



work**force**  
A U C K L A N D

2005

**Annual Report and Accounts**

# mission statement

“To assist disabled Aucklanders to work in jobs of their choice.”



workforce  
AUCKLAND

## Reflections on the year to 30 June 2005

Workforce Auckland enjoyed another successful year, both in pursuing our mission of assisting disabled Aucklanders to work in jobs of their choice, and in achieving our financial goals.

This outcome is a tribute to our hardworking and capable people. Morale is high, the enthusiasm of our employees is infectious and they are confident and proud to be members of a successful team.

The financial turnaround that started in 2003/04 accelerated, with a surplus of \$269,589. This excellent outcome was largely due to the performance of Workforce Industries, particularly our Mangere operation.

The planned repeal of the Disabled Persons Employment Promotion Act (DPEP Act) continued to cast a shadow over Workforce Auckland. The process has already dragged on for four years, and more delays are unavoidable given that the repeal was not passed before the election. The composition of the incoming government will determine if and when the repeal proceeds.

Contrary to some claims in the media that the repeal of the DPEP Act will force all sheltered workshops to close, we believe that well-run operations have a bright future. The government has stated that disabled people will continue to have the choice of working in sheltered employment and has promised ongoing funding.

Our support for the repeal, however, depends on a workable replacement system being finalised. With the end of the transition period in mid 2007 now uncomfortably close, we are past the point where the DPEP Act can be repealed before the new system is sorted out. Either the new system must be finalised before the repeal is passed, or the transition period extended.

Workforce Auckland is taking a more active role in the broader disability sector. Our CEO, Joy Ottaway, has been elected to the management committee of the New Zealand Federation of Vocational and Social Services Inc (VASS), and appointed to a Ministry of Social Development (MSD) working group on disability issues. Keay Bishop, the Manager of Workforce Personnel, has just completed a second term as Chairperson of the Association of Supported Employment in NZ (ASENZ).

Looking forward, 2005/06 promises to be an exciting year for Workforce Auckland. With a strong financial base, and, hopefully, the repeal of the DPEP Act being finalised one way or the other, we are well positioned to invest in our social objectives.

## Key challenges

Last year's annual report listed 5 key challenges for the 2 years to June 2006. The "half time score" is:

**1. Make significant progress with our mission of assisting "Disabled Aucklanders to work in jobs of their choice".** While we made satisfactory progress, including implementing individual development plans for all disabled employees of Workforce Industries, we were disappointed that we did not achieve all our objectives.

One important objective that was missed was the number of supported employment placements achieved by Workforce Personnel. We are determined that this will not happen again, and as a result the board has added a sixth challenge - to improve the delivery of supported employment services.

Individual choice is a critical part of both our mission statement and of Pathways to Inclusion. Workforce Auckland already offers both sheltered and supported employment, depending on the needs of each client. To increase the range of work choices available, we have allocated \$100,000 in our 2005/06 budget to a long term project to develop businesses that can be owned and run by disabled Aucklanders.

In pursuing our mission, we will unashamedly borrow the best ideas from both within New Zealand and overseas. Joy Ottaway has built relationships with leading disability providers in Australia and Europe, allowing us to tap into their expertise and experience. Joy, accompanied by one of our directors Tricia Fitzgerald, attended the Workability International conference in Scotland recently, and took the opportunity to visit innovative disability organisations in England, Scotland, Ireland and Holland.

**2. Deal with the repeal of the Disabled Persons Employment Promotion Act.** As outlined in last year's report, our response to the repeal is two pronged - to strengthen our financial position and to work constructively to ensure that the new system is practical.

While the improvement in our financial position exceeded expectations, we cannot afford to be complacent. Our profitability is still well below the level needed to absorb the potential increase in costs under a worst case scenario.

Little progress was made towards developing a workable new system, which was disappointing and frustrating and sorely tested our support for the repeal. Over a year has passed since we and other providers first pointed out serious flaws in the proposed system, concerns that we have continued to articulate to politicians and officials. Only recently has there been an acknowledgement of the need to address these issues.

