SUPPORTING VICTORIAN BUSINESSES FOR OVER 170 YEARS

The Victorian Chamber
of Commerce and Industry

Annual Report

2023-2024



victorianchamber.com.au

Acknowledgement of Country

The Victorian Chamber of Commerce and Industry acknowledges the Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the Traditional Custodians, the Wurundjeri people of the Kulin Nation, of the lands on which the Victorian Chamber head office is located and extend this respect to all lands across the country.

We pay our respects to ancestors and elders, past and present, and support the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. We endeavour to develop stronger and enduring partnerships with First Peoples and work together to achieve economic, social and cultural equity and prosperity across Victoria.

We are committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Victorian Chamber of Commerce and Industry

Victorian Chamber of Commerce and Industry | ABN 37 650 959 904
150 Collins Street, Melbourne VIC 3000

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From the President

It's an incredible time in history for the Victorian Chamber – I can't recall a year in which we've had this level of growth, prominence and ambition.

Our once-in-a-lifetime opportunity to host the 14th World Chambers Congress in partnership with the International Chamber of Commerce World Chambers Federation in September 2025 has already provided the Victorian Chamber, and though us our membership, with incredible opportunities to connect with our international counterparts and to raise the profile of our State as an economic powerhouse.

This unparalleled exposure to an international business audience will pay huge dividends to the Victorian business community. It has been interesting to discover that we are not as unique as we may like to think down in this corner of the globe.

Globally, chambers, businesses and governments are facing the same obstacles and opportunities: skills shortages and misalignment, housing crisis', the ramifications of geopolitical tensions, energy transition, artificial intelligence and cyber security, gender equality and immigration chief among them.

It's why our theme for the 14WCC is *Business, chambers, government: Partners for prosperity.*

I am energised and excited about this opportunity to host THE global business event for 2025 and I invite you all be part of it.

In the spirit of innovation and driving productivity, I am also proud of the Victorian Chamber's transition from a not-for-profit organisation to a company limited by guarantee. It was a significant achievement of the financial year, with the new structure providing a more fit-for-purpose framework to help guide the ambitious path that the Board and Executive Council want to guide the Chamber on.

A key example of that ambition is the Melbourne Chamber's merger with the Committee for Melbourne, an exciting development which the Board, Executive Team and Chief Executive Paul Guerra contributed substantial levels of effort, negotiation and strategic planning to design over the past 12 months.

We are also well advanced on our Reconciliation Action Plan journey: it's been an enlightening and important process that we are passionate about and committed to.

The Victorian Chamber – from our Board to our management, to our staff – takes our role as the State's voice of business and our impact on the broader Victorian economy seriously. It is both a responsibility and an honour.

We partner with business to help drive up productivity and it's up to governments and other stakeholders to collaborate with us to foster the right conditions for growth and prosperity of all enterprises.

We look globally, as well as locally, to inform our strategic direction. The McKinsey Global Institute released its *A microscope on small businesses: spotting opportunities to boost small business* report in May 2024 and Australia was one of 16 countries referenced.

The report concluded that strengthening networks and interactions between large and small businesses is a win-win, micro, small and medium enterprises (MSMEs) should collaborate to achieve network efficiencies and MSMEs could create significant value and boost their productivity by improving their links and relationships with large companies.

I find this heartening because it talks to the importance of collaboration and ambition for business – in which the chamber movement has a huge role to play.

Chambers have evolved from being the provider of the 'stamp of approval' to trade to becoming the trusted partner for business success. We take Victorian businesses to market. Whether that be in our ability to inform and help shape policy, provide services that enable businesses to trade and transport goods, support leaders with advice and guidance on workplace issues, generate unparalleled networking opportunities or play our role in training and upskilling our workforce.

As the McKinsey report ruminates, it's all about harnessing what we have to drive productivity, and therefore prosperity, and not just for business, but for us all.

> **Our members and clients are at the heart of everything we do, because the organisation exists to serve you. I thank you all and I look forward to another year in which the Chamber will be your trusted partner.**

I am proud to be President of such an organisation and I thank my talented Board colleagues: Deputy President Jeremy Blackshaw and Directors Brendan Britten, Helen Fairclough, Kate Mannix, Kylie Warne, Carlene Wilson, Karyn Sobels and Peter Raddoll.

I'm grateful to the Chamber's Executive Team led by our Chief Executive Paul Guerra for their hard work and determination this financial year.

Thanks also to the Australian Chamber of Commerce and Industry Team, especially past President Nola Watson, current President Mark Birrell and CEO Andrew McKellar. We appreciate the partnership we have.

Finally, to the State Government, State Opposition, Federal Government and Federal Opposition – we appreciate the access and trust they place in us. It's understood we are here for business, but the ability to have constructive dialogue means that the conversations can be meaningful and impactful.



Adrian Kloeden
President



From the Chief Executive

The Victorian Chamber's values are Excellent, Accountable, Collaborative and Curious and I could not be prouder of our Team for the way they have demonstrated them over the past 12 months, possibly the most transformative period of our 173-year history.

When we set out on our four-year strategic plan journey, we did so with a strong sense of optimism, courage and ambition. And as driven as we were back in 2021, we have gone on to achieve more than we aspired to.

The five priority pillars we set for ourselves were: set our people up for success, deliver excellence in our business systems, stand up for business, achieving great policy outcomes, grow revenue through networks and create insights-driven brand and customer experiences.

Over the 2021-24 duration of our strategic plan, the Victorian Chamber has strengthened our prominence as the voice of business in Victoria, we have tailored our services and products to suit time-poor businesses, boosted the calibre of our events, training and membership offers and have become a world-leader in many areas including international documentation, our women in business program, apprenticeship support and policy rigour.

None of this would be possible without an incredible team; by positioning ourselves as an employer of choice, we attract the best and the brightest and we are proud of our workplace, which is driven by our ever-present values. In our most recent staff satisfaction survey (November 2023), 95 per cent of our team said they were proud to work at the Victorian Chamber – a staggering result by industry standards.

This past financial year was what the final year in a four-year strategic journey should look like. It was a year of consolidation, a year of results and a year of meticulously laid plans coming to fruition.

The major highlights were securing the Australian Apprenticeship Support Services contract, our Policy and Advocacy impact, negotiations to merge with the Committee for Melbourne, planning for the 14th World Chambers Congress, commencing our Reconciliation Action Plan journey, building towards achieving the Workplace and Gender Equality Agency's citation for gender equality, revamping our membership offer, taking our events and training to the next level and creating a new suite of products to meet the emerging needs of our members and clients.

Apprenticeship Support Australia (ASA), under the umbrella of the Victorian Chamber, Business NSW and the Chamber of Commerce and Industry Western Australia, expanded its footprint across the country in the past financial year, emerging as an Apprentice Connect Provider (ACP) in every state.

The ASA contract means we can play a vital role in the current skills shortage and expand our footprint into Tasmania and South Australia. Importantly, our ASA operations also enable us to have a significant presence in Regional Victoria.

In the Policy and Advocacy space, we have been influential in shaping public discourse and policy direction, particularly in the areas of the energy transition to net zero through our *Securing our Energy Future* policy paper, gas survey and associated events and campaign. We were also successful in advocating for a freeze on WorkCover premiums.

The Chamber has been a major player in the housing shortage space, with our Housing Taskforce work and membership of the Victorian Government's Housing Statement Industry Advisory Body. We were also active in helping the Federal Government to shape the Australian Cyber Security Strategy through our policy recommendations and product design.

With the Federal Government's introduction of new industrial relations laws, the Victorian Chamber Team travelled the State to put on information sessions to equip as many businesses as possible with the knowledge they need to navigate the evolving and complex legislative environment.

Another way we assisted business was to modernise our training offering. In the past financial year, we have added several new courses to our catalogue including finance, sales and leadership training.

We've also created a suite of new products in the ever emerging – and important – areas of cyber security and ESG to ensure our members and clients are informed and protected.

> Planning is well advanced for the 14th World Chambers Congress (14WCC), which we are honoured to be hosting here in Melbourne 2-4 September 2025 with our partners at the International Chamber of Commerce World Chambers Federation. The theme is ***Business, Chambers, Government: Partners for Prosperity:*** keep an eye out for speaker announcements and sponsorship opportunities.

Our Chamber Change women in business program continues to build acclaim, with 350 participants completing it to date. The Chamber was delighted to host the Chamber Change ASEAN Collaboration Forum as part of the Department of Prime Minister and Cabinet's ASEAN-Australia Week to share the program design and outcomes with our Asia Pacific neighbours.

