



FAIR WORK
AUSTRALIA

20 May 2011

Mr Peter Craig
President
Clubs Victoria Inc.

email: admin@clubsvic.org

Dear Mr Craig

Re: Financial Report for Clubs Victoria Inc. for year ended 30 June 2010 – FR2010/2600

I acknowledge receipt of the correspondence dated 19 April 2011 containing a revised Audit Report and the email containing confirmation of the distribution of the financial report to members on 22 September 2010. The correspondence was received on 19 April 2011 and email on 4 May 2011.

The financial report has now been filed.

I make the following comments to assist you when you next prepare a financial report. You are not required to take any further action in respect of the report lodged.

Committee of Management Statement

The Committee of Management statement dated 10 September 2010 records that a resolution of the Committee of Management was passed on 1 September 2010. This statement was supplied to the Auditor and the Audit Report was signed and dated 6 September 2010. Could Clubs Victoria Inc. ensure that future Committee of Management statements are signed and dated before their referral to the Auditor.

FR2009/306 filing correspondence

The 2010 financial report still contains the same matters referred to in the filing correspondence for the 2009 financial report dated 16 February 2010. I have included a copy of that correspondence for your reference. Could Clubs Victoria Inc. ensure that these matters are not repeated in future reports.

If you wish to discuss any of the matters referred to above I can be contacted on (03) 8661 7764.

Yours sincerely

Kevin Donnellan

Tribunal Services and Organisations

Fair Work Australia

Email: kevin.donnellan@fwa.gov.au

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001
Telephone: (03) 8661 7777
International: (613) 8661 7777
Facsimile: (03) 9655 0401
Email: melbourne@fwa.gov.au



FAIR WORK
AUSTRALIA

16 February 2010

Mr Johnnie Walker
President
Clubs Victoria Inc
PO Box 363
Carlton South VIC 3053
By Email: admin@clubsvic.org

cc: Annie Cummings
Executive Assistant & Accounts
Clubs Victoria Inc
PO Box 363
Carlton South VIC 3053
By email: acummings@clubsvic.org

Dear Mr Walker

Re Financial Report of Clubs Victoria for the year ended 30 June 2009 (FR2009/306)

I acknowledge receipt of the financial report of the Clubs Victoria Inc for the year ended 30 June 2009. The documents were lodged with Fair Work Australia on 24 September 2009 and amended documents were lodged on 12 February 2010.

The financial report has now been filed.

I have attached an addendum for your consideration in which I make comments to assist you when you next prepare a financial report. If you have any queries I can be contacted on 03 86617929 or by email on eve.anderson@fwa.gov.au.

Yours sincerely

Eve Anderson
Tribunal Services and Organisations
Fair Work Australia
Tel: 03 86617929

Email: eve.anderson@fwa.gov.au

Addendum to the Financial Reports for Clubs Victoria Inc for the year ended 30 June 2009 (FR2009/306)

The following comments are made to assist you when you next prepare a financial report.

1. Operating report: results of principal activities

Paragraph 254(2)(a) of the *Fair Work (Registered Organisations) Act 2009* [the RO Act] requires the operating report to contain a review of the organisation's principal activities during the year, the results of those activities and any significant changes in the nature of those activities during the year. The Operating Report lodged with Fair Work Australia (FWA) contains a review of the activities and states that there were no significant changes to those activities. However it does not include a description of the results of those activities. Although the Operating Report contains a financial operating result, it is the view of FWA that section 254 requires a *description* of the results of providing industrial and other services to members.

2. Notes: relevant legislation

Note 1(a) to the financial statements explains that the report has been prepared in accordance with the requirements of the Associations Incorporations Act (Vic). The notes should also state whether the report has been prepared in accordance with the *Fair Work (Registered Organisations) Act 2009* as Clubs Victoria Inc is registered under this Act.

3. Notes: policy re recognition of revenue

I cannot locate a note that explains the policy regarding the recognition of revenue, as required under paragraph 35(a) of Australian Accounting Standard 118. In future please ensure the policy regarding recognition of revenue is explicitly stated in the notes to the financial statements.

4. Notes: notice required by section 272

The Operating Report lodged with FWA sets out subsections 272 (1), (2) and (3) of the RO Act. However item 8 of the Reporting Guidelines specifies that these should be disclosed in the *notes* to the financial statements. In future years please ensure these subsections are included in the notes and not the operating report.

5. Disclosures: members fees and levies

Note 2 to the financial statements discloses an item of revenue entitled 'Members Fees and Levies'. Item 10(d) of the Reporting Guidelines requires that levies raised from members compulsorily or as appeals for voluntary contributions be separately disclosed from other items. In future years please ensure that any levies are separately disclosed from members fees. Also item 10(d) of the reporting guidelines requires the disclosure of the amounts for each levy and a brief description of the purpose of the each levy. In future years please provide a brief description of the purpose of each levy. Also, the difference between member subscriptions and members fees is unclear. Perhaps the distinction could be explained in the notes.

6. Disclosures: expenses: levies, fees and subscriptions

Note 5 to the financial statements discloses an item of expense entitled 'Levies, Fees and Subscriptions'. Item 11 of the Reporting Guidelines requires separate disclosure of levies from fees and subscriptions. In particular, item 11(d) requires the separate disclosure of fees and subscriptions for affiliations to any political party, any federation, congress, council or group of organisations, or any international body having an interest matters. Also, item 11(e) requires the separate disclosure of compulsory levies imposed on the organisation and for each levy the amount, the purpose and the name of the organisation imposing the levy. In future years please separate disclosure of fees/subscriptions and levies imposed on the organisation. Please also ensure the amount, the purpose and the name of the organisation imposing the levy are disclosed.

7. Disclosures: salaries and benefits for employees and office holders

The Reporting Guidelines require the separate disclosure, either in the income statement or in the notes, of employee benefits to holders of office (item 11(g)) and employee benefits to other employees (item 11(h)). Note 3 does not distinguish between employee benefits for office holders and other employees. In future years please ensure they are separately disclosed.

The Reporting Guidelines also require that either the balance sheet or the notes separately disclose any liability for employee benefits in respect of office holders and other employees (items 14(c) and 14 (d)). Note 11 separately discloses these liabilities but does not distinguish between provisions for office holders and other employees. In future years please ensure they are separately disclosed.

From: [Richard Evans](#)
To: [DONNELLAN, Kevin](#)
Subject: RE: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.
Date: Wednesday, 4 May 2011 2:48:27 PM

Kevin

As Executive Director I can confirm that members were sent the hard copy of the annual report on the 22nd September 2010.

If you require further information then please let me know.

Regards
Richard

Richard Evans | Executive Director | Clubs Victoria

From: DONNELLAN, Kevin [mailto:Kevin.Donnellan@fwa.gov.au]
Sent: Tuesday, 3 May 2011 2:49 PM
To: revans@clubsvic.org
Subject: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Dear Richard, further to the attached documents lodged with Fair Work Australia on 19 April 2011, could you indicate the date when Clubs Victoria Inc. distributed the full report to members prior to its presentation at the Annual General meeting on 20 October 2010.

Regards

KEVIN DONNELLAN
Tribunal Services and Organisations

Fair Work Australia
Tel: 03 8661 7764
Fax: 03 9655 0410
kevin.donnellan@fwa.gov.au

11 Exhibition St, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwa.gov.au

From: Richard Evans [mailto:revans@clubsvic.org]
Sent: Tuesday, 19 April 2011 4:37 PM
To: DONNELLAN, Kevin
Subject: RE: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Kevin

Attached is the declaration from the President and the amended Auditors letter

Regards
Richard

Richard Evans | Executive Director | Clubs Victoria

From: DONNELLAN, Kevin [mailto:Kevin.Donnellan@fwa.gov.au]
Sent: Monday, 18 April 2011 4:57 PM
To: Richard Evans
Subject: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Hello Richard, have you had a chance to review the correspondence of 4 February 2011.

Regards

KEVIN DONNELLAN
Tribunal Services and Organisations

Fair Work Australia
Tel: 03 8661 7764
Fax: 03 9655 0410
kevin.donnellan@fwa.gov.au

11 Exhibition St, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwa.gov.au

From: Richard Evans [mailto:revans@clubsvic.org]
Sent: Friday, 18 March 2011 1:43 PM
To: DONNELLAN, Kevin
Subject: RE: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Terrific ... I'll get onto it ...Thanks

Richard Evans | Executive Director | Clubs Victoria

From: DONNELLAN, Kevin [mailto:Kevin.Donnellan@fwa.gov.au]
Sent: Friday, 18 March 2011 1:05 PM
To: Richard Evans
Subject: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Dear Richard, please find attached the correspondence of 4 February 2011.

Regards

KEVIN DONNELLAN
Tribunal Services and Organisations

Fair Work Australia
Tel: 03 8661 7764
Fax: 03 9655 0410
kevin.donnellan@fwa.gov.au

11 Exhibition St, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwa.gov.au

From: Richard Evans [mailto:revans@clubsvic.org]
Sent: Friday, 18 March 2011 1:05 PM
To: DONNELLAN, Kevin
Subject: RE: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Kevin

Thanks for responding.

I have relocated offices which was a major relocation and I do not have at hand the letter I received from you setting out your requirements. I want to ensure we are compliant to the exact needs you have so I wonder if you could email me your letter which set out matters that I must address. As you know you have the financials but you need some compliance statements from the auditors ... but there were other needs and thus I need a copy of your original notice.

I am sorry for this inconvenience but I want to ensure I meet your needs and thus your support in passing me

a copy would be appreciated.

Regards
Richard

Richard Evans | Executive Director | Clubs Victoria

From: DONNELLAN, Kevin [mailto:Kevin.Donnellan@fwa.gov.au]
Sent: Friday, 18 March 2011 12:49 PM
To: revans@clubsvic.org
Subject: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Hello Richard, could you provide an update in relation to the above matter.

Regards

KEVIN DONNELLAN
Tribunal Services and Organisations

Fair Work Australia
Tel: 03 8661 7764
Fax: 03 9655 0410
kevin.donnellan@fwa.gov.au

11 Exhibition St, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwa.gov.au

From: Richard Evans [mailto:revans@clubsvic.org]
Sent: Monday, 28 February 2011 1:32 PM
To: DONNELLAN, Kevin
Subject: Re: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Kevin

I am awaiting advice from the Auditor as to what we need to do regarding meeting these requirements. To ensure I meet your exact requirements could you send to me the recent correspondence regarding this matter.

We want to ensure we are compliant but we have some had some major technology issues for the last months and during that time we have relocated creating some chaos ... so let me know of your exact requirements on this matter.

Regards
Richard Evans
Executive Director
Clubs Victoria

-----Original Message-----

From: "DONNELLAN, Kevin" <Kevin.Donnellan@fwa.gov.au>
To: "admin@clubsvic.org" <admin@clubsvic.org>
Date: Mon, 28 Feb 2011 01:00:52 +0000
Subject: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Dear Peter, could you provide me with an update on the current progress of the above matter.

Regards

KEVIN DONNELLAN
Tribunal Services and Organisations

Fair Work Australia
Tel: 03 8661 7764
Fax: 03 9655 0410
kevin.donnellan@fwa.gov.au

11 Exhibition St, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwa.gov.au

From: DONNELLAN, Kevin
Sent: Friday, 4 February 2011 5:07 PM
To: 'admin@clubsvic.org'
Subject: FR2010/2600 - Financial year ended 30 June 2010 - Clubs Victoria Inc.

Dear Peter, attached is correspondence in relation to the above report.

Regards

KEVIN DONNELLAN
Tribunal Services and Organisations

Fair Work Australia
Tel: 03 8661 7764
Fax: 03 9655 0410
kevin.donnellan@fwa.gov.au

11 Exhibition St, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwa.gov.au

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19 April 2011

Mr Kevin Donnellan
Fair Work Australia
11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

CLUBS VICTORIA Inc

I, Peter Craig, being the elected President of Clubs Victoria Inc declare that:

Auditor's Opinion

An amended Auditor's Letter concerning the financial report of Clubs Victoria has been prepared in accordance with the requirements of the Act and is submitted for your attention.

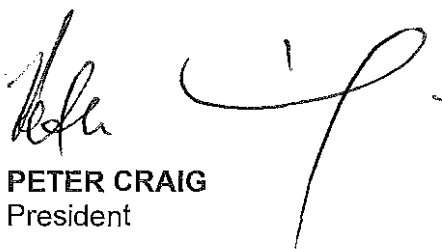
This opinion complies with the Act and is additional to the Annual Financial Report previously submitted and thus should be attached to that submission you already have in hand.

Designated Officer's certificate

The Annual Financial Report has been circulated to all members of Clubs Victoria in accordance with our rules prior to the Annual General Meeting and was approved by members at the Annual General Meeting held on 20 October 2010.