*continued overleaf*

### 3. Make the new governance system work effectively.

Progress has been satisfactory, particularly in the way the board works with management. The board now spends more time on strategic and policy issues, and doesn't become involved in operational matters, unless asked to by the CEO. As always, there is always room to improve, including:

- Increasing employee involvement. We are implementing a system where employee representatives will periodically meet with the board to provide input into the future direction of Workforce Auckland.
- Updating our business plan, now several years old. Tackling this task was deferred given the urgency of redefining our mission, turning around our financial position and dealing with the repeal of the DPEP Act. Now that these issues are largely behind us, preparing a new business plan is a key priority.
- Taking a more disciplined approach to regularly reviewing key governance issues. These issues are now reviewed at monthly board meetings according to a scheduled cycle, with an overall review held at our annual strategy session.

### 4. Further enhance our communications with key stakeholders.

Our communications continue to improve, through initiatives such as the regular newsletters and open days. I was delighted to receive a number of positive comments from caregivers at an open day held recently at the Workforce Industries site at Henderson. The employee representation system should enhance communication with our most important stakeholder group, our disabled clients.

Ongoing effort went into improving our communications with external stakeholders. Our relationship with the government continues to be constructive, despite some heated debate over the handling of the repeal of the DPEP Act.

### 5. Maintain an operating surplus.

Our operating surplus was \$409,646, 36% above budget and well ahead of the operating surplus in 2003/04. The reported financial surplus of \$269,589 is after one-off adjustments, primarily an increase in depreciation expense that related mainly to prior years.

Our budgeted operating surplus for the year to 30 June 2006 is \$493,583, a challenging increase of 20% over the 2004/05 year. We are a little ahead of budget after two months, and Workforce Industries' workload looks healthy for the months leading up to Christmas, normally our strongest trading months. However, this favourable situation may not continue into 2006, given the risk that the economy will slow down.

### Future challenges

With our financial position now relatively secure, and the repeal of the DPEP Act likely to absorb less time and resource, our focus this year has shifted to our social objectives, encapsulated in our mission statement.

In addition to the 5 challenges listed above, we have, as already mentioned, added a sixth - to improve the delivery of supported employment services. Specifically, the board and management are determined that Workforce Personnel will meet its targeted supported employment outcomes.

Workforce Personnel receives substantial funding under a contract with MSD, supplemented by Workforce Auckland. Complicating the picture is a possible change in MSD funding from national to regional contracts.

While Workforce Personnel has shown encouraging signs in recent months, ongoing improvement is needed to secure long-term funding. Supported employment services are not immune from the reality of having to deliver cost effective outcomes, a fact of life that some advocates of supported employment seem to overlook.

### Acknowledgements

On behalf of the Board, I thank the many people who have contributed to another successful year:

- Most importantly, the loyal and hardworking employees of Workforce Industries and the clients of Workforce Personnel.
- The family, whanau and caregivers of our disabled employees for their ongoing support. It has been a difficult period, given the uncertainty surrounding the repeal of the DPEP Act.
- Our CEO and senior management team. Joy Ottaway continues to lead from the front, ably supported by Keay Bishop, Mike Bryan and Michael Jurisich.
- Our valued donors (who are listed on the back cover).
- The customers of Workforce Industries for the work that provides real jobs for our people.
- The employers who provide supported employment opportunities for our disabled clients.

Our special thanks go to Anne Beardsmore, our MSD Contracts Advisor, for her unflagging and good natured support and help.

Finally, again I wish to thank my fellow directors for their invaluable contributions and support.



**David Brown**  
Chairman



The year to June 2005 has been one of many challenges and successes. The previous year, by necessity, concentrated on improving the financial viability of the organisation. This year was dominated by the impending repeal of the Disabled Persons Employment Promotion (DPEP) Act. I would like to personally acknowledge the tremendous support received from the board of directors over this time.

In October 2004, three employees and their caregivers accompanied me to present an oral submission to the Social Services Select Committee in Wellington. While I could speak of the practical administrative issues surrounding the repeal, those whose lives will be personally affected provided a far more poignant insight than I ever could.