But it's not all work and no play, our events continue to get bigger and better, providing unparalleled experiences and networking opportunities for our members. Last financial year we hosted 128 of them and heard from some incredible guest speakers including Former Victorian Governor The Hon Linda Dessau AC CVO, Federal Opposition Leader Peter Dutton, Victorian Treasurer Tim Pallas and F1 Commentator David Croft.

Our presence in the media continued to be strong and we have also grown our social media following by 10 per cent. I really enjoyed recording our podcast with Victoria's business leaders and we released 10 of those this year with incredible guests including Eddie McGuire, Professor Sharon Lewin OAM and Ross Stevenson.

It is omnipresent in our minds that we exist because of our members and clients – thank you for your support, but most of all for your belief and trust in us to be your voice. You are the reason we do what we do, and your success continues to drive us for more.

I give my sincere thanks and gratitude to our excellent, accountable, collaborative and curious Victorian Chamber Team for what they have delivered this year, it's been a herculean effort. Thanks also to my Executive Team colleagues: Scott Veenker, Antoinette Truda, Glenn Goodwin, Mia LaBurniy, John Bucknell, Amelia Bitsis, Deborah Atkins, Kristian McCarthy, Sara Marriott and Chanelle Pearson. It's been a big year and you've risen to the challenges.

Thanks to President Adrian Kloeden for your support and guidance, Deputy President Jeremy Blackshaw and the wider Board. Our Executive Council continue to play a vital role as our 'ear to the ground' for policy and advocacy input and direction.

The Chamber is in a great position to capitalise on the achievements and momentum of our four-year strategic plan and I look forward to another fabulous year ahead.



Paul Guerra
Chief Executive





Helping business – it's what we do



About the Victorian Chamber

The Victorian Chamber of Commerce and Industry (Victorian Chamber) is the largest and most influential not-for-profit business organisation in Victoria, informing and supporting a network of 85,000 members and clients across the state.

Founded in 1851 with the aim to make Melbourne one of the world's notable free ports, today we continue leading businesses of all sizes into the future via our extensive policy and advocacy work, and with a highly skilled team of business specialists who provide the training and support required to enable Victorian businesses to thrive.

The Victorian Chamber proudly champions business' interests, with a strong focus on ensuring transformational growth, international trade opportunities and sustainability for all members.



Held 128 in-person and online events, attracting more than 12,000 attendees



Answered more than 20,000 enquiries to the Workplace Relations Advice Line



Issued more than 1,400 ATA Carnets (passports for goods), including for Australia's sporting equipment for the 2024 Olympics



Presented 15 policy submissions to State and Federal Governments across a broad range of issues



Provided direct support services to more than 20,000 businesses, 30,000 apprentices and 5,000 job seekers across Victoria



Delivered three Government programs, helping 60 graduates secure job opportunities through the Multicultural Youth Graduate Internship program and matching 123 businesses with 234 students from 14 tertiary institutions via SummerTech Live



Membership

The 2023-24 financial year saw a range of refinements and enhancements to the member experience, demonstrating that the Victorian Chamber is both willing and able to adapt to cater for the needs of Victorian business.

Listening and responding to member feedback, we streamlined our membership tiers from four to three, proritising driving member engagement. This, along with the integration of a robust account management and first-year member strategy, aims to maximise member retention and their level of involvement.

Enhancements to the MyPortal dashboard, including the redesign and integration of core member resources such as HR Tools and Templates, enriched the member experience and created a smarter and easier way for members to interact with online resources.

The Victorian Chamber continues to work closely with our regional partners to strengthen the scope of engagement within regional Victoria and enhance the member experience of businesses across the state.

The last 12 months have seen a focus on the Chamber's representation at events and trade shows, with the goal of increasing the Victorian business community's awareness of our new products and resources in market, all of which sit within the overarching goal of making Victoria the best state to own and operate a business.

As legislative changes continue to shift the obligations of employers, the Chamber also increased our output of webinars in the second half of the financial year. Free for members, the Chamber's webinars provide business the opportunity to listen to and engage with subject matter experts and ensure that they have the right information to maximise their internal compliance.

Looking ahead, the Victorian Chamber will continue to listen to and act on member feedback, ensuring membership tiers remain fit-for-purpose with the shifting requirements of Victoria's business community. We remain committed to ambitious growth within metropolitan and regional Victoria and are excited to continue offering valuable support to businesses throughout Victoria.



Employer



Entrepreneur



Sole Trader

Policy and Advocacy

In 2023-24 the Victorian Chamber conducted extensive policy and advocacy work on behalf of our members and customers. Our work focuses on transforming our economy and enabling business to prosper, translating into more jobs, opportunities and better economic outcomes for all.

The Policy and Advocacy Team has developed an overarching architecture for the policy work it is undertaking across the following key pillars:

Key pillars

1	Ensuring affordable and reliable energy
2	Develop global industries and invest in digitaltech and cyber security
3	Unleash business growth through a competitive tax system
4	Invest in nationally coordinated enabling infrastructure
5	Create a competitive and smart regulatory environment
6	Unlock the competitive advantage of our regions
7	Elevate the role of business in education and create a world class education and training system.

Transformative actions in each of these pillars is the key to a more resilient and diversified economy. Consequently, the Policy and Advocacy Team has focused submissions and major policy documents covering each of these pillars. These are included in our new website.

The Victorian Chamber strengthened our reputation as a trusted adviser to government on behalf of business. We also lodged submissions highlighting key priorities for Victorian businesses for the State Budget and Federal Budget.

We welcomed the Victorian Government's announcement of no new taxes on business, our number one advocacy priority. We were also pleased with increased funding for TAFE and upskilling, careers counselling in schools, business events attraction, innovation and entrepreneurship initiatives, regional services and business enablement and training programs.

Business has been doing the heavy lifting for the Victorian economy. The Victorian Chamber was instrumental in advocating for raising the payroll tax threshold, abolition of the business insurance levy and replacing stamp duty on commercial properties: all of which took effect from 1 July 2024, helping to unlock business growth.

We were pleased that the Federal Budget fully or partially committed to 17 of our 19 recommendations contained in our Federal Budget Submission. Importantly, the Federal Government supported Victorian Chamber recommendations for increasing opportunities for business to work with Government on opportunities relating to AUKUS, defence contracts, clean energy, minerals exploration and housing supply.

As the largest connector of apprentices and trainees to employers in Victoria, we welcomed the Strategic Review of the Australian Apprenticeship Incentive System and will continue to advocate for payments to remain at their current levels.

During the year we released major policy papers including Regional Policy Discussion Paper, Securing our Energy Future, Cyber Higher Degree Apprenticeship, Cyber Security Strategy, Boosting Business with Career Services and our Housing Taskforce report.

We also provided 15 submissions to the State and Federal Government covering the key themes in the transformative pillars detailed above. Importantly, we worked closely with the Australian Chamber of Commerce and Industry to provide our expertise and a Victorian perspective to help inform its policy work and submissions.

We look forward to continuing to work with our members, stakeholders, customers, advisory groups and all levels of government to ensure positive outcomes for Victorian business.



Events

Victorian Chamber's Events team delivers high-quality events to support our business, members, and clients.

We hosted 128 events in the past financial year, either online or in-person across regional and metropolitan Victoria, an increase of 25 on the previous year.

New initiatives in our portfolio included: Chamber Change Regional Events, two Melbourne Global Football Week events in partnership with TEG Sports, and a Federal Election Series Lunch featuring the Hon Peter Dutton MP. The Federal Election Series will continue throughout the 2024-25 Financial Year in the lead-up to the Federal Election.

Our events attracted 12,126 attendees in the past financial year, more than nine per cent more than the previous period.

Our Business After Dark Series continued to be popular, reaching capacity registration of 300-350 guests per venue. Our major Workplace Relations webinar on WorkCover Changes attracted more than 1200 registrations, while the State Budget Lunch reached 447 registrations, the most in recent history.

We maintained strong relationships with longstanding sponsors – Pitcher Partners, CareSuper, and the Victorian Government – and welcomed new partnerships with Transurban, Banksia Strategic Partners, Origin Zero, The CarbonNet Project, Built and TEG Sports.

In addition to these paid partnerships, we hosted joint or partnership events with MCC and VCCI members including the Victoria Racing Club, Australian Grand Prix Corporation, Herald Sun and Melbourne Press Club.