I also declare that the new contact details for Clubs Victoria are as follows:

Level 3, Celtic Club, 316 Queen Street, Melbourne, 3000
Postal Address: PO BOX 363 Carlton South, Victoria 3053
Telephone: 1300 787 852 Email: admin@clubsvic.org



PETER CRAIG
President

INDEPENDENT AUDIT REPORT TO THE MEMBER OF CLUBS VICTORIA INCORPORATED

Report on the Financial Report

We have audited the accompanying financial statements of Clubs Victoria Incorporated which comprises the statement of financial position as at 30 June 2010 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Statements

The committee of the association is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Fair Work (Registered Organisations) Act 2009. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

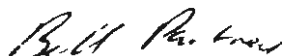
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

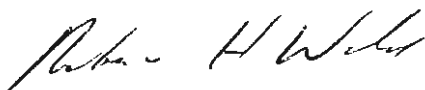
In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

In our opinion the general purpose financial report is presented fairly in accordance with applicable Australian Accounting Standards and the requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.



Bell Partners
Chartered Accountants



Robert H Wald
Partner (FCA, RCA 10418)

Dated: 6-9-2010



FAIR WORK
AUSTRALIA

4 February 2011

Mr Peter Craig
President
Clubs Victoria Inc.

email: admin@clubsvic.org

Dear Mr Craig

Re: Financial Report for Clubs Victoria Inc. for year ended 30 June 2010 – FR2010/2600

I acknowledge receipt of the financial report for Clubs Victoria Inc. for the year ended 30 June 2010. The report was lodged with Fair Work Australia on 7 January 2011.

The financial report has not been filed.

The following matters require your attention before any action can be taken to file the above report.

Auditor's Opinion

The Audit Report contained the following opinion:

'In our opinion:

The financial report of Clubs Victoria Incorporated is in accordance with the Fair Work (Registered Organisations) Act 2009 including:

- i. giving a true and fair view of the Association's financial position as at Clubs Victoria Incorporated and of its performance and its cash flows for the year ended on that date; and
- ii. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Fair Work (Registered Organisations) Act 2009'

The term "true and fair view" was used in the superseded legislation. Subsection 257(5) of the *Fair Work (Registered Organisations) Act 2009* (the Act) sets out the matters upon which an auditor is required to make an opinion on whether the general purpose financial report is presented fairly in accordance with applicable Australian Accounting Standards and other requirements of the Act. The following wording in the auditor's opinion would satisfy the requirements:

"In our opinion the general purpose financial report is presented fairly in accordance with applicable Australian Accounting Standards and the requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009."

Designated Officer's certificate

The designated officer's certificate dated 6 January 2011 was signed by the Executive Director of Clubs Victoria. Section 268(c) of the Act states that the designated officer's certificate is to be signed by 'a prescribed designated officer'.

Regulation 162 of the *Fair Work (Registered Organisations) Regulations 2009* indicates that for the purposes of section 268(c) of the Act a prescribed designated officer is the secretary or an officer of the organisation other than the secretary who is authorised by the organisation or by the rules of the organisations to sign the certificate mentioned in that paragraph. The Executive Director of Clubs Victoria Inc. does not fit the definition prescribed by the Act.

Also, the designated officer's certificate at point 2. indicates that the full report was provided to members prior to and at an Annual General Meeting on 20 October 2010 in accordance with section 266 of the Act.

Could Clubs Victoria Inc. provide to Fair Work Australia revised Audit Report and designated officer's certificate, indicating the date of distribution of the full report to members and signed by a designated officer of Clubs Victoria Inc.

If you wish to discuss any of the matters referred to above I can be contacted on (03) 8661 7764.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Kevin Donnellan', with a long horizontal flourish extending to the right.

Kevin Donnellan

Tribunal Services and Organisations

Fair Work Australia

Email: kevin.donnellan@fwa.gov.au

6 January 2011

Fair Work Australia
GPO Box 1994
MELBOURNE Vic 3001

Attn : Mr Larry Powell
Tribunal Services and Organisations

Email : orgs@fwa.gov.au

Dear Mr Powell

CLUBS VICTORIA INC

Annual Return of Information for the Year 2009/2010

I, Richard Evans, Executive Director Clubs Victoria Inc. declare:

1. that documents lodge herewith are copies of the full report, referred to in s268 of the Fair Work (Registered Organisations) Act 2009; and
2. that the full report was provided to members prior to and at an Annual General Meeting on 20 October 2010 in accordance with section 266 of the Fair Work (Registered Organisations) Act 2009
3. a list of the Offices and Office-holders in the organisation is attached.

The information is true and correct to the best of the knowledge and belief of the undersigned.

If there are any questions regarding the above, please do not hesitate to contact the undersigned by telephone on 1300 787 852 or email revans@clubsvic.org.

Yours sincerely,


RICHARD EVANS
Executive Director



CLUBS VICTORIA INC.
2009 - 2010 ANNUAL REPORT



CONTENTS

01	ABOUT CLUBSVIC
02	PRESIDENT'S PAGE
03	ACTING EXECUTIVE DIRECTOR'S REPORT
04	TREASURER'S REPORT
05	COUNCIL REPORT
06	CLUBSAUSTRALIA
07	HUMAN RESOURCES
08	INDUSTRIAL RELATIONS
09	CORPORATE SPONSORS HOSTPLUS Fosler's Aon William Angliss Institute
13	MEMBER SERVICES
14	EVENTS Presidents Night Chef's Table Bowls Day Golf Day Achievement Awards Sydney Study Tour
21	COMMITTEE OF MANAGEMENT STATEMENT
22	COMMITTEE'S OPERATING REPORT
24	STATEMENT OF COMPREHENSIVE INCOME
25	STATEMENT OF FINANCIAL POSITION
26	STATEMENT OF CHANGE IN EQUITY
27	STATEMENT OF CASH FLOWS
28	NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
44	AUDITOR'S REPORT

ABOUT CLUBSVIC

Since its formation in 1916, ClubsVIC has worked exclusively for the not-for-profit licensed club network. Like its members, ClubsVIC is a not-for-profit organisation, and as the registered employer body representing clubs at a government and an industry level, we are dedicated to ensure that we maintain a strong network of clubs throughout the state.

It is ClubsVIC's role to protect and promote the interests of the network against the "for profits" and other detractors so as to enable clubs to continue to serve their members and the community.

ClubsVIC offers customised, affordable and easily accessible advice and assistance on all areas of club operations, thus ensuring that clubs can prosper in today's environment.

Members of ClubsVIC range from small regional sporting and social clubs with only a handful of members and no employed staff, to the larger metropolitan gaming venues and prestigious sporting clubs. Regardless of their size or type, clubs provide the sporting and social infrastructure that keeps Victorians active and engaged. More than two million Victorians are members of clubs.

Our goal is to ensure that Victoria has a vibrant, diverse and ubiquitous spread of all types of community clubs, and to support the club network in providing professional and responsible hospitality, entertainment and recreational facilities for their members and the community.

In order to achieve this goal, ClubsVIC strives for the attainment of certain objectives, including the following:

- To promote and protect the interests of licensed clubs in all matters affecting their welfare.
- To originate and promote improvements in the law and policy affecting the interests of licensed clubs and to support or oppose any measures affecting their operations.
- To collect and disseminate to members information on matters affecting the interests of licensed clubs.
- To take such action as may be necessary to regulate and determine the rates of pay and conditions of employment of employees of licensed clubs.
- To advise, assist and represent members in industrial, governance, operational and legal matters and to encourage compliance with relevant laws.

The Victorian community relies on the club network to provide the social, sporting and cultural infrastructure that sustains our connectiveness and sense of wellbeing.

The club network relies on ClubsVIC to provide the representation and operational support that Victorian clubs require.

PRESIDENT'S REPORT



2009/10 has been a very challenging year for Clubs Victoria as we remodel the organisation for gaming in Victoria post 2012. The past year has seen the 'winds of change' blow through the corridors of Clubs Victoria and herald a new era in the management of our organisation. Mag Kearney, our Executive Director and office dynamo for eleven years, departed at the end of 2009 to take up a partnership in a leading city law firm. Mag's contribution to Clubs Victoria cannot be overstated and we all owe her a debt of gratitude for her tireless pursuits, from attending late night committee meetings in small clubs in far flung pockets of our State, to marching the halls of power to make legislators aware of requirements for the betterment of all Victorian clubs. Her mark has been left in indelible ink on behalf of the Victorian club network.

In August 2010 the Council announced the appointment of Richard Evans to the Executive Director's position and we look forward to working with Richard as he addresses the many issues that confront our club network as we 'move forward'; to coin a popular phrase of recent times.

The year seems like it was dominated by issues surrounding gaming, with the pre-auction allocation at the end of 2009 and the gaming auction in May this year. For our member clubs with gaming, they have been able to secure an important asset for their club to 2022. And I hope, prior to any renewal in 2022, the Government of the day will have a method that will not be as stressful for our many Honorary Committees as the 2010 gaming auction process. Whilst the Auditor General reviews the gaming auction, most clubs' minds have turned to the transition to 2012 and we hope that those in Government have taken note of our messages and a smooth transition can be achieved.

My thanks go to David Baldi who was able to step up to take over from Mag in January as he continued the development of Project Mercury. David's efforts were rewarded by the Council recently with his promotion to General Manager of Project Mercury, a role that will be vital to the success of clubs in the post 2012 new world of gaming. Project Mercury has been developed based on the requests of clubs in our unique gaming environment to ensure that our clubs benefit from both our wealth of experience in this area and the economies of scale provided by such an organisation, helping clubs with cost effective solutions to gaming machine purchases, maintenance, compliance and branding.

Issues away from gaming of vital importance to our members included the recent award changes, namely the Registered and Licensed Club Award 2010. The relatively smooth transition to the new award can be put down, in no small way, to the work of Joel Cross who has been working on this for many months. His input and many hours helping to train member clubs in the

new award and answer many, many queries are greatly appreciated.

Of course with all this going on, the regular Clubs Victoria Business meetings and gaming updates have had huge attendances throughout the past year, and we thank David, Sue and Craig for their seamless organisation of these events.

One of the highlights of every year is the Annual ClubsVIC Achievement Awards night at Crown and special recognition should go to the 2009 Club of the Year, the Essendon Football Club, Windy Hill Venue. I acknowledge the wonderful contributions they make to not only their local Essendon area but across Victoria.

One of my first official duties on taking over as President was to host the 2010 Presidents Night held at the magnificent RACV City Club. As usual the President of the Year was announced, and it was an honour to present Tim Collier of the Horsham Sports and Community Club with the 2010 award. The other highlight of this night was the announcement of the 2010 ClubsVIC Chef's Table Award to Sorrento Golf Club for the second year running. The Sorrento Golf Club will now represent Victoria in the 2010 National Chef's Table Award, the winner to be announced at the 2010 Annual ClubsVIC Achievement Awards in November. This award has added a special culinary delight to the evening that saw our hosts at the RACV Club certainly rise to the challenge.

In a challenging year, the Clubs Victoria Council has had a number of issues of a diverse nature to consider and address and I must thank them for their diligence and efforts. Your Councillors voluntarily give of their time for this organisation and the Victorian club network, and have a deep knowledge of issues facing our clubs so please take advantage of this knowledge if advice is required at your club. I also thank all of the councillors for the support they have given me in my short time as President.

To the Staff at Clubs Victoria, their workload and performance in the past twelve months has been amazing at a time of great upheaval. My thanks go to Sue and her team for their professional approach to what ever we have thrown at them.

I must thank our Corporate Sponsors for their continued support of Clubs Victoria. Our member clubs are reminded of the importance of these sponsors and their impact on the provision of services to them. Please remember this support when looking for suppliers in future.

And finally I must thank our member clubs for their continued support throughout 2009/10. Like all of our clubs, we are nothing without our members and are here to support you.

Peter Craig
President

ACTING EXECUTIVE DIRECTOR'S REPORT



On 4th January 2010, I was appointed Acting Executive Director following the resignation of Mag Kearney, who had accepted a partnership with lawyers Logie-Smith Lanyon. The ClubsVIC team and members have thanked Mag for her leadership and dedication over the last decade.

I was delighted that I had been given the opportunity to be custodian of ClubsVIC and assist all our members whilst the recruitment process to fill the permanent position of Executive Director was carried out. I would also like to sincerely thank the ClubsVIC team for all their support and assistance during that period. It is fortunate that ClubsVIC has such a dedicated and vastly experienced team of club professionals which will ensure the club sector ongoing success for the future. The association has never been better placed to meet the needs of our gaming and non-gaming clubs. We are all very positive and looking forward with enthusiasm to the post 2012 gaming structure which will be beneficial for Victorian clubs under the right leadership.

I will touch on just a few of the issues that have been handled over the year by our stable, competent and dedicated team with vast experience built up over the years.

RELATIONSHIPS

A major task at hand was to continue to forge strong relationships with our members, stakeholders and sponsors. I was delighted that HOSTPLUS agreed to become a Platinum Sponsor of ClubsVIC and we look forward to working closely with them over the next five years. ClubsVIC also acknowledges the great support we continue to receive from Platinum Sponsor Foster's, major Sponsors Aon and William Angliss Institute, as well as all our other sponsors.

SERVICES

ClubsVIC has previously relied on financial support from the gaming operators to provide services to our members, including operational and development services. Since this has ceased, ClubsVIC has relied on its investments to continue to provide services to our members.

