymond Crowe embarrassed human marionettes and wowed the audience with a hand shadow routine performed to Louis Armstrong's What a Wonderful World.

The Hon. Justin Madden, Minister for Sport and Recreation and Minister for Youth Affairs assisted David Clancey of Carlton & United Breweries and Bob Drew of the Club Managers' Association present the evening's major awards.

Geelong Combined Leagues Club (Buckley's) performed impressively in nearly every category, taking home five awards including Community Service, Best Football Club, Tabaret - Best Gaming Venue, Best Club Victorian Country, and the CUB Club of the Year award. A valued contributor to the Geelong community, Buckley's supports 31 local clubs and conducts a wide range of charity activities. The club was a worthy winner.

Daryl Absalom from Melton Country Club won the prestigious Best Club Manager award, and showed his excitement by performing a celebratory dance when going up to accept it.

Club Kilsyth's Paula Harmshaw received the award for Best Club Employee, and Barbara Bullen of Mooropna Golf Club was awarded Committee Person of the Year.

Other notable winners were Essendon Football & Community Sporting Club which took out the awards for Best Training Program, Tattersall's - Best Gaming Venue and Best Club Melbourne Metropolitan, and the RACV Club which won Best Business Club and Best Club Food Venue.

After the formalities were over, guests partied on to the sounds of The Brian Fitzgerald Band before moving on to the Crown Oak Room. Winners celebrated well into the early hours of the next morning (and in Buckley's case, into the following afternoon!).



Clubs Victoria wishes to thank our primary corporate member, Carlton & United Breweries, and also McWilliam's Wines for supplying wine for the evening. We also wish to thank the following Achievement Award corporate members:

Accountancy One Smith Read
 Andale Beverage Systems
 AON Risk Services
 APRA
 BOC Gases
 British American Tobacco
 Citipower
 Club Managers' Association
 CocaCola Amatil
 Hospitality Magazine
 HOST-PLUS Superannuation
 Hot Group
 Mitchell McKenzie & Co
 On Premise Liquor Group
 Paynter Dixon Constructions
 TABCORP
 Tattersall's
 VECCI
 William Angliss Institute of TAFE

Clubs Victoria is very grateful to our wonderful judges who donated their time and effort:

Anthony Ball, Clubs Australia & New Zealand
 Ruth Butler-White, Butler-White Hospitality Services
 Chris Coates, William Angliss Institute of TAFE
 John Gallagher, Northern Melbourne Institute of TAFE
 Don Hodge, Andale Beverage Systems
 Nick Hunt, Country Victoria Tourism Council
 Jim Irwin, Box Hill Institute
 Alwyn Petherbridge
 John Sweetman, VECCI
 Darryl Washington, Central City Consultants

Clubs Victoria takes this opportunity to congratulate all award winners.

And the winner is...

Community Service Award
 Geelong Combined Leagues Club

Best Presented Beer
 St Albans Sports Club

Best Club Entertainment Venue
 Dandenong Workers Social Club

Best Training Program
 Essendon Football & Community Sporting Club

Best Business Club
 RACV Club

Best Bowls Club Venue
 Ocean Grove Bowling Club

Best Golf Club Venue
 Amstel Golf Club

Best Racing Club Venue
 Sandown Greyhounds Tabaret

Best Football Club Venue
 Geelong Combined Leagues Club

Best RSL Club
 Clayton RSL Sub-Branch

Best Social Club Venue
 Yarraville Club

Best Club Redevelopment
 Shepparton Club

Best Club Food Venue
 RACV Club

Tattersall's – Best Gaming Venue
 Essendon Football & Community Sporting Club

Tabaret – Best Gaming Venue
 Geelong Combined Leagues Club

Best Club Employee of the Year
 Ms Paula Harmshaw, Club Kilsyth

Committee Person of the Year
 Ms Barbara Bullen, Mooroopna Golf Club

Best Club – Victorian Country
 Geelong Combined Leagues Club

Best Club – Melbourne Metro
 Essendon Football & Community Sporting Club

Best Club Manager
 Daryl Absalom, Melton Country Club

Club of the Year
 Geelong Combined Leagues Club

RACV City Club and Geelong Combined Leagues Club enter the Hall of Fame after winning awards for the third year running. RACV City Club has won the award for Best Club Food Venue and Best Business Club for three consecutive years and Geelong Combined Leagues Club has won the Best Football Club Venue award for three consecutive years. Clubs which enter the Hall of Fame in a particular category are excluded from nominating in that category for the next three years.