Keynote guests included Hon Linda Dessau AC CVO, Tottenhan Hotspur manager Ange Postecoglou; F1 commentator David Croft, Secretary General of the International Chamber of Commerce (ICC) John W.H. Denton AO, other Ambassadors and visiting business leaders, Federal and State Ministers and Opposition Leaders, and sporting personalities across AFL, AFLW and horse racing.

The Victorian Chamber's events continue to provide guests with premium networking opportunities and exclusive access to distinguished leaders across government, business, sport and other key sectors.

128
events in year 2023-2024

12,126
attendees and registrations

300+
Business After Dark guests per venue


13



Workplace Relations and Wellbeing

In 2023-24 the Victorian Chamber's Workplace Relations and Wellbeing team continued to deliver comprehensive services across the State. The Workplace Relations legislation, as well as the state WorkCover legislation, represented a period of significant change for employers.

Workplace Relations Advice Line

The Workplace Relations Advice Line continued to be an extension of many Victorian businesses, answering more than 20,000 enquiries covering award coverage, classification, wages, leave, performance management, misconduct and dismissals.

The team also focused on reviewing and refining our tools and templates content. There was an official launch on our member platform in the final quarter of the year, representing a strong support to the verbal advice from the team and promotes self-service accessibility.

As part of the annual wage review, we reviewed and published more than 120 wage spreadsheets covering every classification impacted by the annual wage review.

Workplace Relations Consultants

Our consultants delivered an outstanding service to business, with support for more than 500 individual matters. The team offering has deepened to include specific Consulting support for WorkCover and injury management.

The Team's expertise featured in more than 48 compliance reviews and 35 enterprise agreement negotiations, with management of illness and injury a growth area representing 44 matters. We continued to support employers in core areas of Workplace Investigations and Fair Work Commission matters.

Psychosocial health and safety

In partnership with Employers Mutual Limited (EML), we continued to deliver Mental Health Comply, a program designed to help businesses create mentally healthy workplaces.

20K+
Advice Line calls answered

500+
Workplace Relations consultations



We also presented with EML on related topics, including around significant changes to WorkCover legislation, with our March 2024 webinar on this topic attracting more than 1,000 registrations.

Our team participated as speakers at the 2024 Work Health and Safety Melbourne show and continued to support employers in their workplace to review and understand their obligations and risks.

Industrial relations reform

The 2023-24 fiscal year saw further significant industrial relations reform, with two sets of amendments to the Fair Work Act:

- the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023*, which received Royal Assent on 14 December 2023
- the *Fair Work Legislation Amendment (Closing Loopholes No. 2)* Act 2024, which received Royal Assent on 26 February 2024.

The Workplace Relations Team has ensured businesses remain informed and understand key changes before they happen. We had more than 1,800 registrants for our series of briefings on these changes, rolled out via a series of in-person and webinar events and delivered in conjunction with ACCI and the Federal Government via the Productivity Education and Training Fund.

Occupational health and safety

Though overseen by a different department, our workplace health and safety consultation is an important service to ensure business compliance and sustainability, aiming to build and maintain safe, productive and thriving workplaces.

Our team of subject matter experts offers a range of consulting packages, launched in the previous financial year. These are: Safety Walks; Safety Talks; Safety Docs; and Safety Partner.

These are popular resources for business to understand safe work practices and include proactive assessments, policy and documentation assistance and other expertise.



Training

The Victorian Chamber enhances the skills of organisations across all sectors through a flexible suite of onsite, self-paced and customised workplace training.



We review and adapt our programs annually to ensure they continue to meet the changing needs of business. The past year focused on upskilling the workforce to overcome skills shortages and cost of doing business challenges.

The Training Team continued to listen to members to refine and deliver our top training courses while introducing new offerings to market. These included:

Finance training

The Victorian Chamber devised a new suite of finance, business and accounting training to help employees and the self-employed make informed decisions based on financial data. These were:

- Finance for Small Business Owners (for Non-Finance People)
- Understanding and Managing Costs
- Budgeting Fundamentals
- Accounting Fundamentals
- Analysing and Evaluating Business Performance

Sales training

The Victorian Chamber joined forces with the McGinn Partnership on The Art of Sales: A Masterclass in Performance, a comprehensive training program run by Tony McGinn OAM to help business leaders understand issues with accountability and productivity within their sales processes and how they can improve them.

Leadership training

In partnership with leadership consultancy Lysander, we launched new leadership courses to enable both aspiring and established leaders to take their capabilities to a new level. Emerging Leader empowers aspiring leaders to achieve excellence, while Transformational Leader refines leadership style and develops inspirational managers.

Suburban training

As part of the Chamber's suite of customised and onsite training tailored to business needs, we expanded our offering to deliver our most popular training programs at four new locations around Melbourne's east and south-east. The suburban calendar brought our popular courses in leadership and management and health, safety and wellbeing to Chadstone, Ringwood, Narre Warren and Scoresby.

Disaster recovery initiative

The Victorian Chamber was proud to support Regional Victoria through the State Government's Business Groups Flood Recovery Grant. As part of the initiative, the Victorian Chamber held a series of training and networking events to reactivate the small business sector in local government areas – Bendigo, Echuca, Wangaratta and Shepparton – affected by Victorian floods in the past year.

Government Programs

In 2023-24, the Victorian Chamber delivered three important government programs. We worked with the Victorian Government targeting business recovery, resilience, innovation, employment and skills. Programs included:





Multicultural Youth Graduate Internship

In partnership with Jobs Victoria and Youth Activating Youth (YAY), the Victorian Chamber delivered a graduate internship program to provide career opportunities for multicultural youth. We provided more than 60 young people from culturally and linguistically diverse backgrounds an opportunity to kickstart their careers through paid six-to-eight-week internships with Victorian businesses. From this, 23 participants secured ongoing employment immediately after their internships.

SummerTech Live

The Victorian Government-funded SummerTech Live program helps businesses solve technology-related problems by partnering with Victoria's tertiary education providers and their information technology students and recent graduates. It is an opportunity for students to gain work-ready skills and kickstart their careers with a 10-12 week paid studentship. Over the 2023-2024 summer the Chamber matched 123 Victorian businesses with 234 students from 14 tertiary institutions.

Business Groups Flood Recovery

Under the State Government's Business Groups Flood Recovery initiative, the Victorian Chamber delivered a series of training and networking events to reactivate the small business sector in local government areas affected by the Victorian floods. We provided free business training in Bendigo, Echuca, Wangaratta and Shepparton in late 2023.

International Trade

The Victorian Chamber's Global team helps members and clients of all industries and sizes engage in international trade.



We are licensed to issue Certificates of Origin (COOs) under the Australian Chamber of Commerce and Industry (ACCI), which certify the location of growth, production or manufacture of goods – and may also be required to receive preferential tariffs. Combining our business development efforts with market factors, primarily increasing post-pandemic export levels and improved Australia-China trade relations, the demand for COOs rose over the past year.

The Victorian Chamber approved an increasing volume of documents and remains one of the largest issuers of COOs in Australia. Uptake surged for ChamberCERTIFY, the Chamber's online platform that allows exporters to submit and manage their CoOs, registrations and other export documents electronically. Clients expressed appreciation for the platform's ease of use and quick document turnaround time. We also implemented an auto-approval process for non-preferential documents on ChamberCERTIFY, enabling clients to instantly receive approved documents at any time.

The latest addition to ChamberCERTIFY is the ATA Carnet application, and by the end of the year Health and Free Sale Certificates will also be available on the same platform.

The ATA Carnet, known as the 'passport for goods', allows duty-free and tax-free temporary import of goods in over 80 countries and territories for up to one year. The Victorian Chamber is Australia's National Guaranteeing Association for ATA Carnets, issuing more than 1,400 this past year. Notably we facilitated the movement of thousands of sports, media and other professional equipment between Australia and Paris for the 2024 Olympics.

While the ATA Carnet is currently a paper-based document, the International Chamber of Commerce (ICC) began building an electronic system in 2019. By 2027 all ATA Carnets globally will be fully digitised, streamlining the customs process.

The Victorian Chamber completed its system integration project with the ICC in April this year to support the real-time transfer of data between the two systems. We are working closely with the Australian Border Force (ABF) in the transition process. Once completed, Australia will be 'eATA' Carnet ready.

In September 2023, the Victorian Chamber's 'When Buyer Met Seller' event gathered Australian consumer goods manufacturers and suppliers to showcase their products in front of Melbourne-based Asian buyers. The event hosted more than 150 buyers and sellers, facilitating meaningful trade opportunities and relationships.