Responsible Gambling Code of Conduct and Self Exclusion Program (SEP) was successfully administered throughout the year by our Code office and is operating well with clubs having ownership over the program. It has also given clubbies first hand insight and experience in dealing with problem gamblers. An extensive review of the Code and SEP has been conducted and submitted to the VCGR for appraisal. It was appreciated that the AHA and ClubsVIC reached an agreement to work together to allow a single entry point/interview for those persons wishing to self exclude from venues that subscribe to either program.

ClubsVIC Operations has continued to provide support on a fee for service basis to a number of clubs which has included development of business plans, operational reviews, board participation and advice. I again acknowledge the skills of the ClubsVIC team as we continue to provide hands-on management for clubs in need.

REPRESENTATION

ClubsVIC has continued to represent and support club interests at all levels of government through our membership of Clubs Australia, Responsible Gambling Ministerial Advisory Council (RGMAC) and its working parties, and direct dialogue with all political parties. We have also represented clubs at local government level through submissions on such things as gaming policies, rates and crown land rent reviews.

GAMING

Gaming matters were again a major concern for the team with the gaming auction, the need for all the associated requirements to be understood. We also kept our clubs fully informed of the process. The prices paid by clubs in the auction ranged from \$5,500 in some LGAs and up to \$125,000 in some regional areas. As a general rule, some clubs expected to pay more for their gaming machine entitlements than they have under the auction process.

Market conditions have changed significantly in the gaming sector since 2009 with declining revenues in part related to a number of government implemented restrictions. There is also concern as to what the effect of any pre-commitment requirements will have on clubs. We believe that any harm minimization requirements should be implemented nationally after full consultation with the club sector, and an appraisal of the costs and benefits.

PROJECT MERCURY

ClubsVIC can no longer rely on sponsorship to provide services and representation to its members, and other sources of income to assist supporting our members needs to be fully investigated. Therefore, Project Mercury was developed after numerous requests from our members for assistance with the post 2012 gaming structure. Our business plan and financial modeling indicated that for the project to be successful, it must deliver real savings to our members and be a source of income for ClubsVIC to continue to provide first rate services to all members - gaming and non-gaming clubs. The group would also need to be large enough to secure discounts and command significant buying power. Project Mercury will offer members a range of core services including discounts on machines, machine repairs & maintenance, data collection & analysis, signage & advertising (within the law), Code and SEP reviews & compliance, field & operational support, and business training.

TREASURER'S REPORT

Mick Kelly and I are delighted to take over the management and implementation of Project Mercury, which will operate as a separate entity controlled by its members. ClubsVIC will continue to operate as a service organisation for all our member clubs - both non-gaming and gaming. ClubsVIC will be paid commercial rates for all services it renders to Project Mercury, to continue to support the club movement for the benefit of all members and the community.

VERY SPECIAL KIDS (VSK) - PIGGY BANK APPEAL

We were delighted to announce that ClubsVIC will support VSK with an alliance as a Supporting Partner for the 2010 Piggy Bank Appeal. You will no doubt see the ClubsVIC logo advertised in the media for this very worthwhile Appeal.

EVENTS, STUDY TOUR & TRAINING

We are in hospitality and getting together for social events is always a great opportunity for networking with your peers. ClubsVIC has had great success with Chef's Table and Achievement Awards, Golf day, Bowls day and who could ever forget our last Presidents Night at the RACV Club where I had the opportunity to show that I had the "X" factor as a ventriloquist's dummy!

ClubsVIC is committed to training and held a number of courses over the year which were well attended, showing that the members certainly are supportive of these courses. We recognize the need to develop our skills and expertise in gaming. Our study tour to the AGE was outstanding and I congratulate Michelle Dalmau, our tour coordinator.

Project Mercury's goal is to train and develop the current and next generation of management so they have gaming skills and expertise by 2017.

In closing, I wish to thank the Council, our wonderful hard working management & staff and members for their support, and wish the new Executive Director success in the future.

David Baldi
Acting Executive Director

Each year, the financial results of our year's endeavours are influenced by the events and calls made upon us by the changing world in which we live and work.

Fiscal 2009/10 was no different despite being almost overwhelmed by gaming issues as the government rolled out its new gaming changes for 2012 and beyond.

The loss of Tatts and Tabcorp sponsorship in 2007/8 has not affected our ability to deliver quality services to members or our ability to expand as we mark up 2009/10 as a year of solid achievement.

This year saw a reduction in our operating deficit, despite a decrease in operating and total revenue. Expenses were maintained and employee costs were reduced despite significant expenditure incurred due to the investment in the research and development for Project Mercury. ClubsVIC also increased its services to the members with the operations of the Code of Conduct Office and the Self Exclusion Program. We also gained an improved result from Events and Training activities, a modest increase in Member subscriptions as well as solid support from our Sponsors.

In last year's Treasurer's report, we said ~~the~~ Council's attitude was that we could not afford to cut back on services at a time when Gaming and Industrial Relations were undergoing massive restructuring. This year's result confirms the correctness of this approach.

Looking ahead our Budget for 2010/11 forecasts further improvement in operating performance, a very nominal deficit and our reserves substantially intact.

Finally, and in addition to any other references to our Sponsors, we thank you for your continued support and encouragement.

Ian Carlile
Treasurer

COUNCIL REPORT

The Council met on 10 occasions during the year. Council membership details, meeting attendance, resignations and appointments are set out below.

COUNCIL MEMBER	POSITION	ZONE	ATTENDANCE	REMARKS
P Craig	President Council Member	Metropolitan	7	
B Kelly	Vice President Metro Council Member	Metropolitan	7	
N Whitley	Vice President Country Council Member	Country Area 6	9	
I Carlile	Treasurer Council Member	Metropolitan	7	
B Bell	Council Member	Country Area 1	8	
G Csifo	Council Member	Metropolitan	9	
R Eggleton	Council Member	Metropolitan	10	
J Feather	Council Member	Country Area 4	8	
M Griffiths	Council Member	Country Area 5	9	
D Haggett	Council Member	Metropolitan	1	Resigned 22/06/10
V Juliano	Council Member	Metropolitan	5	
R Scott	Council Member	Country Area 2	8	
M Sweeney	Council Member	Country Area 3	8	
D Baldi	Acting Exec Director		5	Appointed 01/01/10
M Kearney	Executive Director		5	Resigned 24/12/09
C Hillier	Council Member	Metropolitan	1	Appointed 21/06/10
C King	Council Member	CBD	1	Appointed 21/06/10
J Walker	Council Member	Metropolitan	7	Resigned 12/03/10



If a week is a long time in politics, the last year has been an eternity for ClubsAustralia. At this time last year we were writing our response to a very negative Productivity Commission draft report, Prime Minister Rudd was indicating that action was necessary to reduce the harm from poker machines, the Henry Review of Tax was said

to be considering dramatic changes to club taxation and there were concerns the Federal Government would increase the tax on beer to raise revenue and reduce alcohol related violence. On top of all that, we faced a single-issue Senator in Nick Xenophon who is intent on destroying clubs.

Since it was established ten years ago, there has never been a busier time for our national association. However we have met the challenges and I am pleased to report that the club industry nationally remains strong and is well-placed to take advantage of new opportunities we are creating.

The year in review could not begin without an assessment of the biggest inquiry into gambling in ten years. The Productivity Commission's gambling inquiry was a critical challenge that had the potential to cause irreparable damage to the industry. While the report process began well over a year ago, it has only recently been released. Clubs met the threat and hundreds made submissions to the Commission. 45 percent of all submissions were from clubs, while only 15 percent came from the concern sector. Many clubs met with their local federal Member of Parliament to discuss the impact on the club if the recommendations were approved by the Government for implementation.

The Government's response to the report was strongly welcomed by ClubsAustralia, because it recognised the potentially harmful impact on clubs from some of the Commission's recommendations. The Government resolved to work together with State Governments and the industry to implement a form of pre-commitment. Other harm minimisation measures should not be implemented, said the Government, unless they are proven to work and will be cost-effective. This is a response clubs can be more than happy with and it is a credit to a lot of hard work by clubs and club associations.

On top of the inquiry into gambling, ClubsAustralia also made submissions to the Commission's inquiries into Not for Profits, Fond and Aged Care as well as the Henry Review of Tax.

The Henry Review did recommend a change to club tax arrangements, but the Federal Government ruled this out.

The Government also chose not to increase the tax on beer in the budget.

These decisions were in part the result of numerous written submissions by your national club association to put the case for clubs. ClubsAustralia held over 170 meetings with federal MPs and Senators, including a meeting with Nick Xenophon, in the past year. ClubsAustralia even hosted a dinner in Parliament House Canberra with numerous members of the Government.

I am happy to be able to report that both the Government and Opposition understand the concerns of clubs and are aware of the positive contribution made to the nation by clubs through employment, taxation and extensive community support.

However this year has not just been about the Productivity Commission and the Federal Government.

Clubs are being charged higher and higher licence fees to play recorded music in restaurants, gyms and nightclubs. The fees for club restaurants alone are set to increase by over 6000% from under \$150. Something had to be done. While the fitness industry has taken the record companies to court and spent millions of dollars in legal fees to fight the licence fee hike, ClubsAustralia this year launched Club Music; the first guaranteed PPCA (record label licence payment) free music option for clubs. Club Music has a number of options from buying CDs to the installation of an online commercial music management system, with tracks updated monthly. This is an exciting development and shows the innovation of ClubsAustralia in getting ahead of other commercial music suppliers by being the first to market with a PPCA free solution.

Looking forward the year to come will see us grapple with the Government's decision to implement pre-commitment, so there are exciting times ahead for ClubsAustralia.

Anthony Ball
Executive Director



Clubs Australia

HUMAN RESOURCES

RECRUITMENT AND THE NEW INDUSTRIAL RELATIONS LANDSCAPE

We are all now aware of the Fair Work Act 2009, the re-introduction of the unfair dismissal laws for employers with less than 100 employees, and the new clubs specific award, Registered and Licensed Clubs Award 2010, introduced in January 2010.

All clubs should be reviewing the way that they currently recruit their staff - permanent and casual - in order to meet the requirement of 'fairness' under the new legislation and to avoid issues of discrimination.

The Victorian economy has performed relatively well over the Global Financial Crisis (GFC) and this has resulted in a strong recovery in the job market.

ClubsVIC has maintained the success of its 'clubs specific' management recruitment service during the past year, placing experienced senior and middle management staff as well as chefs, financial and administration staff in clubs across the state.

THE RECRUITMENT PROCESS

The club should have in place an application form which should be completed by prospective employees prior to the interview, and should include the question on disclosing pre-existing injuries. A clear position description should also be made available to the prospective employee outlining the duties involved. This includes casual employees.

The interview should be documented with pre-prepared questions relevant to the position and they should not be discriminatory. Advise the candidate of the probationary period and conditions of employment including whether a current RSA, RSG, RSF and/or gaming licence is required.

It is important to check referees and not rely on written references only. Do not contact current employers unless the candidate gives their permission. The important question to ask when checking a reference is 'would you re-employ this person.'

DEMOGRAPHICS AND SEGMENT DATA

In the various segments of the market place there is an interesting trend which is a good indication for clubs looking to retain skills and experience as well as offering a long term career to younger employees.

GENERATION Y (16 - 29 YRS)

There are 1.8 million workers in this segment but their share of the jobs has been steadily falling for years. In 1979 they were 25% of the workforce, now they are just 17%. This reflects the aging of the workforce but also their higher level of participation in the education sector. However there are now signs that the market is improving for Gen Y with major accounting firms and consultancy firms that slashed their graduate hiring programs in 2009, now looking at hiring again.

GENERATION X (30 - 42 YRS)

Jobs have been scarce for this segment but now as

vacancies rise they are thinking more about the next opportunity. This is still the largest segment by number at 4.8 million workers and they are becoming less concerned about moving around. They continue to work hard to achieve their goals of more senior roles, and are more patient than Gen Y. They are however looking for more rewards for their loyalty.

BOOMERS (43 - 63 YRS)

This segment is holding onto their jobs and even starting to think more about the future as the GFC passes. They remain the second largest segment at 3.8 million workers. Employment for this segment is up by 2.4% and both full and part time positions are growing. This demographic continues to plan to work past traditional retirement age. They enjoy the challenge and being engaged in the workforce, and of course the extra money helps to support their lifestyles.

TWILIGHT CAREER (63 + YRS)

This continues to be the fastest growing demographic as they now number 290,000 workers with jobs growing at the rate of 10.3%. Even full time jobs are growing for this segment at +10.1%, with this rate accelerating over the GFC. Part time jobs are up 10.6%. This segment has the desire to continue to work, partly to top up super funds, partly to fund their lifestyle, but mainly to stay engaged with society. Employers are increasingly valuing their experience and loyalty. The change in mind-set is dramatically illustrated by the participation rate; only 10 years ago roughly one third of those eligible were either looking for work or were in work, now this figure is about half the eligible population. Jobs have grown across all industries for this age group. With the job market tightening further and unemployment heading lower, demand for skilled workers in this age group is expected to grow. This will in turn mean more jobs growth for this segment.

Note: Research figures provided by My Career Employment Forecast April 2010

Remember - ClubsVIC has reviewed and updated all position descriptions in line with the classifications in the new Registered and Licensed Clubs Award 2010.