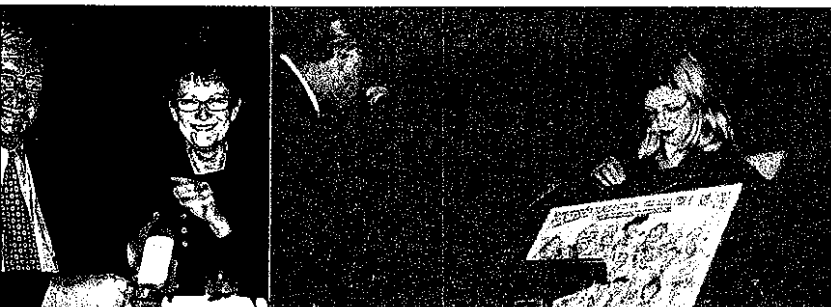
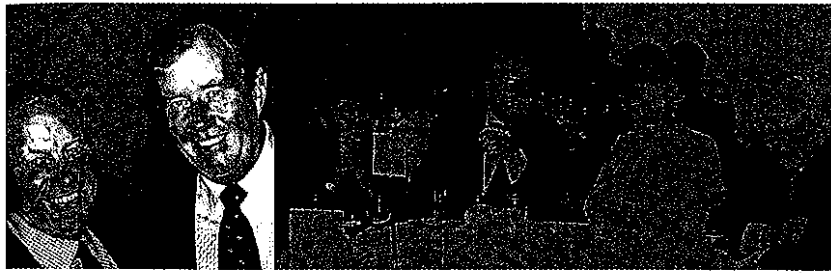
Presidents Night 2002