The Victorian Chamber's Taiwan Business Program was held in October 2023, unlocking export potential for Victorian businesses into lucrative Asian markets. Eight delegates participated in the program, meeting 10 Taiwanese businesses relevant to their industries – including food, retail, manufacturing, biotech, property, architecture and design and more.

Apprenticeship Support Australia

Apprenticeship Support Australia (ASA), under the umbrella of the Victorian Chamber, Business NSW and the Chamber of Commerce and Industry Western Australia, expanded its footprint across Australia in the past financial year, emerging as an Apprentice Connect Provider (ACP) in every state.

This significant development came after the Australian Government awarded ASA the Australian Apprenticeships Support Services Contract for the 2024-2026 period, with operations starting on 1 July 2024.

This expansion aims to provide more personalised support to apprentices and employers, with a focus on First Nations apprentices, women in male-dominated trades, and apprentices in clean energy occupations. These initiatives are part of broader Government commitments to build a skilled workforce, transition to net zero, and meet ambitious housing targets.

Beyond providing generalist services, ASA has also been contracted to deliver Specialist Provider Services all over Victoria. This enables ASA to offer comprehensive mentoring services customised to meet the unique needs of women apprentices in largely male-dominated industries, with an aim of increasing participation and successful completion of apprenticeships.

ASA celebrated its 25th anniversary in 2023 with a special event featuring a keynote address from Federal Minister for Skills and Training Brendan O'Connor, who acknowledged ASA's pivotal role in supporting apprentices and trainees and their employers. The event also spotlighted the inspiring journey of Victorian Apprentice of the Year, Chhunly Taing, a trailblazer for women in male-dominated trades.

Overall, ASA extended direct support services to more than 20,000 businesses, 30,000 apprentices and 5,000 job seekers throughout Victoria in 2023-24.

supported **20K+** businesses

supported **30K+** apprentices

supported **5K+** job seekers



Melbourne Chamber of Commerce



The Melbourne Chamber of Commerce (MCC) is the Victorian Chamber's premium membership offering. Under the guidance of our Advisory Board, MCC brings together many of Victoria's largest, most innovative and successful organisations across a wide range of sectors.

Connectivity is crucial in promoting business prosperity and MCC continues to enhance its relationship-building capacity. We were proud to welcome 42 new members in the past financial year, a record for the business.

The Melbourne Chamber links members with other enterprises, leaders and decision-makers through our vast network and exclusive events. Members also participate in numerous forums to guide our advocacy and drive outcomes for Victoria's prosperity and success.

Events held during the year included leadership lunches with Melbourne's Lord Mayor Sally Capp, Metro Trains CEO Raymond O'Flaherty, Visit Victoria CEO Brendan McClements, Victorian Treasurer Tim Pallas, Victorian Minister for Health Mary-Anne Thomas and Productivity Commission Chair Danielle Wood.

Our members also enjoyed exclusive corporate hospitality events at the Australian Open, AFL Finals and Food and Wine Experience with guest chef Peter Gunn; along with best practice tours of Boeing Aerostructures, National Skills Week, Flinders Street Station, Crown Melbourne, Melbourne Airport and RMIT Capitol Theatre as part of their membership benefits.

Media and Communications

The Media and Communications Team successfully expanded the Victorian Chamber's reach and influence through our own channels and via traditional and digital media throughout the 2023-24 financial year.

In total, the Victorian Chamber had 2,682 media mentions, representing a potential reach of 134 million people. This coverage equates to an advertising spend of $24.07 million across television, online and print media and radio.

Media Coverage

- 178 television news appearances or mentions
- 12 opinion editorials published in major newspapers
- 22 front page newspaper mentions
- 244 newspaper mentions
- 34 live radio interviews
- 24 media releases.

The Chamber has established productive working relationships with Australian media to maintain our status as the trusted voice for business commentary in Victoria. Ranging from the cost of doing business, energy security, housing, skills shortages, cybersecurity, careers services and more, the Chamber and our key stakeholders provided a strong and balanced business perspective on key issues.

We also deliver key messages and updates to audiences via our website news, publishing more than 300 articles in the past financial year. The news and media section attracted 155,000 users and 244,000 views over the past financial year, accounting for 28 per cent and 13 per cent of the Chamber's total website users and traffic respectively.

Our readership was kept abreast of the latest business grants and incentives, state and federal budget announcements, tax focus areas, workplace legislation, wage and award decisions, WorkCover changes, apprentice subsidies and other business-focused issues.

As part of our content offering, we published a range of videos to showcase members and support strategic objectives around key policy campaigns and Government partnerships, including our Careers Services Paper, Cybersecurity campaign and the Youth Activating Youth (YAY) internship program.

We also continued to expand our Business Voice podcast, releasing 10 episodes with key guests including Lindsay Fox, Eddie McGuire, Andrew Dillon, Sharon Lewin, Ann Peacock, Ross Stevenson and John W. H. Denton AO.

The exposure of the Chamber's content is aided by our Business First e-newsletter, which delivers news articles, CEO updates, event and training listings and member offers directly to the Chamber's database of members and clients each week.

As of 30 June 2024, our social media accounts had 41,947 followers across LinkedIn, Facebook, Instagram and X; nine per cent more than the previous financial year.



Consolidated Financial Report

For the Year Ended 30 June 2024

Victorian Chamber of Commerce and Industry

150 Collins Street, Melbourne Victoria 3000

ABN 37 650 959 904

Victorian Chamber of Commerce and Industry
ABN 37 650 959 904

Report required under subsection 255(2A)

The committee of management presents the expenditure report as required under subsection 255(2A) on the reporting unit for the year ended 30 June 2024.

Categories of expenditures	2024 ($)	2023 ($)
Remuneration and other employment-related costs and expenses – employees	24,087,931	24,045,602
Advertising	874,891	806,194
Operating costs	3,266,015	4,334,586
Legal costs	344,491	128,456

Signature of designated officer:



Name and title of designated officer:

Paul Guerra, Chief Executive

Dated: 4th October 2024

Operating Report

The Committee of Management presents its Operating Report on the Victorian Chamber of Commerce and Industry (Victorian Chamber) for the year ended 30 June 2024.

The Members of Committee of Management

The Members of the Committee of Management (Board of Directors) comprises of elected representatives of the Executive Council of the Victorian Chamber who form the Board of Directors. The Past President of the Victorian Chamber is eligible for election to the Board of Directors in the office of Past President, under rule 22A which came into effect on 18 November 2015.

The Directors present their report together with the financial report of the Victorian Chamber for the year ended 30 June 2024 and the Auditor's Report thereon.

The persons who held office as members of the Board of Directors and officers of the Victorian Chamber during the reporting period were:

Name of Officer	Office Held	Appointed	Resigned
Mr Adrian Kloeden	President	19.11.2013	
Mr Jeremy Blackshaw	Director (Deputy President)	14.11.2019	
Ms Karyn Sobels	Director (Immediate Past President)	22.11.2011	
Ms Helen Fairclough	Director	04.07.2018	
Mr Paul Guerra	Secretary/Chief Executive	03.02.2020	
Ms Kylie Warne	Director	14.11.2019	
Ms Kathryn Mannix	Director	15.11.2022	
Ms Carlene Wilson	Director	31.03.2021	
Mr Brendan Britten	Director	15.11.2022	
Mr Peter Radoll	Director	15.11.2022	31.12.2023

Note: During the financial period, on 31.12.2023, Mr Peter Radoll resigned from the board. Ms Karyn Sobels has resigned post year end on 9.7.2024.

Operating Report

Meetings – Board of Directors

The number of meetings attended by each of the members of the Board of Director and Officers of the Victorian Chamber during the financial year was:

Name of Officer	Number of Meetings Held while in Office	Meetings Attended
Mr Adrian Kloeden	12	12
Mr Jeremy Blackshaw	12	11
Ms Karyn Sobels	12	8
Ms Helen Fairclough	12	10
Mr Paul Guerra	12	12
Ms Kylie Warne	12	10
Ms Kathryn Mannix	12	12
Ms Carlene Wilson	12	12
Mr Brendan Britten	12	11
Mr Peter Radoll	6	6

Remuneration Paid to Officers

The salary ranges of the five highest paid officers of the Victorian Chamber for the year ended 30 June 2024 were:

	Remuneration ($000's)					Non-cash benefits ($000's)	
Name of Officer	0-50	51-100	101-150	451-500	601-700	0-50	51-100
Mr Adrian Kloeden							
Ms Karyn Sobels							
Ms Helen Fairclough							
Mr Brendan Britten							
Mr Jermy Blackshaw							
Mr Paul Guerra							

Operating Report

Superannuation Trustees

Name of Officer or Member	Position Held	Superannuation Fund	Nominated by Victorian Chamber or other Body
Mr Graham Sherry	Member	Vision Super	Victorian Chamber
Mr Jeremy Johnson	Member	CARE Super	Victorian Chamber

Principal Activities

The principal activities of the Victorian Chamber during the financial year were to assist the interests of Victorian business members and contributors via representation and advocacy to Government and policy makers along with providing membership services primarily involving industrial relations, information, advice, networking and value-added professional services. The Victorian Chamber makes a positive difference to Victoria's economy, environment and ultimately the community. There was no significant change in the nature of these activities during the period.