The Staff Handbook has also been reviewed to meet the changing legislative requirements. If you have previously purchased the ClubsVIC position descriptions and Staff Handbook, replacements are available free of charge to members. Order forms are available if you wish to purchase these important HR documents.

Standard application forms, interview sheets and appraisal forms are available by emailing stm@clubsvic.org

All vacant positions are posted free of charge on the ClubsVIC website www.clubsvic.org as part of the confidential professional recruitment service for our members. Please do not hesitate to call me on 03 9349 2909 for advice on general recruitment and all other HR related matters.

Sue Thomas-Mitchell
General Manager



As expected the commencement of the Fair Work Act 2009 and the associated award modernisation process meant that industrial relations was again busy through the 2009-2010 financial year.

The Fair Work Act 2009 commenced on 1 July 2009 and resulted in significant changes including:

- The creation of a new 'safety net' comprised of the National Employment Standards;
- The development of industry based modern awards;
- The re-instatement of unfair dismissal protections; and
- The creation of new protections aimed at ensuring employers do not adversely treat or discriminate against employees.

AWARD MODERNISATION

Since October 2008 ClubsVIC represented all Victorian Clubs in relation to the award modernisation process. The modernisation process proved to be complex and time consuming. In conjunction with the other members of ClubsAustralia we were able to argue for and obtain a single club specific modern award covering employees engaged in all aspects of club operations including food and beverage, gaming, administration, management and grounds maintenance. This award is known as the Registered and Licensed Clubs Award 2010.

In addition to bringing all club employees (except some race club employees) under one award, the creation of club specific allowed us greater control over the content of the final award. Following numerous meetings with the other interstate club associations and the relevant unions we were able to ensure that:

- A familiar classification structure was maintained. The adoption of this classification structure ensured that the transition to the new award was relatively straightforward for Victorian clubs in comparison with their interstate counterparts;
- Increases to award pay rates were kept to a minimum; and
- The exemption rates applicable to managerial employees were maintained and extended to management employees engaged in relation to grounds maintenance.
- The Registered and Licensed Clubs Award 2010 (with the exception of clause affected pay rates) commenced operation on 1 January 2010. Those clauses relating to pay rates commenced on 1 July 2010 in accordance with the transitional regime.

MINIMUM WAGE INCREASE

On 3 June 2010 Fair Work Australia handed down its first Annual Wage Review Decision increasing the federal minimum wage and all award pay and classification scales by \$26 per week or \$0.69c per hour from the first pay period falling on or after 1 July 2010.

The significant size of the increase can be explained, in part, by the Australian Fair Pay Commission's decision in 2009 not to increase the federal minimum wage.

AWARD TRAINING

Following on from our successful training program regarding compliance with the Fair Work Act, we conducted two separate training runs across the state to assist Clubs to understand and transition to the new Registered and Licensed Clubs Award 2010.

Throughout September and October 2009 eight training sessions were run across Victoria to familiarize clubs with the substantive terms of the Registered and Licensed Clubs Award 2010 and the steps they need to take to prepare for its commencement. Attendance at these sessions was extremely strong with well over 250 people attending.

Likewise, in the lead up to the commencement the new award pay rates another eight training sessions were run across the Victoria. These sessions covered variations to the Registered and Licensed Clubs Award 2010, the award transition process, the minimum wage increase and an explanation as to how the new pay rates had been calculated. These sessions also proved popular with attendance exceeding the 200 people.

UNFAIR DISMISSALS AND OTHER CLAIMS

Perhaps more than any other aspect of the Fair Work Act, the re-emergence of unfair dismissal claims caused the greatest concern for clubs.

As expected, the 2009/2010 financial year saw a significant increase in the number of unfair dismissal claims lodged by aggrieved employees. Each of these complaints was either resolved at conciliation or successfully defended at hearing.

Although unfair dismissal was the biggest area of growth in claims made against clubs, there was also a substantial increase in the number of bullying and sexual harassment complaints. Given the media's interest in this area of law I expect that this trend will continue into the new year. As such, clubs should ensure that all relevant policies and investigation procedures are in place and operating effectively.

On the flip side, it was pleasing to see a decrease in the number of underpayment complaints being lodged with the Fair Work Ombudsman.

THE YEAR AHEAD

With neither major political party seeking to engage in further industrial relations reforms the year ahead should prove to be relatively stable no matter who wins the federal election. However, I expect we will continue to see increased numbers of unfair dismissal and harassment claims. It is also likely that underpayment claims will increase as the transition to the Registered and Licensed Clubs Award 2010 continues.

Joel Cross
Industrial Relations & Compliance Manager



SUPER RESOLUTIONS FOR THE NEW FINANCIAL YEAR

The new financial year is an ideal time to make some superannuation resolutions. Taking control of your super with any of these five strategies could make a big difference to your retirement.

1. Provide your Tax File Number

If your super fund doesn't have your Tax File Number (TFN) your super contributions may be taxed at 46.5% including the Medicare Levy. That's almost 50% of your contributions going to the tax man!

You can easily avoid the extra tax by making sure you've provided your super fund with your TFN, and possibly reclaim any extra tax you've been charged in previous years.

If you're a HOSTPLUS member, find out if we have your TFN by checking your statement, which you'll receive in September, or call us on 1300 HOSTPLUS (1300 467 875). If you're not sure what your TFN is, call the tax office on 13 28 61.

2. Get your super sorted

Having multiple accounts means more fees, more paperwork, and less money in your retirement. And while you can't control the markets or investment returns, you can control the fees you pay.

When you roll over your other accounts into HOSTPLUS you'll pay just one fee of \$1.50 a week – plus investment expenses that apply with all funds. Even better, the HOSTPLUS' \$1.50 member fee is guaranteed not to increase until at least 31 December 2010.

3. Top up your super

Making extra contributions now could make a real difference when you retire. HOSTPLUS members can add extra money to their super via BPAY, direct debit deductions, cheque or you can arrange with your employer to put some of your pay straight into your super account.

And you may be eligible for free money from the Government if you top up your super through the co-contribution scheme. From 1 July 2009, the maximum co-contribution rate is 100%. This means that if you're eligible, for every \$1.00 you contribute to your super from your post-tax income, the Government will match it dollar for dollar up to \$1,000. It's a great deal to get free cash for nothing!

4. All too hard? Get some financial advice

Paying off debt? Saving for a holiday? Whatever your financial goals, you'll find them easier to achieve with some advice.

HOSTPLUS members have access to financial planning services offered by Industry Fund Financial Planning (IFFPI) (AFSL 232514). Members are also entitled to a FREE fact finding consultation to get them started.

Super laws are always changing and the new financial year is a great time to make sure you're doing the right things for your super, especially if you're a high income earner, close to retirement or salary sacrificing large amounts of money into your super.

5. Take advantage of all the extras

HOSTPLUS members have access to a range of additional benefits including discount travel and accommodation, low cost banking and reduced private health insurance rates.

HOSTPLUS has also teamed up with Scott Pape, the Barefoot Investor, to develop a financial initiative -Ka-Ching! Ka-Ching! - making it simpler for super members to reach their financial goals. Visit the website kachingkaching.com.au and order your FREE Ka-Ching! Ka-Ching! Pack online.

And don't forget hostplus.com.au for more information on anything mentioned here or call 1300 HOSTPLUS (1300 467 875).

The information contained in this article is general advice only and has been written without taking your personal situation into account. You need to apply the concepts to your own situation and consider the appropriateness of any general advice before making any decisions. You should also consider seeking professional advice before acting on the information provided here. Provided by Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, RSE No. R1000054.



Foster's congratulates ClubsVIC for its success in Victoria's club industry during 2010. Thanks to the work of the association and its members, Victorian clubs provide their communities with quality experiences and great value in comfortable, trusted environments.

Victoria's clubs are important to our business, and our teams service thousands of licensed clubs, from local sporting clubs to destination venues around the state.

We highly value our partnership with ClubsVIC and relationships with individual clubs throughout the state. We're committed to the advancement of clubs in Victoria and the continual development of initiatives and services to give clubs a competitive edge in the hospitality industry.

Earlier this year Carlton & United Breweries announced the appointment of new managing director, John Pollaers, who started with the business in April. With extensive experience in the alcoholic beverages industry across Australia, Asia Pacific and Europe he was previously President, Asia Pacific with Diageo, based in Singapore, and working across 17 regional markets including China, India, Korea, Japan, South East Asia and Australasia. John was also a member of the Diageo Global Executive Committee.

In May Foster's announced its intention to pursue a structural separation to create separate stock exchange listings for Beer and Wine (a "demerger"), subject to a detailed evaluation of the issues, costs and benefits to Foster's shareholders and ongoing assessment of prevailing economic and capital market conditions.

Foster's recently announced a new identity for its wine business, Treasury Wine Estates (TWE). The new name and business identity reflects the wealth of treasured wine brands offered by the business, including Penfolds, Matua Valley, Beringer, Lindemans, Wolf Blass, Rosemount, Coldstream Hills, Devil's Lair and T'Gallant. David Dearie is the managing director of the Australian and NZ TWE business.

Through CUB and Treasury Wine Estates we offer your venues Australia's leading beer and cider portfolio and leading wine portfolio, as well as a focus on venue solutions and concepts to continually improve business opportunities. Key brands such as Carlton Draught, Corona and Crown Lager from CUB and Penfolds, Wynns, Wolf Blass, Pepperjack and Lindemans from TWE have been strong performers for our customers during the year.

Also significantly during 2010, Foster's Group and Grupo Modelo, brewer of Mexico's leading exported beer Corona Extra, extended Foster's exclusive licence to sell and market Corona Extra in Australia.

During the year we've brought you new products such as Carlton Natural, Matilda Bay's Fat Yak and Big Helga, Devils Lair's Whippersnapper and Dance with the Devil, the Maison de Grand Esprit range, Abel's Tempest, and Yellowglen Bella Bianco. Annie's Lane Copper Trail Shiraz 2005 was named the World's Greatest Shiraz by *Winestate* magazine and TWE wines won a swathe of coveted trophies and awards at Australia's leading wine shows.

We will continue to drive a pipeline of aggressively targeted new products to help your business build sales and drive category growth. Our sustained and significant investment in brands through advertising and sponsorships will ensure our brands continue to deliver in your venues.

Foster's has trained hundreds of Victorian venue staff during the year in the service, cellaring and maintenance of beer to ensure customers get the right results from draught. Please contact your Foster's Draught Beverage Specialist for guidance on training, reticulation, maintenance, cleaning and presentation. Our wine sales team can advise on wine portfolios and wine-lists, and the latest consumer trends.

Foster's congratulates Peter Craig, Sue Thomas-Mitchell, David Baldi, Mick Kelly, Jacqui Hutchison, Kim Marangon, Craig Wilson, Joel Cross, Annie Cummings and Michelle Dalmau; the ClubsVIC Council and all members of the Association for their work during 2010. We would also like to recognise the outstanding contribution of Margaret Kearney during her tenure as CEO.

Foster's looks forward to working with all members of ClubsVIC, to continue to support the success of Victorian clubs in the future.

Neil Grant
General Manager
National Trade Relations
 Foster's Group



AON

The Aon Group is a diverse organisation providing a complete suite of specialised risk management, risk financing and insurance services to a wide range of clients. As Australia's leading insurance broker, our reputation is based on market share and

grounded in the depth of experience and knowledge of our staff, as well as being acknowledged by our peers.

Our Hospitality Practice Group is dedicated to the specific needs of the club sector. Aon's expertise and experience in providing insurance and risk related solutions to clubs is built on our understanding of your sector's unique requirements. Our size and position provides us with strong negotiation powers so we can offer competitive pricing and quality cover with better claims service for our clients.

AS YOUR BROKER, WE ARE YOUR PARTNER

When you choose Aon as your broker, we become your partner and advocate. Our role is to use our understanding of your insurance needs, combined with our knowledge of the benefits, exclusions and costs of competing policies on the market, to negotiate the best solution for you.

Aon has consistently been there for our clients. Even in times when the risks associated with insuring businesses in particular industries were so high that no other broker could offer a reliable solution, we have been able to secure strong insurers for our clients.

WE ARE REPUTABLE AND PROFESSIONAL

Aon is authorised by the Australian Prudential Regulatory Authority (APRA) and holds an Australian Financial Services Licence through the Australian Securities and Investments Commission. The regulation of the insurance industry helps to protect you and your members and provides you with the confidence that you are dealing with a reputable and professional organisation.

When selecting insurers, we look for longevity and commitment to a sector. We regard insurer security as paramount and insist on a Standard and Poor's Insurer Financial Strength Rating of no less than "A" to provide you with the confidence that your insurer will be there to look after you whenever you need them.

WE ARE A VALUES-BASED ORGANISATION

Aon's values are Trust, Openness, Commitment, Teamwork, Integrity and Innovation. We apply these in every aspect of what we do, at all levels of the organisation, whether we are dealing with our clients, suppliers, stakeholders and colleagues.

Integrity is Aon's core value and the guiding principle for how we approach our work, business relationships, decisions and actions. Here at Aon, we live this value by following our Code of Conduct, doing what we say we are going to do and by always conducting our business according to the highest ethical and legal standards.

Aon quality control procedures are of a level that is commensurate with our international standing. Aon maintains Group Service and Technical Procedures to ensure that the highest possible service is delivered to our clients at all times.