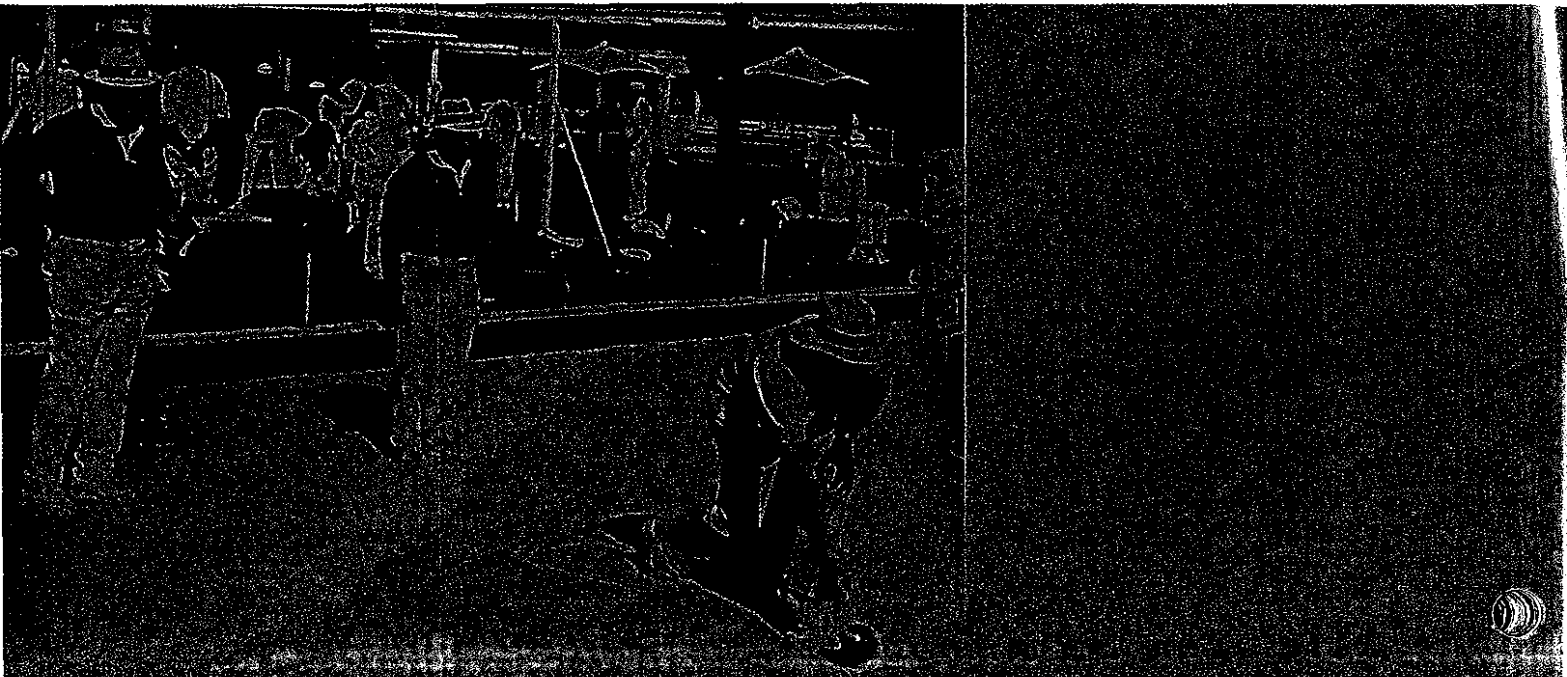
Once again the annual Presidents Night held on Friday 14 June 2002 was a huge success. The event, supported by TABCORP and held at the RACV Club Roof Top Room, was a sell-out. Club committee members, management and staff attended to mingle with industry figureheads and Clubs Victoria corporate members, and to meet President Leon Wiegard. AFL and tennis fans would have recognised the distinct voice of Craig Willis who hosted the evening and conducted a charity auction with proceeds going to Clubs 4 Kids. Kingston Heath Golf Club, McWilliam's Wines, Winning Edge Presentations, Crown Towers, the Tram Car Restaurant, and The Heritage Golf & Country Club all generously donated auction items and enough money was raised to sponsor at least one more child in the Heartwell Fitness Program.

TABCORP representative Peter FitzGerald said a few words before Leon addressed the attendees. Always at home in front of a crowd, Leon had the place in stitches as he reminisced about his preference for knitting over football as a youngster, and his father's consequent anguish! He could have continued all night telling tales of his time travelling around the world as part of the Australian Olympic water polo team, and his presidency of the Fitzroy Football Club. Leon was so warmly received by the attendees that he held the spotlight for well over the scheduled time.

After dinner, rhythm and swing duo Cheek to Cheek brought back to life the memories from the magnificent melodious era that is the 1930s to 1950s. They performed old favourites by crooners such as Frank Sinatra, Dean Martin and Bing Crosby, before leading the crowd in a sing-a-long of classics from the 60s and 70s.

A door prize draw saw winners take home food and wine packs donated by Carlton & United, McWilliam's Wines and Australian Food & Wine. Peter Beaumont was the lucky recipient of a VB barrel cooler that curiously disappeared and was last seen leaving the club in the back of a taxi. The case of the missing VB barrel cooler was resolved – the explanation 'a little too much alcohol'. And so it seems that everyone thoroughly enjoyed themselves!





Bowls Day 2002

The threat of rain did not discourage bowlers from gathering at McKinnon Bowls Club on Wednesday 27 March 2002 for the annual Clubs Victoria Bowls Day. 28 triples teams from St Albans to Frankston to Benalla, including guests from the Bowls Associations, the Pogo Group, BOC Gases and Sport 927, travelled to McKinnon to compete for the title of Clubs Victoria Bowls Day 2002 champion. Fortunately the rain did not eventuate, and an enjoyable day was had by all.

McKinnon Bowls Club was a gracious host. The greens were well prepared and all was in readiness for a great day. Carlton & United beer, McWilliam's wines and Coca-Cola soft drinks ably accompanied a magnificent lunch.

Special thanks to the club, and to our corporate members, McWilliam's Wines, CUB and Coca-Cola who contributed to the day's success.