Review and Results of Operations

The Victorian Chamber recorded a consolidated deficit for the year ended 30 June 2024 of $6,365,478 (2023: Deficit of $4,337,483). The consolidated net assets at 30 June 2024 totalled $82,740,395 (2023: $89,105,873).

Membership of Victorian Chamber

As at 30 June 2024, the Victorian Chamber had 3,829 paid members (2023: 5,415).

Employees of Victorian Chamber

As at 30 June 2024, the total number of employees was 203 (2023: 193).

Board Committees

The following Board Committees operated during the reporting period:

Audit and Risk Committee

Brendan Britten (Chair)	(appointed 15 November 2022)
Carlene Wilson	
Karyn Sobels	(appointed 1 January 2024)
Kylie Warne	(resigned from Committee 1 January 2024)
Adrian Kloeden	(ex officio only from 1 January 2024)

Operating Report

Investment Committee

Karyn Sobels	(Chair until leave of absence 8 September 2023 – 1 January 2024. Resigned from Committee 1 January 2024)
Jeremy Blackshaw (Chair)	(Chair from 8 September 2023)
Kathryn Mannix	
Adrian Kloeden	

HR and Remuneration Committee

Helen Fairclough (Chair)	
Peter Radoll	(resigned 31 December 2023)
Kylie Warne	(appointed 1 January 2024)

Events after the Consolidated Balance Sheet Date

On 9th July 2024 the Victorian Chamber of Commerce and Industry (VCCI) converted to an incorporated association in accordance with the Association incorporation Reform Act 2012 (Vic).

VCCI's conversion to an incorporated association did not:

i. create a new legal entity; nor

ii. affect VCCI's existing property, rights or obligations.

Accordingly, for all legal purposes, VCCI should be treated as the same legal person. From an operational perspective, no variations to any existing arrangements with VCCI are required.

As an incorporated association, VCCI's new legal name is *Victorian Chamber of Commerce and Industry Incorporated.* Our Australian Business Number (ABN) remains 37 650 959 904.

On 1st August 2024 the Victorian Chamber agreed to the asset acquisition of Committee for Melbourne (CFM). This transaction achieves the purpose of merging the CFM Business with VCCI's business operational area of Melbourne Chamber of Commerce (MCC), forming a new CFM in order to serve, and build a better future for, the Victorian and Melbourne business community.

There are no other matters or circumstances that have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Victorian Chamber in future financial years.

Operating Report

Manner of Resignation

Rule 10 provides for the process of resignations.

(a) (i) A member may resign from membership of the Victorian Chamber by written notice addressed and delivered to the Secretary. Such notice shall be taken to have been received by the Victorian Chamber when delivered to the Secretary.

(ii) A notice of resignation that has been received by the Victorian Chamber is not invalid because it was not addressed and delivered to the Secretary.

(iii) A resignation from membership of the Victorian Chamber is valid even if it is not effected in accordance with paragraph (i) hereof if the member is informed in writing by or on behalf of the Victorian Chamber that the resignation has been accepted.

(b) A notice of resignation from membership of the Victorian Chamber takes effect:

(i) where the member ceases to be eligible to become a member of the Victorian Chamber:

1. on the day on which the notice is received by the Victorian Chamber; or
2. on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;

whichever is later; or

(ii) in any other case:

1. at the expiration of 2 weeks after the notice is received by the Victorian Chamber; or
2. on the day specified in the notice; whichever is later.

(c) If a member ceases to be engaged in or as an employer in the industry the membership of such member may, subject to the member being accorded natural justice, be determined summarily by resolution of the Executive Council, provide however that such determination shall not affect the liability of the member to pay all monies owing by the member to the Victorian Chamber.

(d) Any dues payable but not paid by a former member of the Victorian Chamber, in relation to a period before the member's resignation or termination from the Victorian Chamber took effect, may be sued for and recovered in the name of the Victorian Chamber in a court of competent jurisdiction, as a debt due to the Victorian Chamber.

Operating Report

Manner of Resignation (continued)

(e) If a member becomes unfinancial in accordance with Rule 9 his/her name may be struck off the Register of Members by Order of the Executive Council. Any member shall cease to be a member of the Victorian Chamber as soon as his/her name shall have been struck off the Register of Members by Order of the Executive Council and not sooner. Provided that where a member has become unfinancial and at least fourteen (14) days before the Executive Council orders that the member be struck off the Register of Members, the Secretary shall advise the person, in writing, that if he/she fails to pay the outstanding subscriptions within fourteen (14) days of the date of the letter then he/she will be struck off the Register of Members without further notice. If the person pays the outstanding subscriptions within that time then he/she shall not be struck off the Register of Members.

(f) Any member who shall be expelled from the Victorian Chamber under the Provisions of Rule 40 hereof shall thereupon cease to be a member.

(g) Members ceasing to be such from any cause whatsoever have no claim of any kind – monetary or otherwise – on the Victorian Chamber or its assets.

(h) The Manner of Resignation by a Member from the Victorian Chamber of Commerce and Industry Incorporated remains in line with the above points under the revised constitution dated 9th July 2024. A copy of the new constitution is available to members.

Signed in accordance with a resolution of the Committee of Management.



Paul Guerra
Chief Executive and Secretary at Melbourne,
Date: 4th October 2024

Consolidated Statement of Comprehensive Income

	Note	2024	2023
		$	$
Revenue			
Membership subscriptions	2(a)(d)	6,640,861	6,568,984
Other revenue	2(b)(d)	25,572,939	26,841,579
Other income	2(c)	4,061,797	3,486,089
Total revenue and other income		**36,275,597**	**36,896,652**
Expenses			
Operating expenses		3,266,015	4,334,586
Employee benefits	4	24,087,931	24,045,602
Affiliation fees	3(a)	718,305	642,099
Depreciation and amortisation expense		1,846,518	2,754,176
Impairment	3(d)	951,122	–
Federal & State Government programs		2,242,253	1,542,570
Occupancy expenses		975,056	954,561
Consultancy fees		1,360,095	1,866,019
Provision for expected credit losses and bad debts	3(b)	7,246	227,682
Information, communication and technology expenses		1,306,243	1,441,614
Interest expense	3(c)	170,512	605,461
Loss on financial assets at fair value through profit or loss		2,894,770	61,736
Other administration		2,815,009	2,758,029
Total expenditure		**42,641,075**	**41,234,135**
Current year (deficit)/surplus before tax		**(6,365,478)**	**(4,337,483)**
Income tax expense		–	–
Current year (deficit)/surplus after tax		**(6,365,478)**	**(4,337,483)**
Total comprehensive income		**(6,365,478)**	**(4,337,483)**

Consolidated Statement of Financial Position

Assets, Liabilities and Equity	Note	2024	2023
		$	$
ASSETS			
Current Assets			
Cash and cash equivalents	6	9,580,487	13,449,920
Trade and other receivables	7	3,259,191	3,633,198
Financial instruments	8	1,486,876	3,486,875
Prepayments	9	953,179	943,243
Total current assets		**15,279,733**	**21,513,236**
Non-current Assets			
Financial instruments	8	81,625,611	83,164,124
Intangible assets	10	40,907	231,720
Property, plant and equipment	11	347,676	1,583,500
Right-of-use asset	15(a)	352,114	842,032
Total non-current assets		**82,366,308**	**85,821,376**
Total assets		**97,646,041**	**107,334,612**
LIABILITIES			
Current Liabilities			
Trade and other payables	12	3,694,192	5,220,774
Contract liabilities	13	4,411,848	4,557,688
Lease liabilities	15(b)	2,545,828	2,198,425
Provisions	14	2,612,012	2,723,797
Total current liabilities		**13,263,880**	**14,700,684**
Non-current Liabilities			
Lease liabilities	15(b)	560,353	2,990,916
Provisions	14	1,081,413	537,139
Total non-current liabilities		**1,641,766**	**3,528,055**
Total liabilities		**14,905,646**	**18,228,739**
Net assets		**82,740,395**	**89,105,873**
EQUITY			
Accumulated surplus		82,740,395	89,105,873
Total equity		**82,740,395**	**89,105,873**