Following on from this submission, a number of Members of Parliament accepted invitations to visit our Workforce Industries Mangere site. For those whose concept of our environment is based on an historic (negative) perception, these visits provide an enlightening experience.

## Workforce Industries

The groundwork laid down by the team at Workforce Industries in the previous year came to fruition. Mike Bryan, ably assisted by Ken Bremner, Heather Selu and Pat Eldering, ran an operation that not only increased its profitability, but offered many more opportunities for people with disabilities.

During the year, 208 people with disabilities undertook employment at Workforce Industries. We developed and implemented in-depth personal planning for each employee. These plans are reviewed on a regular basis and ensure we are offering the best possible employment experience. Moving into the 2006 year, we are looking to further expand the training options offered to our employees.

The recently-formed employee advocacy group will be presenting reports at Board meetings on a regular basis. This will ensure that there is employee representation at the highest level.

Although the sales turnover remained consistent with the previous year, the margins achieved have improved dramatically. We have also attracted a number of new, larger clients to Workforce Industries. This move is significant in that larger run-sizes give not only an ability to plan and manage the production on a more consistent basis, but also more opportunities for on-the-job training.

Having achieved an excellent financial turnaround in the past two years, now is not the time to become complacent. With expertise from Australia, we are about to undertake a total review of Workforce Industries and develop a long-term business plan that will further strengthen the operation.

## Workforce Personnel

The 2005 year has seen a 100% increase in the number of Employment Consultants at Workforce Personnel. In response to a successful Ministry of Social Development tender, Workforce Personnel opened a second office in Manukau. This new base in Lambie Drive has been strategically located to put Workforce Personnel in close proximity with several regionally-funded agencies.

The challenge of recruiting additional consultants took longer than we had hoped. This is not unique to our organisation, but did lead to underperformance on two of the three Ministry of Social Development contracts. In order to concentrate solely on delivery of the contracted outcomes Keay Bishop, the Manager of Workforce Personnel, will not be seeking a third term as Chairperson of the Association of Supported Employment in NZ (ASENZ).

Despite this underperformance, Workforce Personnel achieved the placement and support of 191 people with disabilities in open employment during the 2005 year. The average hourly rate for these employees has risen from \$11.43 to \$12.32 during the year. Job retention rates have dropped off slightly, but are still high compared with other agencies: 94.6% retained employment for 3-6 months, and 86% for more than 6 months. The percentage of employers choosing to return to Workforce Personnel for recruiting staff has more than doubled. This indicates that Workforce Personnel are meeting both the needs of candidates and employers in the labour market.

2006 will bring the consolidation of the increased Workforce Personnel team. We have recently undertaken a review of our service delivery and look forward to implementing the recommendations.

*continued overleaf*

## Employment Options

Having recently had the opportunity to attend the Workability International conference and study tour, I was buoyed by the validation and support of the employment options we offer at Workforce Auckland. However, within a week of returning from this enriching experience I read a media article that suggests there is a need to "scrap sheltered workshops".

I challenge the ideologues who believe this to visit and experience the world of Workforce Industries first-hand. They will find a commercially-focused operation, offering the opportunity for supported employment. To say that all sheltered workshops need to close because they are a segregated environment is no different from saying all single-sex schools should close.

For some reason, sectors of society seem to feel that employees at sheltered workshops are there against their will. They fail to realise that working there is not compulsory, but is an informed choice made by each employee from a range of options. We should support that choice, not continue to argue its validity.

With ongoing media coverage such as this, our employees are constantly seeking re-affirmation that the world of employment that they know and love is not about to be taken away from them. In no other sector have I witnessed such open criticism of an individual's choice. Imagine the personal impact of constantly having your decision challenged and criticised. Governments around the world, while pushing for an increase in open supported employment, have come to realise the vital role these environments play in the employment continuum – why has New Zealand not taken note?

Those working within the sheltered workshop environment in New Zealand are well aware of the huge improvements their organisations have undertaken in recent times. Now it is time for society as a whole to shift its paradigm.