Overall winner was the team of representatives from BOC Gases, who only narrowly defeated the McKinnon Bowls Club team. Both teams scored 52 points however BOC won on shots up.

Brian Oates
Bowls Coordinator



Gala Golf Day 2002

On Monday 29 April 2002 a record number of golfers assembled at Box Hill Golf Club for the annual Clubs Victoria Gala Golf Day. Greeted by glorious sunny weather, guests were eager to get out on the course. Fine weather led to fine play – the event's A grade and overall winner, Peter Ferner guest of corporate member The PAGO Group, scored 42 stableford points off a handicap of 12.

Other winners were:

B Grade
Stephen Howard CUB

C Grade
P Lee Tattersall's

Ladies
Rhonda Cockrane Tooradin Sports Club

Calloway
Andy Finn Hastings Club

Team
Moonee Valley Tabaret

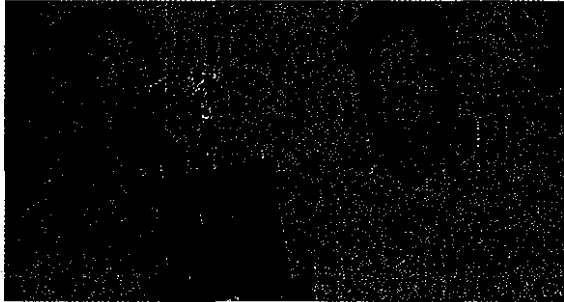
NAGA
Narelle Kearton Crown Coffee

Soon it was back to the clubhouse for drinks. A jazz band entertained the guests as they proceeded to the dining room for dinner and presentation of trophies. This was the first opportunity for Clubs Victoria members to meet our new president Leon Wiegard. As master of ceremonies, Leon carried out the formalities of the event. His charismatic style and jovial wit made the presentation speech appear more like a rehearsed comedy act.

A great time was had by all and we must congratulate Cameron O'Hara for single-handedly coordinating the event. We are especially grateful to Scott, Lynette and the team at Heartwell Fitness for their help on the day.

Thank you to Carlton & United Breweries, Tattersall's, TABCORP, AON Risk Services, BOC Gases, Charter Resources, United Refrigeration, CocaCola Amatil and McWilliam's Wines for their generous support.

Thank you also to those who donated prizes for the raffle, in particular Charter Resources for donating the major prize of a home security system, won by On Premise Liquor's Rex Loone. The day raised over \$4,000, will all proceeds going to Clubs 4 Kids.



Annual General Meeting and Luncheon

Clubs Victoria 85th Annual General Meeting and luncheon was held at the illustrious Kingston Heath Golf Club on Monday 12 November 2001.

Now past President Stephen White commenced proceedings and called upon Life Be In It CEO Colin Benjamin to open the meeting.

Mr Benjamin spoke of the significant role clubs play within the community. He emphasised the importance of clubs being a member of Clubs Victoria, to stay abreast of any issues and changes in legislation that may affect their operations. Included in his presentation was discussion of the new privacy laws and public liability insurance, and the dangers of not being fully informed of their responsibilities. His shock tactics warned members and reiterated the benefits of being represented by an industry association.

The Executive Director Margaret Kearney delivered the report of the Council, covering the many complex issues handled by Clubs Victoria throughout the 2000/2001 year, including:

- GST
- Industrial relations –
Casual vs Part Time and discrimination
- Food safety -- Minister deferred compliance date
- Gaming – caps, section 68, NCP review, social and economic impact statements, associated individuals, RSG course redraft and new code
- Wagering dispute
- Renewable Limited Licenses
- Beer excise refused by senate
- Regulations to the tobacco law
- Land tax for clubs
- Procured funding for the Business Skills for Clubs series of mini-conferences
- OH&S program completed and new tool developed
- Football Tipping Competition
- WorkCover levies
- Insurance premiums increase
- Fair Employment Bill and Privacy Amendment Bill
- Launch of Clubs Victoria Management Recruitment Service

At the end of the meeting, Stephen White announced his imminent retirement, and introduced sporting icon Leon Wiegard as the new Clubs Victoria President. Leon proceeded to talk about his past achievements, in particular his association with the Fitzroy Football Club, which proved to be highly entertaining.