Consolidated Statement of Changes in Equity

	Accumulated surplus	Total
	$	$
Balance at 1 July 2022	**93,443,356**	**93,443,356**
Deficit attributable to members of the Consolidated Group	(4,337,483)	(4,337,483)
Balance at 30 June 2023	**89,105,873**	**89,105,873**
Deficit attributable to members of the Consolidated Group	(6,365,478)	(6,365,478)
Balance at 30 June 2024	**82,740,395**	**82,740,395**

Consolidated Statement of Cash Flows

	Note	2024	2023
		$	$
OPERATING ACTIVITIES			
Cash received			
Receipts from members and others		23,753,814	17,022,798
Receipts from Federal and State Government programs		15,682,280	18,608,571
Dividends received		508,545	466,887
Interest received		114,359	109,721
Cash used			
Payments to suppliers and employees		(44,753,577)	(42,142,674)
Net cash (used in) operating activities	19	**(4,694,579)**	**(5,934,697)**
INVESTING ACTIVITIES			
Cash received			
Sale of investments		10,365,419	6,341,118
Cash used			
Purchase of investments		(7,058,577)	(3,092,050)
Purchase of property, plant, equipment		(228,024)	(127,830)
Purchase of intangible assets		–	(22,849)
Net cash from investing activities		**3,078,818**	**3,098,389**
FINANCING ACTIVITIES			
Cash used			
Interest paid		(170,512)	(605,461)
Principle element of lease payments		(2,083,160)	(1,679,649)
Net cash (used in) financing activities		**(2,253,672)**	**(2,285,110)**
Net (decrease) in cash held		(3,869,433)	(5,121,418)
Cash & cash equivalents at the beginning of the reporting period		13,449,920	18,571,338
Cash & cash equivalents at the end of the reporting period	6	**9,580,487**	**13,449,920**

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies

This financial report includes the consolidated financial statements and notes of the Victorian Chamber of Commerce and Industry(Victorian Chamber) and controlled entities (Consolidated Group).

The consolidated financial statements were authorised for issue on 4th October 2024 by the Board of Directors.

Entity information

The Victorian Chamber is a registered Employer Association under the *Fair Work (Registered Organisations) Act 2009*, unincorporated and domiciled in Australia. The Victorian Chamber is considered a 'reporting unit' for the purposes of section 242 of the *Fair Work (Registered Organisations) Act 2009*.

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

1. A member of a reporting unit, or the Commissioner, may apply to the reporting unit for specified prescribed information in relation to the reporting unit 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 is given to the reporting unit: and;
3. A reporting unit must comply with an application made under subsection (1).

Information prescribed by the *Fair Work (Registered Organisations) Regulations 2009* is available to members on request.

Effective from 9th July 2024 the Victorian Chamber of Commerce and Industry (VCCI) converted to an incorporated association, retaining ABN 37 650 959 904. On 4th September 2024, VCCI's deregistration application from Registered Organisations was published in the Fair Work gazette notice. The 35-day objection period will end on 9th October 2024 at which time it will be referred to a Fair Work Commission tribunal member for determination.

Basis of Preparation

Reporting Basis and Conventions

The consolidated financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Victorian Chamber is a not-for-profit entity.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions to which they apply. Material accounting policies adopted in the preparation of this financial report are presented below. They have been consistently applied unless otherwise stated.

The consolidated financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The consolidated financial statements are presented in Australian dollars have been rounded to the nearest dollar.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(a) Principles of Consolidation

The consolidated financial statements incorporate all of the assets, liabilities and results of the parent (Victorian Chamber) and all of the subsidiaries (including any structured entities). Subsidiaries are entities the parent's controls. The parent controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns from its power over the entity.

(b) Income Tax

As a registered Employer Association, the Victorian Chamber is exempt from income tax in accordance with Section 50-15 of the *Income Tax Assessment Act 1997*.

(c) Property, Plant and Equipment

Each class of Leasehold Improvements, Plant and Equipment is carried at cost less any accumulated depreciation, where applicable.

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight line basis over their useful lives to the Group commencing from the time the asset is held ready for use. The depreciation rates used for each class of depreciable asset are:

Class of fixed asset	Useful life
Leasehold Improvements	2 – 10 years
Plant and Equipment	2 – 5 years

(d) Financial Instruments

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Group commits itself to either the purchase or sale of the asset (ie trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified at fair value through profit or loss ("FVTPL"), in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Financial Assets measured at Amortised Cost

The Group classifies its financial assets at amortised cost only if both of the following criteria are met:

(a) The asset is held within a business model with the objective of collecting the contractual cash flows; and

(b) The contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal outstanding.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(d) Financial Instruments (continued)

Recognition and derecognition

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions of the financial instrument.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

Classification and initial measurement of financial assets

Financial assets are classified according to their business model and the characteristics of their contractual cash flows. Except for those trade receivables that do not contain a significant financing component and are measured at the transaction, all financial assets are initially measured at fair value adjusted for transaction costs where applicable.

Subsequent measurement of financial assets

For the purpose of subsequent measurement, financial assets, other than those designated and effective as hedging instruments, are classified into the following two categories:

- Financial assets at amortised cost, and
- FVTPL.

All income relating to financial assets that are recognised in profit or loss are presented within other income (Note 2(c)), losses on financial asset are recognised as a separate line item in the profit or loss except for impairment of trade receivables which is presented in provision for expected credit loss as well as the impairment of related party loans.

Financial assets at amortised cost

Financial assets with contractual cash flows representing solely payments of principal and interest and held within a business model of 'hold to collect' contractual cash flows are accounted for at amortised cost using the effective interest method. The Group's trade and most other receivables fall into this category of financial instruments.

Financial assets at FVTPL

The Group's investment in equity instruments are through a managed fund. The Group does not have the option to irrevocably elect to account for these as Equity fair value through other comprehensive income due to the limited life of a managed fund.

Impairment of financial assets

AASB 9's forward looking impairment model applies to the Group's investments at amortised cost. The Group applies an Expected Credit Loss ("ECL") model for financial assets carried at amortised cost. The Group applies a simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(d) Financial Instruments (continued)

Trade and other receivables and contract assets

The Group makes use of a simplified approach in accounting for impairment of trade and other receivables as well as contract assets and records the loss allowance at the amount equal to the expected lifetime credit losses. In using this practical expedient, the Group uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses using a provision matrix. At 30 June 2024, the Group applies a standardised percentage across all debtors under the expected credit loss model.

(e) Leases

At inception of a contract, the Group assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability are recognised by the Group where the Group is a lessee. All contracts that are classified as short-term leases (i.e. a lease with a remaining lease term of 12 months or less) and leases of low-value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at the commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Group uses the incremental borrowing rate.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. If a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Group expects to exercise a purchase option, the related right-of-use asset is depreciated over the useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

Variable rents that do not depend on an index or rate are not included in the measurement the lease liability and the right-of-use asset. The related payments are recognised as an expense in the period in which the event or condition that triggers those payments.

(f) Trade and Other Receivables

Trade and other receivables include amounts due from customers for goods sold and services performed in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Trade and other receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment. Refer to Note 1(d) for further discussion on the determination of impairment losses.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(g) Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the entity that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(h) Revenue

The Group enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, levies, grants, and donations.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

i. Revenue from contracts with customers

Where the Group has a contract with a customer, the Group recognises revenue when or as it transfers control of goods or services to the customer. The Group accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

ii. Membership revenue

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Victorian Chamber.

Where there is more than one distinct good or service promised in the membership subscription, the Group allocates the transaction price to each performance obligation based on the relative standalone selling prices of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Group charges for that good or service in a standalone sale.

When a performance obligation is satisfied, which is either when the customer obtains control of the good (for example, event tickets) or as the service transfers to the customer (for example, member services or training course), the Group recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(h) Revenue (continued)

ii. Membership revenue (continued)

For member subscriptions paid annually in advance, the Group has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from the Group at their standalone selling price, the Group accounts for those sales as a separate contract with a customer.

iii. Dividend and interest revenue

Dividends, distribution and interest revenue is recognised when the right to receive a dividend has been established. Dividends received from associates are accounted for in accordance with the equity method of accounting.

iv. Federal and State Government program revenue (including grants)

Grants received are accounted for under *AASB 15: Revenue from Contracts with Customers* when there are enforceable and sufficiently specific performance obligations embedded in the grant arrangement. Revenue is recognised from each grant as the Group satisfies each relevant performance obligation.