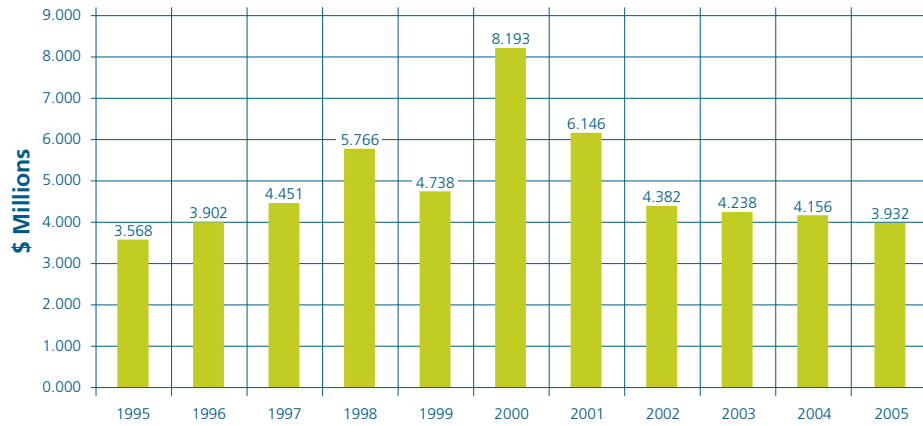
**Joy Ottaway**  
Chief Executive Officer



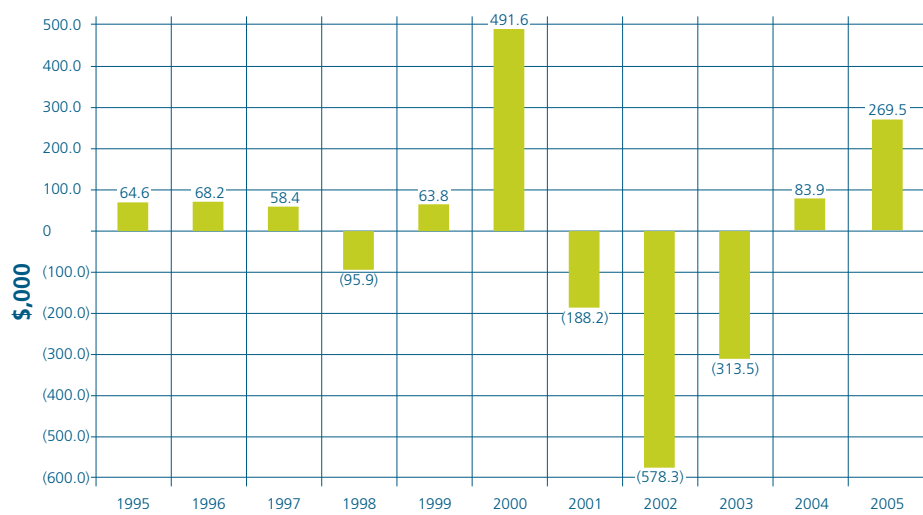
*Delegates to the recent conference of Workability International held in Scotland.*