Laura Wilson
Account Executive
Aon Risk Services Australia Limited

WILLIAM ANGLISS INSTITUTE SPECIALIST CENTRE FOR FOODS, TOURISM AND HOSPITALITY

SPECIALIST TRAINING

William Angliss Institute has devoted the last 70 years to inspiring students and providing specialist education and training in foods, tourism and hospitality. These industries are hands on, customer focused vocations that attract creative and enthusiastic students globally. Each year, of the 21,500 students that enrol at the Institute, over 1,000 are international students based in Melbourne. The Institute also shares knowledge and experience in four joint venture campuses in China and in numerous consultancy projects around the world.

The Institute has a reputation as a professional learning community devoted to nurturing careers.

Working closely with government, community and industry leaders, the Institute works to develop innovative training solutions that meet short and longer term needs. The Institute holds numerous accreditations, endorsements and memberships with Australian and international industry and educational organisations, assuring that the Institute remains attuned to industry and community requirements.

THE LOVE OF LEARNING

The Institute helps students turn their passion for foods, tourism or hospitality into a rewarding career. Students are encouraged to follow their dreams with a range of specialist courses and vocational training that is recognised nationally as well as globally. The Institute provides specialist training in areas such as Baking, Business, Confectionery Manufacturing, Cookery and Patisserie, Degrees, Entertainment Operations, Events, Food Science and Technology, Hospitality, Franchising, Meat Processing (Butchery), Resort Management, Tourism, Travel, and Youth Programs. Today, the Institute's current suite of programs encompasses:

- Degree and Graduate education
- Apprenticeships and Traineeships
- Industry Placement Programs
- Certificates, Diplomas and Advanced Diplomas
- Compliance Training
- Short courses and outreach programs
- VET in Schools and VCAL programs

LEARNING IN THE REAL WORLD

To be successful in the food, tourism or hospitality industries, a balance of expert knowledge and real experience is needed. The Institute prepares graduates for the real world in live and simulated classrooms, with state-of-the-art professional equipment. The Institute provides a head start in the workplace with important, hands-on experience. Because experience is invaluable in the food and hospitality industries, the Institute has three on-campus restaurants and a functioning

conference centre. Students work in the Angliss, Occasions and Bistro restaurants, which are frequented by the public, to experience live service. They also learn first-hand how to cope with the day-to-day challenges of food service. By providing these facilities the Institute makes sure that graduates have the confidence and experience to gain employment.

The Institute combines dedication to educational excellence with proactive industry engagement - so that our outstanding graduates populate the foods, tourism and hospitality industries, now and into the future.

Critical to the development of passionate graduates and to supporting the industry is the development of active, engaged partnerships with industry.

A key partner relationship for a number of years has been with ClubsVIC.

CLUBSVIC AND WILLIAM ANGLISS INSTITUTE

Through WAI's relationship with ClubsVIC the Institute has gained greatly in our knowledge of the clubs industry and trends in key aspects of the industry such as the recent changes and their impacts on the provision of Responsible Service of Alcohol and Gaming and Gambling services. The relationship with ClubsVIC also keeps us in touch with the community nature of the hospitality industry, giving greater breadth and depth to many student experiences.

CHEF'S TABLE

WAI as an educational specialist in Culinary Arts has been especially pleased to support ClubsVIC in challenging the culinary standards of ClubsVIC members and we believe supporting a growing awareness of the capacity of members to continually improve service in Food and Beverage products.

Through the excellent work of Erwin Nett the Institute has we believe provided a benchmark for all clubs to strive for in culinary excellence while at the same time the Institute has gained greater understanding of the overall standards we must set for our students and their tremendous ability to constantly 'lift the bar' for those students yet to commence training at WAI.

COMPLIANCE

WAI will continue to provide compliance training for industry and will strive to be more flexible and continue to diversify its delivery methods. Additionally we will be growing our recognition of prior learning for staff with experience in industry through the Skills Recognition Unit (SRU).

WAI is proud to partner ClubsVIC as the key training provider in Victoria and will work to further strengthen our ability to provide training across all clubs and communities.

Chris Coates
 Director Angliss National

MEMBER SERVICES

ClubsVIC regularly examines the effectiveness of existing member services and whether new services are required. A vital part of any industry association's role is providing its members with the services they require to comply with the law and operate smoothly. ClubsVIC affirms this by offering members access to essential products and services outside the specialised services available - these include recruitment and industrial relations advice.

OCCUPATIONAL HEALTH AND SAFETY

The Occupational Health and Safety (OH&S) package, a user-pays product and service offered by ClubsVIC to its members, again proved to be popular this year.

The full OH&S package includes a three hour visit and assessment of the club premises by a ClubsVIC representative to help the club through the process of establishing a safety action plan for the workplace. The package also includes a comprehensive suite of OH&S policies to help managers and directors establish and maintain a safe workplace. Clubs that have already purchased the package are able to have a representative re-visit the club to perform another assessment for a small charge.

Information about the ClubsVIC OH&S Package, which provides practical guidance in complying with this and the other duties under the legislation, can be found on the ClubsVIC website. If you have any queries about your OH&S obligations, please contact ClubsVIC.

Watch this space as we believe the Gillard government is considering a National approach to OH&S.

PUBLICATIONS AND COMMUNICATIONS

ClubsVIC continuously reviews the methods in which it communicates with its members to ensure that information is disseminated effectively and efficiently. Due to its instantaneous nature, electronic communication via email newsletters and the ClubsVIC website has proven to be an excellent way of keeping our members up-to-date and well informed of any issues affecting the Victorian club movement.

The ClubsVIC E-Newsletter is distributed fortnightly to member clubs and features important information such as legislative updates and upcoming events.

It is essential that clubs who are not currently receiving the Club E-Newsletter notify ClubsVIC. If your club has changed its nominated email address recently, or the email address will be changing in the near future, please contact ClubsVIC to avoid disruption to the delivery of your E-Newsletter. All circulars are also available for viewing in the Members Section of the ClubsVIC website www.clubsvic.org

The ClubsVIC website is well utilized by members, offering up to date information on topics such as Industrial Relations, Responsible Service, Compliance and Events. The 'Advertised Positions' page which lists all the current positions for which the ClubsVIC Human Resources department is currently recruiting continues to be an effective way of attracting candidates.

Another exciting feature of the website is the Trade Directory which details all ClubsVIC Corporate Members by category and provides links to websites. Clubs are encouraged to keep the directory in mind when sourcing services and products.

ClubsNEWS, the quarterly magazine produced specifically for the Victorian club movement, continues to entertain clubs with reports on ClubsVIC events and the activities of other clubs as well as updates on a wide range of issues.

The magazine is distributed to every licensed club in Victoria as well as key associates, parliamentarians and industry suppliers.

FOOD SAFETY

In 2003 ClubsVIC produced the Food Safety Program Template for Licensed Hospitality Outlets. ("the Template"). The Template was designed to provide clubs with a simple to follow food safety program with minimum recording requirements, and had been used by most of our member clubs since.

Last year we made modifications to the Template to incorporate the required information and procedures for handling allergens. The modified Template underwent a technical review and is now registered as the Department of Health as Template 10 version 2. The new Template is in the same easy to follow style as its predecessor and we have supplied members with a copy of version 2 of the Template.

As version 1 is no longer registered when clubs renew their food premises registration with the local councils they must nominate the new version 2 of the Template, and they must have version 2 in use at the clubs' premises.

CODES & SELF EXCLUSION

ClubsVIC has written a club-specific code of conduct and self exclusion program for use by member clubs with gaming and other gambling products. Both the code and self exclusion program are approved by the VCGR and have now been operating in member clubs since 01 June 2009. They are deliberately prescriptive and easy to follow for staff employed in the service of gambling products. The ClubsVIC code covers all forms of gambling which are or may be available in a club including EGMs, Keno and Wagering. Our self exclusion program works in the same way as its predecessor, the VGMI self exclusion program, with ClubsVIC as the administrator of the program.

ClubsVIC has provided extensive support to the implementation and review of the code and self exclusion program. The first annual review of the code and self exclusion program has been completed by ClubsVIC and was submitted to the VCGR on 30 July 2010.

A comprehensive staff training manual has been prepared by ClubsVIC and is available to members using the ClubsVIC code and self exclusion programs.

EVENTS



The past twelve months have seen our events program go from strength to strength, with an increase in attendance across all events. It is great to see the clubs and sponsors coming out and getting involved in all our events as these provide an ideal networking opportunity for both clubs and sponsors.

The 2009 Achievement Awards event was a huge success with over 800 clubbies from across the state converging on the Crown Palladium for the club industry night of nights.

Bowls and Golf days were once again extremely popular and gave our members and sponsors the chance to catch up on club news in a relaxed social environment.

Our Chef's Table competition moved into its third year and received excellent support from not only the chefs but club managers and their boards too. Chef's Table provides an excellent opportunity for our club chefs to step outside their normal menus and produce their best 3-course menu for under \$18; as well as developing team work between the kitchen and floor staff. We greatly appreciate the continued support from our Chef's Table sponsor - the William Angliss Institute and also welcomed Poultry Palace as a new sponsor of the competition.

Presidents Night was sold out with over 360 club members join their presidents to enjoy a fantastic night, culminating in the presentation of both the President of the Year and the Chef's Table awards.

During the year we have run a series of Club Business: Now, 2012 & Beyond monthly meetings which have kept all members up to date on a range of issues. These meetings have seen an average of over 200 club managers and board members in attendance.

This year again ClubsVIC hosted a study tour to Sydney. This annual tour gives managers and board members a look into the way New South Wales clubs structure their gaming operations.

We have a full calendar of events planned for the year ahead.

Craig Wilson
Club Communications & Events Manager

PRESIDENTS NIGHT

A cold, night in June was no deterrent to hundreds of club members dressed in their best as they converged on the welcoming warmth of the glamorous RACV City Club for the President of the Year Awards.

A record number turned out for this one night devoted to the acknowledgement and celebration of the hard work and achievements of presidents working tirelessly in not-for-profit licensed clubs across Victoria.

2010 PRESIDENT OF THE YEAR FINALISTS

Mulgrave Country Club	Leon Ross
Dandenong Club	Kevin Shannahan
Horsham Sports & Community Club	Tim Collier
Hoppers Crossing Sports Club	Darren Hellmann
Bendigo Club	Kerry McCuskey
Red Cliffs Club	Brendan Bell
Hoppers Club	Frank Aidone
Chirnside Park Country Club	Bruce Bower

ClubsVIC President Peter Craig welcomed the presidents, their guests and a number of VIP politicians including from the Labor Party, Mr Brian Tee, National Party Leader Peter Ryan and Damian Drum, from the Liberal Party Bruce Atkinson and Wendy Lovell and also Peter Kavanagh from the DLP.

He also welcomed many of ClubsVIC's Corporate Sponsors with special thanks to the Foster's Group, McWilliams Wines Group and Coca-Cola Amatil for supplying the nights beverages.

We were entertained by comedian/ventriloquist Darren Carr who had the room roaring with laughter, and when he called ClubsVIC Acting Executive Director David Baldi to the stage some guests were almost in tears.

The raffle to raise funds for the Doxa Youth Foundation was enthusiastically supported by the guests and a cheque for \$2500 was later presented to Father Joe Giacobbe.

Congratulations to our President of the Year!

Tim Collier winner of President of the Year 2010



CHEF'S TABLE



This year's Victorian Chef's Table finals saw seventeen clubs turn up the heat in the kitchens to showcase the skills of their chefs.

The competition, now in its third year is organised by ClubsVIC and open to all member clubs. The event is sponsored by William Angliss Institute & Poultry Palace.

Headed up by Chief Judge Erwin Nett from William Angliss Institute, three judges took their taste buds and expertise on a journey into the cuisine of community clubs from one end of Victoria to the other. Two chefs from each club were required to present a three-course menu to a minimum of ten guests with food costs not to exceed \$18.

From all reports what a journey it was!

Chief Judge Erwin reports that apart from the nervousness of the competitors at the 17 judging dinners, the experience was very positive for all 34 chefs who took part.

Congratulations to Chefs Michael Demagistris and Zachary Rogers from the Sorrento Golf Club for winning their second successive GOLD in the 2010 Chef's Table competition for Victoria.

The award was presented by Chris Coates, on behalf of Victorian Chef's Table sponsor William Angliss Institute, during the Presidents Dinner at the RACV City Club in June.



CHEF'S TABLE WINNERS

Gold Place:	Sorrento Golf Club
Silver Place:	Melbourne Cricket Club
Bronze Place:	Barwon Heads Golf Club

BEST OF THE BEST AWARDS

The Organisation & Communication in the Kitchen
Veneto Club

Menu Description & Costing Accuracy
Sorrento Golf Club

Presentation & Service
Royal Victorian Motor Yacht Club

Best Food & Wine Matching
Sunshine Golf Club

Most Creative ENTRÉE
RACV City Club

Most Creative MAINCOURSE
Sorrento Golf Club

Most balanced DESSERT
Barwon Heads Golf Club

Most Balance & Creative Menu
Melbourne Cricket Club

Best use of Local Products and Menu- Description
Kilmore Racing Club



BOWLS DAY

It was a beautiful day again for the ClubsVIC Annual Bowls Day at the Mulgrave Country Club. Booked out weeks in advance, a great day was expected and with the assistance of Bowls Victoria nobody was disappointed.