Grants that are not recognised under *AASB 15: Revenue from Contracts with Customers are recognised under AASB 1058: Income for not-for-profit entities*, whereby consideration is received by the Group to enable the entity to further its objectives. The Group recognises each of these amounts of consideration as income when the consideration is received (which is when the Group obtains control of the cash) because, based on the rights and obligations in each arrangement the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer.

v. Other revenue

Training and professional service revenue is for scheduled courses is recognised on an accruals basis when the performance obligation being delivering the course and/or service to the customer has occurred.

Rental income whereby the Group as a lessor, does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the relevant lease term. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

All revenue is stated net of the amount of GST.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(i) Intangible assets

Software

Software with finite lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful lives. The estimated useful life and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Software with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses.

Intangible assets are amortised between 3-5 years.

Expenditure on research activities is recognised as an expense when incurred.

(j) Critical Accounting Estimates and Judgments

The Directors evaluate estimates and judgments into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Group. Management is required to exercise judgment in the process of applying accounting policies.
In preparing the financial statement the following key judgements were made:

Key estimates and judgement – revenue recognition

The assessment of revenue for Apprenticeship Support Services operations is completed by reviewing activities undertaken and services provided in comparison to the performance criteria set out in the applicable contracted terms. The determined amount of collectable revenue for the activities undertaken and services provided is recognised in the financial statements for the relevant period. There are key estimates and judgements needed in recognising revenue as the contractual arrangements can be long dated and partial recognition in each period can be complex.

Key estimates – impairment testing

The assessment of the recoverable amount of non-current assets allocated to the Group's cash generating unit, to which the entirety of the Group's intangible assets, plant & equipment and right of-use assets are allocated to involves key estimates and judgements. The recoverable amount of the Group's cash-generating unit is most sensitive to achieving the Group's EBITDA forecasts. The Group has been impacted by the reduction in scope of significant contracts and while the Group could reduce expenditure when required, the EBITDA position is inherently uncertain due to the business needing to be profitable, to justify no impairment, from its current loss-making position.

The ability of the Group to achieve its EBITDA forecasts is considered the key source of estimation uncertainty in estimating the recoverable amount of the Group's cash-generating unit. If the Group is unable to achieve its forecasted EBITDA forecasts, an impairment could be recognised in future reporting periods.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(j) Critical Accounting Estimates and Judgments (continued)

Key estimates – provision for expected credit loss

Included in Note 7, the trade receivables at the end of the reporting period is an amount receivable from customers during the current financial year amounting to $1,860,928 (2023: $1,939,334) for the Group. Management have examined doubtful debts provision, which is determined based on the expected credit loss model as defined under AASB 9. This takes into effect the historical losses over the past years on relative debtors and is then adjusted for current and potential future events.

Key judgements – lease term and option to extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with both periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The decision on whether or not the options to extend are reasonably going to be exercised is a key management judgement that the Group will make. The Group determines the likelihood to exercise on a lease-by-lease basis, looking at various factors such as which assets are strategic and which are key to the future strategy of the Group. As part of key management judgements, the Group continually assesses the likelihood of exercising options to extend and where necessary, applies a change in judgement if it is assessed that the option to extend will be exercised or no longer exercised.

(k) New accounting standards and interpretations

The Group has applied all new standards and amendments for the annual reporting period commencing 1 July 2022. These included:

- *AASB 2020-3: Amendments to Australian Accounting Standards – Annual Improvements 2018-2020 and Other Amendments*
- *AASB 2021-2: Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*

There were no changes in the recognition and measurement of amounts included in the financial statements or significant changes to disclosures from applications of this amendment.

Notes to the Consolidated Financial Statements

1. Summary of Material Accounting Policies (continued)

(I) New Accounting Standards issued, but not effective

AASB 2020-1: Amendments to Australian Accounting Standards – Classifications of Liabilities as Current or Non-Current and associated amending standards

This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current.

For example, the amendments clarify that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period. The meaning of settlement of a liability is also clarified.

Effective for annual reporting periods beginning on or after 1 January 2023.

No impact is expected but the Group will reassess the appropriate classification of liabilities as current or non-current on application.

2014–10: Sale or contribution of Assets between an Investor and its Associate or Joint Venture and associated amending standards

The amendments address an acknowledged inconsistency between the requirements in AASB 10 and those in AASB 128 (2011), in dealing with the sale or contribution of assets between an investor and its associate or joint venture.

The main consequence of the amendments is that a full gain or loss is recognised when a transaction involves a business (whether it is housed in a subsidiary or not). A partial gain or loss is recognised when a transaction involves assets that do not constitute a business, even if these assets are housed in a subsidiary. Effective for annual reporting periods beginning on or after 1 January 2023.

No impact is expected but the Group will consider and take the amendments into consideration going forward.

AASB 18: Presentation and disclosure in Financial Statements

AASB 18 replaces *AASB 101 Presentation of Financial Statements*. This Standard will improve how entities communicate in their financial statements, with a particular focus on information about financial performance in the statement of profit or loss.

The key presentation and disclosure requirements established by AASB 18 are:

- the presentation of newly defined subtotals in the statement of profit or loss;
- the disclosure of management-defined performance measures; and
- enhanced requirements for grouping information (i.e. aggregation and disaggregation)

AASB 18 applies to annual reporting period beginning on or after 1 January 2028. No impact is expected but the Group will consider and take amendments into consideration going forward.

Notes to the Consolidated Financial Statements

2. Revenue and Other Income

	Note	2024	2023
		$	$
a. Revenue			
Membership subscriptions	2(d)	**6,640,861**	**6,568,984**
b. Other revenue			
Federal and State Government programs	2(d)	15,278,775	16,877,700
Professional services	2(d)	7,536,427	7,037,660
Training	2(d)	2,757,737	2,926,219
		25,572,939	**26,841,579**
c. Other income			
Distribution and interest Income from investments		3,505,268	2,928,526
Dividends		508,545	509,563
Other		47,984	48,000
		4,061,797	**3,486,089**
d. Timing of revenue recognition			
Services transferred to customers			
Over time			
Membership subscriptions		6,640,861	6,568,984
Professional services		7,536,427	7,037,660
Federal and State Government programs		4,677,528	4,540,944
		18,854,816	**18,147,588**
At a point in time			
Federal and State Government programs		10,601,248	12,336,756
Training		2,757,736	2,926,219
		13,358,984	**15,262,975**
		32,213,800	**33,410,563**
e. Contract balances			
Trade receivables	7	3,259,191	3,633,198
Contract liabilities	13	4,411,848	4,557,688

Notes to the Consolidated Financial Statements

2. Revenue and Other Income (continued)

f. Significant performance obligations

Membership subscriptions

There are two performance obligations within each membership subscription.

Firstly the performance obligation attached with granting the member access to membership benefits including price list. This performance obligation is satisfied over time and payment is generally received either in advance or on a monthly basis in line with the membership.

The second performance obligation is surrounding membership entitlement credits granted to each member in the form of either tickets to future events or credits to offset future services. The performance obligation is satisfied upon delivery of the event or future service.

Membership entitlements are recognised at the end of each reporting period. Management take into account the timing and probability of unused membership entitlements being used over the coming period prior to their expiration.

Federal and State Government programs (including grants)

Each federal and state government program including any grants that the Group receives is treated according to the performance obligations embedded in each program and/or grant.

Where there are sufficiently specific performance obligations, revenue is allocated and recognised in line with each performance obligation over time.

Where grants do not contain sufficiently specific performance obligations they are treated under *AASB 1058: Income for not-for-profit entities* and are then accounted in line with Note 1(h)(iv).

Professional services

The performance obligation is satisfied upon delivery of the services and payment is generally received either in advance or due within the Group's standard credit terms.

Training

The performance obligation is satisfied upon delivery of the services and payment is generally received either in advance or due within the Group's standard credit terms.

Outstanding performance obligations at year-end

At 30 June 2024 the aggregate amount of the transaction price allocated to the performance obligations that are unsatisfied is $4,411,848 (2023: $4,557,688) as per Note 13. The Group expects that these performance obligations will be satisfied and recognised as revenue over the next 12 months.