## Revenue

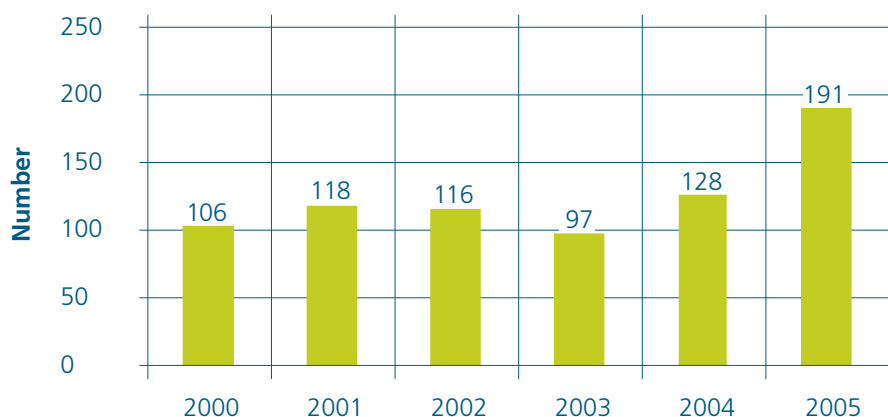


## Surplus/Deficit

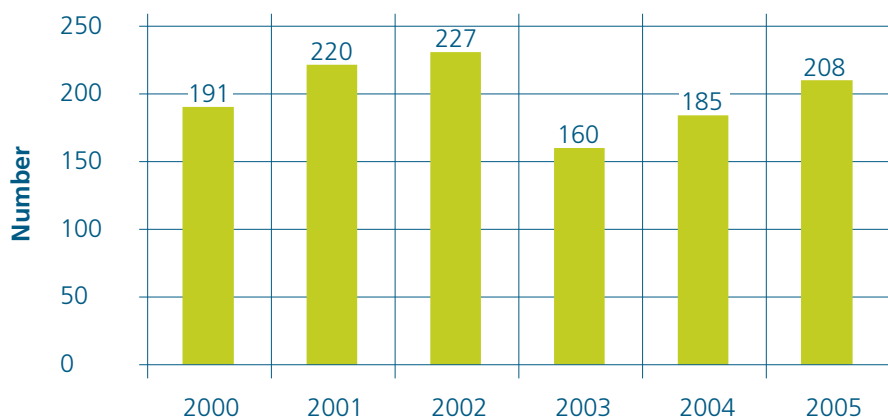


# Employee Statistics

**Candidates placed and supported into open employment by Workforce Personnel**



**Number of people with disabilities who attended Workforce Industries during the year**



## Deloitte.

### AUDIT REPORT TO THE MEMBERS OF WORKFORCE AUCKLAND INC.

We have audited the financial statements on pages 8 to 13. The financial statements provide information about the past financial performance of Workforce Auckland Inc. and financial position as at 30 June 2005. This information is stated in accordance with the accounting policies set out on page 11.

#### Board of Directors' Responsibilities

The Board of Directors is responsible for the preparation, in accordance with New Zealand law and generally accepted accounting practice, of financial statements which give a true and fair view of the financial position of Workforce Auckland Inc. as at 30 June 2005 and the results of operations and cash flows for the year ended on that date.

#### Auditors' Responsibilities

It is our responsibility to express to you an independent opinion on the financial statements presented by the Board of Directors.

#### Basis of Opinion

An audit includes examining, on a test basis, evidence relevant to the amounts and disclosures in the financial statements. It also includes assessing:

- the significant estimates and judgements made by the Board of Directors in the preparation of the financial statements, and
- whether the accounting policies are appropriate to Workforce Auckland Inc's circumstances, consistently applied and adequately disclosed.

We conducted our audit in accordance with New Zealand Auditing Standards. We planned and performed our

audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to obtain reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Other than in our capacity as auditor, we have no relationship with or interests in Workforce Auckland Inc.

#### Unqualified Opinion

We have obtained all the information and explanations we have required.

In our opinion:

- proper accounting records have been kept by Workforce Auckland Inc. as far as appears from our examination of those records; and
- the financial statements on pages 8 to 13:
  - comply with generally accepted accounting practice in New Zealand;
  - give a true and fair view of the financial position of Workforce Auckland Inc. as at 30 June 2005 and the results of their operations and cash flows for the year ended on that date.

Our audit was completed on 20 September 2005 and our unqualified opinion is expressed as at that date.