The bowlers were briefed by Frank Booth and Tony Bourke before heading out to the magnificent Mulgrave greens.

After a couple of games the bowlers headed in to the air conditioned comfort of the Mulgrave Country Club for a two course lunch and the highly anticipated lucky envelopes. This year we had a great selection of prizes, kindly donated by our corporate sponsors. The major prizes included a signed Richmond football jumper donated by HOSTPLUS, a helicopter joy flight over Melbourne donated by the Johns Lyng Group and also a home steam clean donated by TJS Cleaning Services.

ClubsVIC President Johnnie Walker welcomed the 150 guests before handing over to David Baldi, Acting Executive Director.

The proceeds from the lucky envelopes are going to the Doxa Youth Foundation.

After a much enjoyed lunch everyone headed out for one last game before the presentation.

BOWLS DAY WINNERS

Game 1 **Sunbury Bowls Club**
Jeff Isbister,
Wally Bereshnyj,
Domonic Varrese

Game 2 **Dandenong Club**
Barrie Wilkinson
Lindsay Cameron
Kevin Shannahan

Game 3 **Sunbury Bowls Club**
Kirnberley Williamson
Graeme Burrows
Nola Burrows

Overall Runners Up **Clayton Bowls Club**
John Anderson
Neil Smillie
Bill Turner

Overall Winners **Traralgon Bowls Club**
Gavan Keast
Denis Hammond
Abe Roeder



GOLF DAY



It was another successful day of golf for the 130 golfers that tackled the tough weather conditions at the Southern Golf Club on Monday 12 April. At registration the players were handed a gift bag with goodies kindly donated by our corporate sponsors before a quick briefing from Sean the Club Professional. Golfers then headed out onto the course for a shotgun start.

During the round the drinks cart was kept very busy delivering refreshments to the players kindly supplied by the Fosters Group, McWilliams Wines Group & Coca Cola Amatil.

This year 'holes' were generously sponsored by HOSTPLUS & ME Bank.



After a cold, wet and windy round of golf the players headed for some shelter in the club house for the presentation and a two course dinner.

The night's entertainment was arranged by HOSTPLUS and the guests were entertained by Essendon Football Coach Matthew Knights, who gave everyone an insight into the life of a football player and coach.

Even though the conditions were tough we had some very impressive scores.

Team Box Hill Golf Club

Longest Drive Graham Reid from The Pago Group

Nearest the Pin Kevin Jago

Richard Tullberg

Heath Sreat

Kevin Jago

Grade A Ethan Cowden

Grade B Matt McCarrol

Grade C Troy Semmens

NAGA Ramesh Dobben



ACHIEVEMENT AWARDS

On Sunday 22 November the Victorian clubs converged on the Crown Palladium to celebrate the achievements of the not for profit licensed clubs through out Victoria at the ClubsVIC Achievement Awards.

The room looked fantastic with colourful carnivale masks at every setting along with the roses chocolates supplied by Dickson's. Once again the table centre pieces were supplied by ClubsVIC Corporate Sponsor Hamper World with some lovely wine and beer donated by the Fosters Group. These hampers were again auctioned off at each of the tables to raise money for the Doxa Youth Foundation.

With over 800 clubbies in attendance the night was kicked off with a floor show by beautiful showgirls to set the carnivale theme.

To begin the formal part of the evening ClubsVIC President Johnnie Walker donned his carnivale mask and proceeded to welcome all of the clubbies, sponsors and VIP's to the club industries night of nights.

After the first section of awards we were entertained by Paul Martell, who Craig Willis described as the comedians, comedian. The room was roaring with laughter as Paul delivered his stories and celebrity impersonations.

Crown served up a delicious meal that was perfectly complimented by the beverages supplied by the Fosters Group and Coca Cola Amatil.

This year we crowned the Essendon Football Club, Windy Hill Venue as the Club of the Year Victoria.



CONGRATULATIONS TO ALL OUR WINNERS

Best Club Entertainment Venue	Warragut Club
Best Training Program	Essendon Football Club, Windy Hill Venue
Best Redevelopment or Alteration of a Club with Gaming Machines	Deer Park Club
Best Redevelopment or Alteration of a Club without Gaming	Sandringham Yacht Club
Best Presented Beer	Hoppers Crossing Club
Cellar Safety & Maintenance	Echuca Workers & Services Club
Best Wine Cellar	RACV City Club
Best Club Bistro	Cardinia Club
Best Club Restaurant	RACV City Club
Best Club Fine Dining	Barwon Heads Golf Club
Racing Club of the Year	Kilmore Trackside Club
Bowls Club of the Year	Traralgon Bowls Club
Golf Club of the Year	Rosebud Country Club
Sporting Club of the Year	Mulgrave Country Club
Social Club of the Year	Hoppers Crossing Club
Occupational Health & Safety	RACV City Club
Best Gaming Venue with fifty machines or less	St George Workers Club
Best Gaming Venue with over fifty machines	Dandenong Club
Community Service Award	Horsham Sports & Community Club
Club of the Year without Gaming Machines	RACV City Club
Club Employee of the Year	Joanne Brooks, Cranbourne Golf Club
Club Manager of the Year	Alan Burton, Essendon Football Club, Windy Hill Venue
Club Person of the Year	Anloon Van de Bruggen, Lakes Entrance Bowls Club
Club of the Year Country	St George Workers Club
Club of the Year Metropolitan	Cardinia Club
Club of the Year Victoria	Essendon Football Club, Windy Hill Venue

SYDNEY STUDY TOUR



ClubsVIC set off to the Australasian Gaming Expo in Sydney with a group of 56 club delegates.

The tour was headed up by ClubsVIC Operations Manager Mick Kelly and Tour Coordinator Michelle Dalmau.

Arriving on Sunday at the Novotel Darling Harbour, the group quickly checked in before setting off for a brisk walk over the Pyrmont Bridge to enjoy an outdoor dinner with machine manufacturer IGT at La Cita Brazilian barbecue. Many jugs of Sangria later the group had bonded!

Monday dawned with a very full day of activities including a tour of the Expo with hands-on demonstrations of the latest technology and hospitality services and equipment.

On Tuesday Michelle gathered the troops together and bused them to the Canada Bay Club in Five Dock for a presentation by the CEO Maureen Heywood.

The Canada Bay Club, is by NSW standards, quite small but more in-line with our clubs in Victoria so a tour was most relevant. Many members of the group commented on the excellence of the interaction of the club's board members during the presentation and tour.

In the afternoon the group managed to squeeze in a factory and showroom tour of electronic gaming machine manufacturer Konami.

That night saw the group head over the bridge again to dine at the Malaya to enjoy a banquet dinner with ShuffleMaster executives. The food and the networking were brilliant! Michelle reports over enthusiastic indulgence in hot chilies by some intrepid travelers saw many glasses of water consumed and sliced limes and lemons applied to ease the burn!

Wednesday dawned on a full day spent with the Electronic Gaming Machine manufacturers Aristocrat and hosted by Southern Region Area Manager Paul Barnes. A tour of the showroom meant fun for the group with turns on the new Viridion machines featuring the very latest high resolution LCD monitors. A quick lunch and the group headed off to tour the Aristocrat factory before heading off to the airport to fly home.

Michelle reports she has been inundated with favourable comments from those who attended the study tour and many were ready to rebook for next year on the spot!




COMMITTEE OF MANAGEMENT STATEMENT

On 1 September 2010 the Committee of Management of Clubs Victoria Inc. passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 30 June 2010.


The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the General Manager of Fair Work Australia;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the Fair Work (Registered Organisations) Regulations 2009; and
 - (iv) the information sought in any request of a member of the reporting unit or the General Manager of Fair Work Australia made under section 272 of the Fair Work (Registered Organisations) Act 2009 has been furnished to the member or General Manager; and
 - (v) there has been compliance with any order for inspection of financial records made by Fair Work Australia under section 273 of the Fair Work Act (Registered Organisations) Act 2009.

For Committee of Management



President - Peter Craig



Treasurer - Ian Carlile

Dated this 10 day of June 2010.

COMMITTEE'S OPERATING REPORT

Your committee members submit the financial statements of Clubs Victoria Inc. for the year ended 30th June 2010

The names of the Committee members throughout the year and at the date of this report are:

Mr Johnnie Walker (resigned 12 March 2010)	Mr Jess Feather
Ms Barbara Kelly	Mr Mark Griffiths
Mr Neville Whitley	Mr David Haggett (resigned 22 June 2010)
Mr Ian Carlile	Mr Vince Juliano
Mr Brendan Bell	Mr Rick Scott
Mr Peter Craig	Mr Michael Sweeney
Mr George Csifo	Mr Clyde Hillier (appointed 21 June 2010)
Mr Ron Eggleton	Ms Caroline King (appointed 21 June 2010)

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

The deficit for the year amounted to \$350,335 (2009: deficit \$568,664).

The results for the 2010 year were consistent with the previous year with exception of:

- the investment in research and development of Project Mercury and the operation of the Code office
- employee costs were reduced due to the resignation of the Executive Director in December 2010
- impairment loss of \$363,060 in 2009

Clubs Victoria Inc. provides support, legal advice and representation to its members in relation to Industrial Relations, liquor licensing, food safety and gaming regulations to assist members to improve and maintain their operations.

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

The principal activities of the association during the financial year were:

- to provide industrial relations, human resources, financial & general compliance support to members
- to provide facilities to members of the association.

No significant change in the nature of these activities occurred during the year.

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

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

The number of members at the end of the financial year was 301 (2009: 308)

The number of employees at the end of the financial year measured on a full time basis was 8.8 (2009: 9.8)

No officeholder or member of the association acts as:

- (i) a trustee of a superannuation entity or exempt public sector superannuation scheme; or
- (ii) a director of a company that is a trustee of a superannuation entity or exempt public sector superannuation scheme.

Information to be provided to members or Registrar:

- (1) a member of the association or the Registrar, may apply to the association for specific prescribed information in relation to the association to be made available to the person making the application.
- (2) the application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application has been given to the association.
- (3) the association must comply with an application made under subsection (1)


Members retain the right to resign from Clubs Victoria Inc. in accordance with Rule 10 of the association by giving written notice to the Executive Director.

Since the end of the previous financial year, no Committee Member has received or become entitled to receive a benefit other than:

- (i) a benefit included in the aggregate amount of emoluments received or due and receivable by Committee members shown in the accounts; or
- (ii) the fixed salary of a full time employee of the entity of a related corporation by reason of a contract by the entity or a related corporation with the Committee Member or with a firm that has a substantial financial interest.

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the association.

In accordance with a resolution of the Committee of Management.



President - Peter Craig



Treasurer - Ian Carlile

Dated this *10* day of *September* 2010.

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
Revenue from Operating Income	(2)	1,246,421	1,385,367
Revenue from Non-Operating Income	(2)	14,207	153,708
Employee Benefits	(3)	[844,523]	[918,578]
Operational Expenses	(5)	[827,352]	[814,831]
Depreciation Expenses	(4)	[8,417]	[11,270]
SURPLUS (DEFICIT) before IMPAIRMENT GAIN (LOSS)		[419,664]	[205,604]
Impairment Gain (Loss)		69,329	[363,060]
SURPLUS (DEFICIT) FOR THE YEAR		[350,335]	[568,664]
OTHER COMPREHENSIVE INCOME			
Reversal of Impairment Loss		19,228	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		[331,107]	[568,664]

The above statement should be read in conjunction with the accompanying notes.