Afterward, Clubs Victoria members and guests gathered for lunch, and Managing Director of Carlton & United Breweries Jim King addressed the group. He talked about his enthusiasm and devotion to clubs in the community (himself being a member of six clubs), and also explained CUB's new motto 'building better brands'.

The Annual General Meeting was successful, and an enjoyable luncheon was had by all at Kingston Heath Golf Club.

(Formerly Licensed Clubs Association of Victoria Inc.)

Clubs Victoria Inc.
ABN 51 979 013 1-3
(Incorporated in Victoria)
reg no A0024297K

Level 1,
17-21 Argyle place South
PO Box 363,
Carlton South, Victoria 3053

Tel 03 9349 2909
Fax 03 9349 4915
Email admin@clubsvic.org

FR 2002/335



31 October, 2002

Mr Robert Pfeiffer
Statutory Services Branch
Australian Industrial Registry
GPO Box 1994S
MELBOURNE VIC 3001

Dear Mr Pfeiffer,

Re: Year ended 30 June 2002 Annual Return of Information

As per your letter of 4 July 2002, please find enclosed Statutory Declaration and associated documents required to comply with the provisions of the Workplace Relations Act 1996.

Yours faithfully

Leon Wiegard
President

STATUTORY DECLARATION

- (1) Here insert name, address and occupation of person making the declaration.
- (2) Here insert matter declared to. Where the matter is long, add the words "as follows:" and then set the matter out in numbered paragraphs.

I, ⁽¹⁾ Leon Wiegard
do solemnly and sincerely declare⁽²⁾

1. I am the President of Clubs Victoria Incorporated.
2. The register of members of Clubs Victoria Incorporated during the immediately preceding calendar year, has been kept and maintained as required by s268(1) and (2) of the Workplace Relations Act 1996 ("the Act").
3. The accounts, statements and audit report were prepared and provided to members prior to the General Meeting of members of the Association held on 28 October 2002 and are contained in annexure 1 to this statutory declaration.
4. All the records required to be kept by the organisation are kept at the office of the organisation at Level 1, 17 Argyle Place South, Carlton South, Victoria 3053.

I make this solemn declaration by virtue of the *Statutory Declarations Act 1959* as amended and subject to the penalties provided by that Act for the making of false statements in statutory declarations, conscientiously believing the statements contained in this declaration to be true in every particular.

- (3) Signature of person making the declaration.
- (4) Signature of person before whom the declaration is made.
- (5) Here insert printed name, qualification and address of person before whom the declaration is made.

Declared at Carlton
on 31 October, 2002

⁽³⁾ Leon Wiegard

before me,

⁽⁴⁾ M. Kearney
Margaret M Kearney
Barrister & Solicitor
Supreme Court of Victoria
⁽⁵⁾ 320 Drummond Street, Carlton

NOTE 1.—A person who wilfully makes a false statement in a statutory declaration under the *Statutory Declarations Act 1959* as amended is guilty of an offence against that Act, the punishment for which is a fine not exceeding \$200 or imprisonment for a term not exceeding six months or both if the offence is prosecuted summarily, or imprisonment for a term not exceeding four years if the offence is prosecuted upon indictment.



AUSTRALIAN INDUSTRIAL REGISTRY

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80 Collins Street, Melbourne, VIC 3000
GPO Box 1994S, Melbourne, VIC 3001
Telephone: (03) 8661 7817
Fax: (03) 9654 6672

Mr L Wiegard
President
Clubs Victoria Inc.
PO Box 363
CARLTON SOUTH VIC 3053

Dear Mr Wiegard,

**Re: Clubs Victoria Inc.
Financial documents for year ended 30 June 2002**

Thank you for the financial documents of the Clubs Victoria Inc. for the year ended 30 June 2002. The documents were lodged in this office on 6 November 2002.

The documents have been filed.

Yours sincerely,

Robert Pfeiffer
Statutory Services Branch

22 November 2002