Chartered Accountants  
AUCKLAND, NEW ZEALAND

# Statement of Financial Position

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2005

	NOTES	30 June 2005	30 June 2004
<b>FUNDS</b>			
Accumulated Funds		2,697,601	2,428,012
<b>TOTAL ACCUMULATED FUNDS</b>		<b>\$ 2,697,601</b>	<b>\$ 2,428,012</b>
<b>REPRESENTED BY:-</b>			
<b>CURRENT ASSETS</b>			
Bank Balances		107,910	176,285
Trade and Sundry Debtors		280,174	332,093
		<b>\$ 388,084</b>	<b>\$ 508,378</b>
<b>PROPERTY, PLANT &amp; EQUIPMENT</b>	<b>2</b>	<b>\$ 2,222,268</b>	<b>\$ 2,491,233</b>
<b>INVESTMENTS</b>	<b>4</b>	<b>\$ 475,000</b>	<b>\$ -</b>
<b>TOTAL ASSETS</b>		<b>\$ 3,085,352</b>	<b>\$ 2,999,611</b>
<b>CURRENT LIABILITIES</b>			
Trade creditors		89,630	35,323
Accruals & Provisions		37,157	118,094
Employee Entitlements		238,761	185,252
Goods & Services Tax		22,203	32,930
ASW Development Trust Current Account	<b>7</b>	0	200,000
<b>TOTAL LIABILITIES</b>		<b>\$ 387,751</b>	<b>\$ 571,599</b>
<b>NET ASSETS</b>		<b>\$ 2,697,601</b>	<b>\$ 2,428,012</b>



Director



Director

The accompanying notes form part of these financial statements.



## STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2005

	NOTES	12 Months to 30 June 2005	12 Months to 30 June 2004
<b>INCOME</b>			
Operating Revenue		2,614,916	3,044,266
Government Subsidies	1	1,231,580	1,034,668
Interest Received		38,896	8,468
Other Revenue		47,322	68,812
<b>TOTAL INCOME</b>		<b>\$ 3,932,714</b>	<b>\$ 4,156,214</b>
<b>EXPENDITURE:</b>			
Depreciation - Buildings	1	331,593	64,466
Plant & Equipment		46,076	53,810
Motor Vehicles		48,258	35,601
Office Equipment		44,045	83,329
Fixtures & Fittings		11,987	1,873
Audit Fees		9,000	14,000
Rent		189,656	287,003
Other Expenditure		3,000,510	3,532,198
Bad Debts Provision		-18,000	0
<b>TOTAL EXPENDITURE</b>		<b>\$ 3,663,125</b>	<b>\$ 4,072,280</b>
<b>EXCESS INCOME OVER EXPENDITURE</b>		<b>\$ 269,589</b>	<b>\$ 83,934</b>

## Statement of Movement in Equity

### STATEMENT OF MOVEMENT IN EQUITY FOR THE YEAR ENDED 30 JUNE 2005

Opening Accumulated Funds	2,428,012	2,344,078
Excess of Income over Expenditure	269,589	83,934
<b>TOTAL ACCUMULATED FUNDS</b>	<b>\$ 2,697,601</b>	<b>\$ 2,428,012</b>

The accompanying notes form part of these financial statements.

# Statement of Cashflows

## STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 30 JUNE 2005

	NOTES	2005	2004
<b>CASHFLOW FROM OPERATING ACTIVITIES</b>			
Receipts from Customers		2,666,836	3,050,074
Government Subsidies		1,231,580	992,668
Interest Received		38,896	8,468
Sundry		47,322	68,812
<b>Total Receipts from Operations</b>		<b>3,984,634</b>	<b>4,120,022</b>
Less Payment to Suppliers and Employees		-3,165,001	-3,953,128
<b>Net Inflow from Trading Activities</b>	<b>3</b>	<b>819,633</b>	<b>166,894</b>
<b>CASHFLOW FROM INVESTING ACTIVITIES</b>			
<b>Cash was provided from:</b>			
Sale of Fixed Assets		3,317	25,892
Proceeds from Brookfields lawyers - The Clayton Trust Fund		0	16,102
<b>Cash was applied to:</b>			
Fixed Asset Purchases		-216,325	-179,192
ASW Development Trust		-200,000	-93,392
Investments		-475,000	0
<b>Net Cash to Investing Activities</b>		<b>-888,008</b>	<b>-230,590</b>
<b>Net Decrease in Cash Held</b>		<b>-68,375</b>	<b>-63,696</b>
Add Opening Bank Balance		176,285	239,981
<b>Closing Bank Balance</b>		<b>107,910</b>	<b>176,285</b>

The accompanying notes form part of these financial statements.