STATEMENT OF FINANCIAL POSITION

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
CURRENT ASSETS			
Cash & Cash Equivalents	(7)	180,938	511,174
Trade & Other Receivables		77,613	46,230
Other Assets		-	100,000
Prepayments		1,862	13,195
Other Financial Assets	(8)	26,765	26,108
TOTAL CURRENT ASSETS		287,178	696,707
NON-CURRENT ASSETS			
Other Financial Assets	(8)	379,850	377,622
Property, Plant and Equipment	(9)	20,447	26,115
TOTAL NON-CURRENT ASSETS		400,297	403,737
TOTAL ASSETS		687,475	1,100,444
CURRENT LIABILITIES			
Trade & Other Payables	(10)	278,426	250,088
Provisions	(11)	65,331	160,137
TOTAL CURRENT LIABILITIES		343,757	410,225
NON CURRENT LIABILITIES			
Provisions	(11)	20,663	16,829
TOTAL NON CURRENT LIABILITIES		20,663	16,829
TOTAL LIABILITIES		364,420	427,054
NET ASSETS		323,055	673,390
EQUITY			
Accumulated Surplus	(12B)	354,756	685,863
Financial Asset Available for Sale Revaluation Reserve	(12A)	(31,701)	(12,473)
TOTAL EQUITY	(12C)	323,055	673,390
Contingent Liabilities and Contingent Assets	(14)		
Commitments for Expenditure	(15)		

The above statement should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
Total Equity at beginning of financial year		673,390	1,016,168
Available-for-Sale Investments Reserve			
Gain/(Loss) taken to Equity		-	[137,174]
Impairment (Gain) Loss Transferred to profit or loss		[19,228]	363,060
ITEMS RECOGNISED DIRECTLY IN EQUITY		[19,228]	225,886
Comprehensive Income for the year		[331,107]	[568,664]
TOTAL RECOGNISED INCOME AND EXPENSES FOR THE YEAR		[350,335]	[342,778]
Total Equity at end of financial year		323,055	673,390

The above statement should be read in conjunction with the accompanying notes.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts From Members		1,308,565	1,220,485
Interest Received		16,021	47,519
Dividends Received		23,078	35,661
Other Income		100,000	30,000
Payments to Employees		(935,495)	(888,121)
Payments to Suppliers and other contract services		(854,651)	(665,324)
Net GST paid to ATO		(26,557)	(59,633)
NET CASH FLOW FROM OPERATING ACTIVITIES	(18)	(369,039)	(279,413)
CASH FLOW FROM INVESTING ACTIVITIES			
Payment for property, plant and equipment		(2,749)	(2,836)
Purchase of Investments		(46,675)	(82,293)
Proceeds from sale of Investments		88,227	42,436
NET CASH FLOW FROM INVESTING ACTIVITIES		38,803	(42,693)
NET INCREASE/(DECREASE) IN CASH HELD		(330,236)	(322,106)
CASH AT BEGINNING OF THE FINANCIAL YEAR		511,174	833,280
CASH AT END OF THE FINANCIAL YEAR	(17)	180,938	511,174

The above statement should be read in conjunction with the accompanying notes.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

(a) Statement of compliance

The financial statements are a general purpose financial statements which has been prepared in accordance with Australian Accounting Standards (AAS's), Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Associations Incorporations Act 1981.

The entity is a not-for-profit entity and therefore applies the additional Aus paragraphs applicable to "not-for-profit" entities under the AAS's.

(b) Basis of preparation

The financial statements are prepared in accordance with the historical cost convention, except for the revaluation of certain non-financial assets and financial instruments, as noted. Cost is based on the fair values of the consideration given in exchange for assets.

In the application of AAS's management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The accounting policies set out below have been applied in preparing the financial statements for the year ended 30 June 2010 and the comparative information presented in these financial statements for the year ended 30 June 2009.

(c) Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and cash at bank, deposits at call and highly liquid investments with an original maturity of 3 months or less, which are readily convertible to known amounts of cash.

For the purpose of presentation of the statement of cash flows, cash and cash equivalents includes bank overdrafts, which are included as current borrowings in the balance sheet.

(d) Receivables

Trade debtors are carried at nominal amounts due and are due for settlement within 30 days from the date of recognition. Collectability of debts is reviewed on an ongoing basis, and debts which are known to be uncollectible are written off. A provision for impairment of receivables is raised where doubt as to collection exists. Bad debts are written off when identified.

Receivables are recognised initially at fair value and subsequently measured at amortised cost, using the effective interest rate method, less any accumulated impairment.

(e) Financial Instruments

Initial Recognition and Measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the Association commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and Subsequent Measurement

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

Amortised cost is calculated as (i) the amount at which the financial asset or financial liability is measured at initial recognition (ii) less principal repayments (iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and (iv) less any reduction for impairment.

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

Financial assets at fair value through profit or loss

Financial assets are classified at 'fair value through profit or loss' when they are held for trading for the purpose of short-term profit taking. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss. The association has not held any financial assets at fair value through profit or loss in the current or comparative financial year.

Loans and receivables

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

Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the association's intention to hold these investments to maturity. They are subsequently measured at amortised cost using the effective interest rate method.

Held-to-maturity investments are included in non-current assets, except for those which are expected to mature within 12 months after the end of the reporting period, which will be classified as current assets.

If during the period the association sold or classified more than an insignificant amount of the held-to-maturity investments before maturity, the entire category of held-to-maturity investments would be tainted and would be classified as available-for-sale.

Available-for-sale financial assets

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

Available-for-sale financial assets are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period, which will be classified as current assets.

Financial Liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Impairment

At each reporting date, the association assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(e) Financial Instruments (continued)

Derecognition

Financial assets are derecognised where the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(f) Property, Plant and Equipment

Plant and Equipment are measured on a cost basis less accumulated depreciation and impairment losses.

The carrying amount of plant & equipment is reviewed annually by the Committee to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values to determine recoverable amounts.

(g) Depreciation

Assets with a cost in excess of \$1,000 (2008-09 and 2009-10) are capitalised and depreciation has been provided on depreciable assets so as to allocate their cost over their estimated useful lives using the straight-line method. Estimates of the remaining useful lives and depreciation method for all assets are reviewed at least annually. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The following table indicates the expected useful lives of non current assets on which the depreciation charges are based.

Leasehold Improvements	Up to 40 Years
Plant & Equipment	Up to 10 years

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

(h) Disposal on Non-Financial Assets

Any gain or loss of the sale of non-financial assets is recognised in the statement of comprehensive income at the date that the control of the asset is passed to the buyer and is determined after deducting from the proceeds the carrying value of the asset at the time.

Impairment of Non-Financial Assets

Intangible assets with indefinite useful lives (and intangible assets not yet available for use) are tested annually for impairment (i.e. as to whether their carrying value exceeds their recoverable amount, and so require write-downs). All other assets are assessed annually for indication of impairment, except for:

- inventories;
- assets arising from employee benefits;
- financial instrument assets;
- investment property that is measured at fair value;
- non-current assets held for sale.

If there is an indication of impairment, the assets concerned are tested as to whether their carrying value exceeds their possible recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is written-off as an expense except to the extent that the write-down can be debited to an asset revaluation reserve amount applicable to that class of asset.

It is deemed that, in the event of the loss of an asset, the future economic benefits arising from the use of the asset will be replaced unless a specific decision to the contrary has been made. The recoverable amount for most assets is measured at the higher of depreciated replacement cost and fair value less costs to sell. Recoverable amount for assets held primarily to generate net cash inflows is measured at the higher of the present value of future cash flows expected to be obtained from the asset and fair value less costs to sell.

(i) Payables

These amounts consist predominantly of liabilities for goods and services.

Payables are initially recognised at fair value, then subsequently carried at amortised cost and represent liabilities for goods and services provided to Clubs Victoria Inc. prior to the end of the financial year that are unpaid, and arise when Clubs Victoria Inc. becomes obliged to make future payments in respect of the purchase of these goods and services.

The normal credit terms are usually Net 30 days.

(j) Provisions

Provisions are recognised when Clubs Victoria Inc. has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

(k) Goods & Services Tax

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

Cash flows are presented in the statement of cash flows a gross basis, except for the GST components of investing and financing activities, which are disclosed as operating cash flows.

(l) Employee Benefits

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

Measurement of short-term and long-term employee benefits

Short-term employee benefits are those benefits that are expected to be settled within 12 months and are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. They include wages and salaries, annual leave, long service leave and accrued days off that are expected to be settled within 12 months.

Long-term employee benefits are those benefits that are not expected to be settled within 12 months and are measured at the present value of the estimated future cash outflows to be made by the Association in respect of services provided by employees up to the reporting date. They include long service leave not expected to be settled within 12 months.

The present value of long-term employee benefits is calculated in accordance with AASB 119 Employee Benefits. Long-term employee benefits are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employees, departures and periods of service. Expected future payments are discounted using interest rates on national Government guaranteed securities with terms to maturity that match, as closely as possible, the estimated future cash flows.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(l) Employee Benefits (continued)

Classification of employee benefits as current and non-current liabilities

Employee benefit provisions are reported as current liabilities where the Association does not have an unconditional right to defer settlement for at least 12 months. Consequently, the current portion of the employee benefit provision can include both short-term benefits, that are measured at nominal values, and long-term benefits, that are measured at present values.

Employee benefit provisions that are reported as non-current liabilities also include long-term benefits such as non-vested long service leave (i.e. where the employee does not have a present entitlement to the benefit) that do not qualify for recognition as a current liability, and are measured at present values.

Superannuation

Contributions to contribution superannuation plans are expensed when incurred.

On-Costs

Employee benefit on-costs are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

(m) 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 by recording an asset and a liability at the lower of the amount equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the association will obtain ownership of the asset or ownership over the term of the lease.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

(n) Income Recognition

Revenue is recognised in accordance with AASB 118 Revenue. Income is recognised as revenue to the extent it is earned. Unearned income at reporting date is reported as unearned income.

Amounts disclosed as revenue are, where applicable, net of returns, allowances and duties and taxes.

Interest

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

(o) Financial Asset Available-for-sale Revaluation Reserve

The available-for-sale revaluation reserve arises on the revaluation of available-for-sale financial assets. Where a revalued asset is sold that portion of the reserve which relates to that financial asset is effectively realised, and is recognised in the income statement. Where a revalued financial asset is impaired that portion of the reserve which related to that financial asset is recognised in the statement of comprehensive income.

(p) Income Tax

Clubs Victoria Inc. is exempt from income tax under Section 23(h) of the Income Tax Assessment Act 1936 as amended.

(q) Key Estimates

Impairment

Clubs Victoria Inc. assesses the impairment at each reporting date by evaluation of conditions and events specific to the group that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

(r) Key Judgements

Other Financial Assets

Clubs Victoria Inc. maintains a portfolio of securities with a carrying amount of \$379,850 at reporting date. The overall investment declined in value in 2008-09 by 25%. The Committee believed that decline constituted a significant or prolonged decline below cost and hence an impairment loss of \$363,060 was recognised. During this financial year, security values have improved resulting in an impairment gain of \$69,329 and a reversal of \$19,228 of the loss previously recognised.

Trade & Other Receivables

Included in the trade and other receivables balance at the end of the reporting period are amounts receivable from members for services provided. The committee have received undertakings from the member debtors that such amounts will be paid and therefore no provision for impairment has been made.

(s) Adoption of New and Revised Accounting Standards

During the current year the company adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which become mandatory.

The adoption of these standards has impacted the recognition, measurement and disclosure of certain transactions. The following is an explanation of the impact the adoption of these standards and interpretations has had on the financial statements of Clubs Victoria Inc.

AASB 101: Presentation of Financial Statements

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

Disclosure impact

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

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

Clubs Victoria Inc.'s financial statements now contain a Statement of Comprehensive Income.

Other comprehensive income - The revised AASB 101 introduces the concept of 'other comprehensive income' which comprises of income and expenses that are not recognised in profit or loss as required by other Australian Accounting Standards. Items of other comprehensive income are to be disclosed in the Statement of Comprehensive Income.

The previous version of AASB 101 did not contain an equivalent concept.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

(t) New Accounting Standards and Interpretations

Certain new Australian accounting standards and interpretations have been published that are not mandatory for 30 June 2010 reporting period. As at 30 June 2010, the following standards and interpretations had been issued but were not mandatory for the reporting period ending 30 June 2010. Clubs Victoria Inc. has not and does not intend to adopt these standards early.

Standard / Interpretation	Summary	Applicable for reporting periods beginning on or ending on	Impact on Association's Annual Statements
AASB 2009-5 Further amendments to Australian Accounting Standards arising from the annual improvements project [AASB 5, 8, 101, 107, 117, 118, 136 and 139]	Some amendments will result in accounting changes for presentation, recognition or measurement purposes, while other amendments will relate to terminology and editorial changes.	Beginning 1 January 2010	Terminology and editorial changes. Impact minor.
AASB 9 Financial Instruments	This standard simplifies requirements for the classification and measurement of financial assets resulting from Phase 1 of the IASB's project to replace IAS 39 Financial instruments: recognition and measurement [AASB 139 financial Instruments: recognition and measurement].	Beginning 1 January 2013	Classification and disclosure only.