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2005

### 1. STATEMENT OF ACCOUNTING POLICIES

#### Reporting Entity

Workforce Auckland (Inc) is a society incorporated under the Incorporated Societies Act 1908. The financial statements of Workforce Auckland (Inc) are general purpose reports, which have been prepared in accordance with generally accepted accounting principles.

#### Measurement Base

The accounting principles recognised as appropriate for the measurement and reporting of results on an historical cost basis are followed by the Society.

#### Specific Accounting Policies

The following specific accounting policies which materially affect the measurement of financial performance and the financial position have been applied.

- *Property, Plant & Equipment*

Fixed assets are recorded at cost, or revaluation less depreciation. Depreciation is calculated on a straight line basis at annual rates of:- Buildings 3%, Plant & Equipment 20%, Motor Vehicles 20%, Office Equipment 20% to 33.3%, Fixtures & Fittings 20%.

- Change of policy. One of the depreciation policies was :- assets purchased from donations or grants received are fully depreciated in the year purchased. This policy was changed during the year to fall into line with standard accounting practice.

The new policy is that such assets purchased from donations or grants are depreciated at the normal rates outlined above. The effect of this backdated change was to decrease the depreciation charge for the year by \$533,913. The assets involved were purchased in 2001.

- Change of policy. Following a revaluation of some buildings in 1993, no subsequent depreciation charge was applied to these buildings. This is not consistent with standard accounting practice. Revalued buildings are now depreciated at 3%, and the backdated amount of depreciation of \$767,250 has been charged to the current 2005 year.

- Change of rate. On 1 July 2004, the rate of depreciation on buildings was changed from 5% to 3%. The effect of this change resulted in a decrease in the depreciation charge of \$64,187, compared to what it would have been if no rate change were made.

- Change of rate. On 1 July 2004, the rate of depreciation on computers (included in Office Equipment) changed from 20% to 33.3%. The effect of this change resulted in an increase in the depreciation charge of \$13,907, compared to what it would have been if no rate change were made.

- *Government Grants*

These are recognised as revenue when the conditions relating to the grants have been fulfilled. The subsidies received for the 12 months being reported amounted to -

Ministry of Social Development	\$1,231,580
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- *Debtors*

Debtors are valued at the expected realisable value after making provision for bad and doubtful debts.

- *Taxation*

The Financial Accounts are GST exclusive, and the society is exempt from Income Tax.

- *Operating Leases*

Leases under which all the risks and benefits of ownership are effectively retained by the lessor are classified as operating leases. Operating lease payments are recognised as an expense in the periods they are payable.

- *Financial Instruments*

Financial Instruments recognised in the Statement of Financial Position include cash balances, receivables, payables, term borrowings and investments.

# Notes to the Accounts continued

## 2. PROPERTY, PLANT AND EQUIPMENT

June 2005	At Cost or Replacement	Accumulated Depreciation	Book Value
Freehold Land	19,412	-	19,412
Buildings	3,269,557	1,410,948	1,858,609
Plant & Equipment	846,557	730,488	116,069
Motor Vehicles	485,722	385,623	100,099
Office Equipment	342,961	245,980	96,981
Fixtures & Fittings	129,346	98,248	31,098
<b>Total</b>	<b>5,093,555</b>	<b>2,871,287</b>	<b>2,222,268</b>

June 2004	At Cost or Replacement	Accumulated Depreciation	Book Value
Freehold Land	19,412	-	19,412
Buildings	3,320,382	1,144,638	2,175,744
Plant & Equipment	912,806	794,585	118,221
Motor Vehicles	530,594	436,391	94,203
Office Equipment	678,698	599,052	79,646
Fixtures & Fittings	50,409	46,402	4,007
<b>Total</b>	<b>5,512,301</b>	<b>3,021,068</b>	<b>2,491,233</b>

In June 2005, a registered valuer valued the land and buildings at \$3,500,000.

An asset verification project was carried out prior to 30 June 2005. This resulted in significant downwards adjustments to cost and accumulated depreciation of assets that were written off, redundant or unidentifiable. The net book value write off was \$3,724.

## 3. RECONCILIATION OF SURPLUS WITH NET CASH INFLOWS FROM TRADING OPERATIONS

	2005	2004
<b>Surplus for Year</b>	<b>269,589</b>	<b>83,934</b>
<i>Add Non-cash Items</i>		
Depreciation	481,959	239,079
<b>Cash Surplus</b>	<b>751,548</b>	<b>323,013</b>
<i>Movement in Working Capital</i>		
Decrease (Increase) in Debtors	51,919	(36,197)
Increase (Decrease) in Creditors	26,893	(77,869)
Increase (Decrease) in GST	(10,727)	(42,053)
	<b>68,085</b>	<b>(156,119)</b>
<b>Net Cash Inflow from Trading Operations</b>	<b>819,633</b>	<b>166,894</b>



## 4. INVESTMENTS

All investments are Fixed Term Deposits for varying periods, with an interest rate of 6.1% pa.

## 5. FINANCIAL INSTRUMENTS

### Credit Risk

To the extent Workforce Auckland has a receivable from another party there is a credit risk in the event of non-performance by that counter party. Financial instruments that potentially subject Workforce Auckland to credit risk principally consist of bank balances and investments.

Workforce Auckland continuously monitors the credit quality of major financial institutions that are counter parties to its financial instruments and does not anticipate non-performance by the counter parties.

### Credit Facilities

Workforce Auckland has total bank credit facility of \$Nil : ( \$Nil for year 2004 )

### Fair Values

Bank Balances, Investments, Receivables.

The carrying amount is the fair value for each of these classes of financial instruments.

## 6. SEGMENT INFORMATION

Workforce Auckland exists to provide training and employment opportunities for disabled people.

The surplus for the year was generated from the following activities:-

	<b>2005</b>	<b>2004</b>
Workforce Industries	265,642	215,631
Workforce Personnel	(43,375)	(24,770)
Job Connections	-	(144,389)
Donations/Grants/Bequests	47,322	37,462
<b>Total</b>	<b><u>269,589</u></b>	<b><u>83,934</u></b>

## 7. RELATED PARTY DISCLOSURES

The ASW Development Trust is a related party.

## 8. LEASE COMMITMENTS UNDER NON-CANCELLABLE OPERATING LEASES

	<b>2005</b>	<b>2004</b>
Less than 1 year	223,000	38,900
Between 1 - 2 years	186,000	174,100
Between 2 - 5 years	148,000	0

## 9. CAPITAL COMMITMENTS

As at 30 June 2005 there were no capital commitments (2004 - \$20,500).

# Directory

## Board of Directors

### Chairman

David Brown LLB BCom MBA (Harvard)

### Deputy Chairman

Kevin Riley

### Directors

Tricia Fitzgerald BA MBA AFNZIM

Mick Mittiga

Peter Spencer

Maurice Wilson

## Executive Staff

### Chief Executive Officer

Joy Ottaway BBS (Hons) CA CMA

### Managers

Workforce Industries: Mike Bryan

Workforce Personnel: Keay Bishop

## Life Members

Mr J L Button

Mrs J Clayton

Mrs J Dromgoole

Mrs D I Eyre

Mr K McAnulty

Mr D H McDonnell

Mr I D Robinson

## Solicitors

Stafford Klaassen

Auckland

## Auditors

Deloitte

Auckland

## Patron

Dame Catherine Tizard GCMG DBE

## Vice Patrons

### The Mayors of:

Auckland City: Mr R Hubbard

Manukau City: Sir B J Curtis

Waitakere City: Mr R Harvey

North Shore City: Mr G Wood

## Head Office

8 Kirkbride Road, Mangere

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## Workforce Industries

### Mangere Division

Production Manager - Ken Bremner

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PO Box 59-070, Mangere Bridge

Telephone 275-6049, Facsimile 275-0011

Email: [kenb@workforceauckland.co.nz](mailto:kenb@workforceauckland.co.nz)

Website: [www.workforceindustries.co.nz](http://www.workforceindustries.co.nz)

### Henderson Division

Production Manager - Heather Selu

206-208 Swanson Road, Henderson

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