	Note	2010 \$	2009 \$
Note 2. REVENUE			
Revenue from Operating Activities			
Member Subscriptions		418,412	408,179
Members Fees and Levies		137,904	327,223
Sponsorships		243,649	235,613
Other Fees and Services		369,261	348,644
Commissions Received		40,000	19,988
Recruitment Income		37,195	45,720
Sub-Total Revenue from Operating Activities		1,246,421	1,385,367
Revenue from Non-Operating Income			
Investment Income		23,078	35,661
Interest Received		16,021	47,030
Profit (Loss) on Sale of Investments		(24,892)	(58,983)
Specific Income	2a	-	130,000
Sub-Total Revenue from Non-Operating Activities		14,207	153,708
TOTAL REVENUE		1,260,628	1,539,075
Note 2a. SPECIFIC INCOME			
Legal Settlement Proceeds		-	130,000
TOTAL SPECIFIC EXPENSE		-	130,000
Note 3. EMPLOYEE BENEFITS			
Salaries & Wages		733,299	784,445
Superannuation		50,539	52,618
WorkCover		3,982	2,908
Payroll and Fringe Benefits Tax		50,622	69,994
Staff Expenses		6,081	8,613
TOTAL EMPLOYEE BENEFITS		844,523	918,578
Note 4. DEPRECIATION			
Leasehold Improvements		88	88
Office Equipment		8,329	11,182
TOTAL DEPRECIATION		8,417	11,270

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
Note 5. OPERATIONAL EXPENSES			
Administration		206,093	196,206
Levies, Fees and Subscriptions		494,335	399,940
Clubs Development Program- Non Salary		-	1,750
Occupancy		122,249	120,470
Donations		4,675	295
Sponsorships		-	6,500
Specific Expense	(6)	-	89,670
TOTAL OPERATIONAL EXPENSES		827,352	814,831
Note 6. SPECIFIC EXPENSE			
Costs associated with Litigation Settlement		-	89,670
TOTAL SPECIFIC INCOME		-	89,670
Note 7. CASH & CASH EQUIVALENTS			
Cash on Hand		400	400
Cash at Bank		138,967	42,641
Aust. Dollar Term Deposits		41,571	468,133
TOTAL CASH & CASH EQUIVALENTS		180,938	511,174
Note 8. OTHER FINANCIAL ASSETS			
Current			
Held to maturity Financial Asset			
Aust. Dollar Term Deposits		26,765	26,108
Non-Current			
Available-for-sale Financial Assets			
Australian Listed Equity Securities at market value		379,850	377,622
TOTAL OTHER FINANCIAL ASSETS		406,615	403,730

	Note	2010 \$	2009 \$
Note 9. PROPERTY, PLANT AND EQUIPMENT			
Office Equipment		88,640	85,891
less Accumulated Depreciation		(71,409)	(63,080)
		<u>17,231</u>	<u>22,811</u>
Leasehold Improvements		3,532	3,532
less Accumulated Depreciation		(316)	(228)
		<u>3,216</u>	<u>3,304</u>
TOTAL PROPERTY, PLANT, EQUIPMENT		<u><u>20,447</u></u>	<u><u>26,115</u></u>

Reconciliations of the carrying amounts of each asset class at the beginning of the previous and current financial year is set out below.

RECONCILIATION OF CARRYING VALUES OF ALL ASSET CLASSES

	Leasehold Improvements \$	Office Equipment \$	Total \$
Carrying Amount at 1/7/2008	3,392	31,157	34,549
Additions	-	2,836	2,836
Disposals	-	-	-
Depreciation Expense	(88)	(11,182)	(11,270)
Carrying amount at 30/6/2009	<u>3,304</u>	<u>22,811</u>	<u>26,115</u>
Additions	-	2,749	2,749
Disposals	-	-	-
Depreciation Expense	(88)	(8,329)	(8,417)
Carrying amount at 30/6/2010	<u><u>3,216</u></u>	<u><u>17,231</u></u>	<u><u>20,447</u></u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

	2010	2009
	\$	\$
Note 10. TRADE & OTHER PAYABLES		
Trade Creditors	40,477	34,457
Unearned Income	237,949	215,631
TOTAL TRADE & OTHER PAYABLES	278,426	250,088
Note 11. PROVISIONS		
Current		
Annual Leave	35,437	103,372
Long Service Leave	29,894	56,765
	65,331	160,137
Non Current		
Long Service Leave	20,663	16,829
TOTAL PROVISIONS	85,994	176,966
Note 12. EQUITY		
(A) Reserves		
Financial Assets Available for Sale Revaluation Reserve		
Balance at the beginning of the reporting period	(12,473)	(238,359)
Valuation gain/(loss) recognised	(19,228)	(137,174)
Cumulative (gain)/loss transferred to Income Statement on impairment of financial assets	-	363,060
Balance at the end of the reporting period	(31,701)	(12,473)
(B) Accumulated Surpluses/(Deficits)		
Balance at the beginning of the reporting period	685,863	1,254,527
Surplus/(deficit) for the year	(331,107)	(568,664)
Balance at the end of the reporting period	354,756	685,863
(C) Total Equity at end of the financial year	323,055	673,390
Note 13. AUDITORS REMUNERATION		
Auditing and Reviewing the financial statements	7,500	7,900
Other Services	2,100	1,830
	9,600	9,730

	2010	2009
	\$	\$

Note 14. CONTINGENT LIABILITIES - CONTINGENT ASSETS

A Bank Guarantee of \$17,875 has been provided for the rental of Level 2, 19-21 Argyle Place South, Carlton South. The Committee of Management was not aware of any other contingent asset or liability as at 30 June 2010.

Note 15. COMMITMENT FOR EXPENDITURE

Aggregate lease expenditure contracted for at balance date.

Operating Leases

Rent payments for Level 2, 19-21 Argyle Place South, Carlton South

Not later than one year	116,802	112,309
Later than one year but not later than 2 years	183,402	116,802
Later than 2 years but not later than 5 years	-	183,402
Later than 5 years	-	-

Total Rent Payments	300,204	412,513
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Payments for Phone System and Photocopier

Not later than one year	18,658	19,340
Later than one year but not later than 2 years	18,658	18,658
Later than 2 years but not later than 5 years	12,397	31,055
Later than 5 years	-	-

Total Lease Payments	49,713	69,053
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Total Commitments For Expenditure	349,917	481,566
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Note 16. EVENTS OCCURRING AFTER BALANCE DATE

Since 30 June 2010, there have been no events that would materially effect the Financial Statements at balance date.

Note 17. CASH FLOW INFORMATION

For the purpose of the Statement of Cash flows, cash includes cash on hand, in banks and investments. Cash at the end of the year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

Cash & Cash Equivalents - Note 7	180,938	511,174
TOTAL CASH	180,938	511,174

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

	2010	2009
	\$	\$
Note 18. RECONCILIATION OF CASH FLOWS FROM OPERATIONS TO NET RESULT		
Surplus/(deficit) for the year	(350,335)	(568,664)
Non-Cash flows in Surplus(Deficit)		
Depreciation	8,417	11,270
(Profit)/loss on sale of Investments	24,892	58,983
Impairment (gain)/loss	(69,329)	363,060
Changes in assets and liabilities:		
(Increase)/decrease in Trade & Other Receivables	(31,383)	39,132
(Increase)/decrease in Prepayments	11,333	(13,195)
(Increase)/decrease in Other Assets	100,000	(100,000)
Increase/(decrease) in Trade & Other Payables	28,338	(112,452)
Increase/(decrease) in Employee Benefits	(90,972)	42,453
NET CASH FLOWS FROM OPERATING ACTIVITIES	(369,039)	(279,413)
Note 19. KEY MANAGEMENT PERSONNEL COMPENSATION		
Short term benefit	335,000	519,910
Post employment benefit	24,878	42,050
Total compensation	359,878	561,960
Related party transactions		
Related Parties.		
During the year Clubs Victoria Inc. paid Walker & Co for co-ordination & implementation services for 2009 Achievement Awards including travel & accommodation. This amount is in keeping with standard business costing. Walker & Co is associated with Clubs Victoria Councillor Johnnie Walker.	-	15,100
During the year Clubs Victoria Inc. paid Alan Walker Holdings for reimbursable President's allowance. Alan Walker Holdings is associated with Johnnie Walker.	35,929	33,000
During the year Clubs Victoria Inc. paid Vincent Corp Pty Ltd for rent payments for Level 2, 19-21 Argyle Place South. Vincent Corp Pty Ltd is associated with the Clubs Victoria Councillor Vince Juliano.	111,981	112,677
During the year Clubs Victoria Inc. paid Ian Carlile (Clubs Victoria Councillor) for reimbursable President's allowance.	-	5,301

Note 20. FINANCIAL INSTRUMENTS

Financial Risk Management Objectives and Policies

Clubs Victoria Inc.'s principal financial instruments comprise of deposits with banks, short term investments, and accounts receivable and payable.

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset financial liability and equity instrument are disclosed in note 1 to the financial statements.

The totals for each category of financial instruments, measured in accordance with AASB 139, are as follows:

	Note	Carrying Amount 2010 \$	Carrying Amount 2009 \$
Financial Assets			
Cash and Cash Equivalents	7	180,938	511,174
Trade and Other Receivables		77,613	46,230
Term Deposits	8	26,765	26,108
Available-for-sale Financial Assets:			
- Equity Investments	8	379,850	377,622
Total Financial Assets		665,166	961,134
Financial Liabilities			
At amortised cost			
Trade Creditors		40,477	34,457
Total Financial Liabilities		40,477	34,457

Specific Financial Risk Exposures and Management

(a) Interest rate risk

The Committee do not believe that interest rate risk is significant. Therefore the association does not have any formal policy for managing such risk.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

Note 20. FINANCIAL INSTRUMENTS (Continued)

(b) Liquidity Risk

Liquidity risk arises from the possibility that Clubs Victoria Inc. might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. Clubs Victoria Inc. manages this risk through the following mechanisms:

- preparing forward-looking cash flow analysis in relation to its operational, investing and financing activities; and
- only investing surplus cash with major financial institutions.

The following table discloses the contractual maturity analysis for Clubs Victoria Inc.'s financial liabilities.

For interest rates applicable to each class of liability refer to individual notes to the financial statements.

Financial liability and financial assets maturity analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2010	2009	2010	2009	2010	2009	2010	2009
	\$	\$	\$	\$	\$	\$	\$	\$
Financial Liabilities due for payment								
Trade Creditors	40,477	34,457	-	-	-	-	40,477	34,457
Total contractual outflows	40,477	34,457	-	-	-	-	40,477	34,457
Total expected outflows	40,477	34,457	-	-	-	-	40,477	34,457
Financial assets - Cash flow realisable								
Cash and cash equivalents	180,938	511,174	-	-	-	-	180,938	511,174
Trade & Other receivables	77,613	46,230	-	-	-	-	77,613	46,230
Term Deposits	26,765	-	-	-	-	-	26,765	-
Available-for-sale investments	379,850	377,622	-	-	-	-	379,850	377,622
Total anticipated inflows	665,166	935,026	-	-	-	-	665,166	935,026
Net (outflow)/inflow on financial instruments	624,689	900,569	-	-	-	-	624,689	900,569

(c) Credit risk

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

Credit risk exposures

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets, is the carrying amount, net of any provisions for impairment of those assets, disclosed in the balance sheet and notes to the financial statements.

(d) Price risk

Price risk relates to the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices largely due to demand and supply factor for commodities.

Clubs Victoria Inc. is exposed to securities price risk on available-for-sale investments. Such risk is managed through diversification of investments across industries and geographic locations.

Note 20. FINANCIAL INSTRUMENTS (Continued)

(e) Fair Value of Financial Assets and Liabilities

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair values are those amounts at which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Areas of judgement and the assumptions used have been detailed below. Where possible, valuation information used to calculate fair value is extracted from the market, with more reliable information available from markets that are actively traded.

Net Fair Value

	Carrying Amount 2010	Net Fair Value 2010	Carrying Amount 2009	Net Fair Value 2009
			\$	\$
Financial Assets				
Cash and cash equivalents	180,938	180,938	511,174	511,174
Trade and other receivables	77,613	77,613	46,230	46,230
Term Deposit	26,765	26,765	-	-
Investments- available-for-sale	379,850	379,850	377,622	377,622
Total Financial Assets	665,166	665,166	935,026	935,026
Financial Liabilities				
Trade Creditors	40,477	40,477	34,457	34,457
Total Financial Liabilities	40,477	40,477	34,457	34,457

Fair values of financial instruments are determined on the following basis:

Cash, deposit investments, cash equivalents and non-interest bearing financial assets and liabilities (trade debtors, other receivables, trade creditors and advances) are valued at cost which approximates to fair value.

For listed available-for sale financial assets, closing quoted bid prices at reporting date are used.

Sensitivity analysis

The Committee considers that the only material market risk arises in relation to holdings of available-for-sale investments.

Should share market prices increase/decrease by 10%, the value of investments will increase/decrease by approximately \$ 37,985 (2009: \$37,762). The impact this will have the equity and surplus of the organisation cannot be determined as it will depend on which investments are impacted by any change in value.

Interest rate risk sensitivity analysis

At 30 June 2010, the effect of surplus (deficit) and equity as a result of changes in the interest rate, with all other variables remaining constant would be as follows.

	2010	2009
	\$	\$
Change in surplus (deficit)		
- Increase of 10%	39,110	51,180
- Decrease of 10%	(39,110)	(51,180)
Change in equity		
- Increase of 10%	39,110	51,180
- Decrease of 10%	(39,110)	(51,180)

Note 21. ASSOCIATION DETAILS

The principal place of business is: Level 2, 19-21 Argyle Place South, Carlton South VIC 3053

INDEPENDENT AUDIT REPORT TO THE MEMBER OF CLUBS VICTORIA INCORPORATED

Report on the Financial Report

We have audited the accompanying financial statements of Clubs Victoria Incorporated which comprises the statement of financial position as at 30 June 2010 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Statements

The committee of the association is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Fair Work (Registered Organisations) Act 2009. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

INDEPENDENT AUDIT REPORT TO THE MEMBER OF
CLUBS VICTORIA INCORPORATED

Auditor's Opinion

In our opinion:

The financial report of Clubs Victoria Incorporated is in accordance with the Fair Work (Registered Organisations) Act 2009 including:

i. giving a true and fair view of the Association's financial position as at Clubs Victoria Incorporated and of its performance and its cash flows for the year ended on that date; and

ii. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Fair Work (Registered Organisations) Act 2009.

Bell Partners

Bell Partners
Chartered Accountants

Robert H Wald

Robert H Wald
Partner (FCA, RCA 10418)

DATE *6th September 2010*

Level 7, 468 St. Kilda Road, Melbourne