Notes to the Consolidated Financial Statements

3. Deficit before tax

	2024	2023
	$	$
a. (Deficit)/Surplus before tax		
(Deficit)/Surplus has been determined after:		
Affiliation fees paid to Australian Chamber of Commerce and Industry	718,305	642,099
Occupancy expenses	975,056	954,561
Consultancy fees	1,360,095	1,866,019
Amounts written off	21,774	305,111
Reversal of expected credit loss provision	(14,528)	(77,429)
Advertising	874,891	1,363,570
Legal costs relating to other legal matters	344,491	128,456
b. Provision for expected credit losses and bad debts		
Amounts written off	21,774	305,111
Reversal of expected credit loss provision	(14,528)	(77,429)
	7,246	**227,682**

Amounts receivable from associate were forgiven during the year ended 30 June 2023 as the associate, Workplace Assured Pty Ltd, was being wound down. This required reversal of the impairment associated with these receivables as they no longer exist and a write-off of the receivables has been recognised. The two amounts offset exactly.

c. Interest expense		
Interest expense on lease liabilities	154,627	587,688
Accretion of interest on provision for make good	15,885	17,773
	170,512	**605,461**
d. Impairment		
Impairment of leasehold improvements	716,582	–
Impairment of right of use assets	234,540	–
	951,122	**–**

Impairment recognised for certain leasehold improvements and right-of-use assets is due to certain leases not being recoverable.

Notes to the Consolidated Financial Statements

4. Employee Expenses

	2024	2023
	$	$
Employees other than office holders:		
Wages and salaries	20,098,201	19,966,957
Superannuation	2,099,275	1,952,793
Leave and other entitlements	242,811	461,876
Cost of separation and redundancies	399,494	491,443
Subtotal employee expenses other than office holders	**22,839,781**	**22,873,069**
Holders of office:		
Wages and salaries	1,110,206	1,071,116
Superannuation	93,100	86,579
Leave and other entitlements	44,844	14,838
Subtotal employee expenses employees of office holders	**1,248,150**	**1,172,533**
Total employee expenses	**24,087,931**	**24,045,602**

There were no other employee expenses incurred by the Group for 2024 or 2023.

Notes to the Consolidated Financial Statements

5. Key Management Personnel Compensation

a. Directors

The following persons were directors and officers of Victorian Chamber during the financial year:

Name of Officer	Office Held	Appointed	Resigned
Mr Adrian Kloeden	President	19.11.2013	
Mr Jeremy Blackshaw	Director (Deputy President)	14.11.2019	
Ms Karyn Sobels	Director (Immediate Past President)	22.11.2011	Post year end
Ms Helen Fairclough	Director	04.07.2018	
Mr Paul Guerra	Secretary/Chief Executive	03.02.2020	
Ms Kylie Warne	Director	14.11.2019	
Ms Kathryn Mannix	Director	15.11.2022	
Ms Carlene Wilson	Director	31.03.2021	
Mr Brendan Britten	Director	15.11.2022	
Mr Peter Radoll	Director	15.11.2022	31.12.2023

Note: During the financial period, on 31.12.2023, Mr Peter Radoll resigned from the board. Ms Karyn Sobels has resigned post year end on 9.7.2024.

	2024	2023
	$	$
b. Directors and key management personnel compensation		
Wages and salaries	1,110,206	1,071,116
Superannuation	93,100	86,579
Leave and other entitlements	44,844	14,838
	1,248,150	**1,172,533**

Notes to the Consolidated Financial Statements

6. Cash and Cash Equivalents

	2024	2023
	$	$
Cash at bank	**9,580,487**	**13,449,920**

Cash at bank includes deposits held on deposit for the following purposes:

- Carnet deposits: $861,027 (2023: $1,518,328); and
- Grant funding: $59,930 (2023: $43,379); and
- Funds under management: $6,305,819 (2023: $6,264,144).

7. Trade and Other Receivables

	2024	2023
	$	$
CURRENT		
Trade receivables	1,860,928	1,939,334
Less: Provision for expected credit losses	(262,538)	(269,784)
	1,598,390	**1,669,550**
Other receivables:		
Accrued income	1,660,801	1,792,293
Other debtors	–	171,355
	1,660,801	**1,963,648**
Total trade and other receivables	**3,259,191**	**3,633,198**

Credit Risk

The Group has no significant concentration of credit risk with respect to any other single counterparty or group of counterparties in relation to its trade and other receivables.

Notes to the Consolidated Financial Statements

7. Trade and Other Receivables (continued)

2024	Gross amount	Past due and impaired	Within initial trade terms (age in days)		Past due but not impaired (age in days)	
	$	$	<30 $	31-60 $	61-90 $	>90 $
Trade receivables	1,860,928	(262,538)	1,592,585	79,611	85,488	103,244
Other receivables	1,660,801	–	1,660,801	–	–	–
	3,521,729	**(262,538)**	**3,253,386**	**79,611**	**85,488**	**103,244**

2023	Gross amount	Past due and impaired	Within initial trade terms (age in days)		Past due but not impaired (age in days)	
	$	$	<30 $	31-60 $	61-90 $	>90 $
Trade receivables	1,939,334	(269,784)	1,316,122	144,679	304,144	174,389
Other receivables	1,963,648	–	1,963,648	–	–	–
	3,902,982	**(269,784)**	**3,279,770**	**144,679**	**304,144**	**174,389**

	Provision for expected credit loss on trade receivables
	$
Carrying amount at 30 June 2022	**497,466**
Charge for the year	77,429
Amounts written off	(305,111)
Carrying amount at 30 June 2023	**269,784**
Charge for the year	14,528
Amounts written off	(21,774)
Carrying amount at 30 June 2024	**262,538**

Notes to the Consolidated Financial Statements

8. Financial Instruments

	2024	2023
	$	$
CURRENT		
Term deposits (Amortised cost)	1,486,876	3,486,875
NON-CURRENT		
Managed investments (FVTPL)	81,625,611	83,164,124
Total financial instruments	**83,112,487**	**86,650,999**

The Group has all their financial instruments as classified above are held by a Nominee Custody Service. The Group is not the legal owner of the financial instruments but is the beneficial owner.

9. Prepayments

	2024	2023
	$	$
CURRENT		
Prepayments	**953,179**	**943,243**

10. Intangible assets

	2024	2023
	$	$
NON-CURRENT		
Software		
Cost	2,820,787	2,820,786
Accumulated amortisation	(2,779,880)	(2,589,066)
	40,907	**231,720**

No impairment has been recognised against intangible assets in 2024 (2023 $NIL).

Notes to the Consolidated Financial Statements

10. Intangible assets (continued)

Movements in Carrying Amounts

Movement in the carrying amounts for each class of intangible asset between the beginning and the end of the current financial year.

	TOTAL
	$
Carrying amount at 30 June 2022	**403,834**
Amortisation	(194,963)
Additions	22,849
Carrying amount at 30 June 2023	**231,720**
Amortisation	(190,813)
Carrying amount at 30 June 2024	**40,907**

11. Property, Plant and Equipment

	2024	2023
	$	$
Leasehold Improvements		
Leasehold Improvements	5,304,032	5,304,032
Accumulated depreciation	(5,304,032)	(4,096,264)
Total Leasehold Improvements	**–**	**1,207,768**
Plant and Equipment		
Plant and equipment at cost	2,340,716	2,112,691
Accumulated depreciation	(1,993,040)	(1,736,959)
Total Plant and Equipment	**347,676**	**375,732**
Total Property, Plant and Equipment	**347,676**	**1,583,500**

During the year, the chamber identified an indicator of impairment related to leasehold improvements, an impairment loss of $716,582 have been fully recognised in 2024 (2023: $NIL).

Notes to the Consolidated Financial Statements

11. Property, Plant and Equipment (continued)

Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

	Leasehold Improvements	Plant and Equipment	TOTAL
	$	$	$
Carrying amount at 30 June 2022	**1,732,120**	**547,790**	**2,279,910**
Additions	–	127,831	127,831
Depreciation	(524,352)	(299,889)	(824,241)
Carrying amount at 30 June 2023	**1,207,768**	**375,732**	**1,583,500**
Additions	–	228,024	228,024
Depreciation	(491,186)	(256,080)	(747,266)
Impairment	(716,582)	–	(716,582)
Carrying amount at 30 June 2024	**–**	**347,676**	**347,676**

12. Trade Payables

	2024	2023
	$	$
CURRENT		
Unsecured Liabilities		
Trade Payables	535,559	899,364
Sundry payables and accruals	1,123,119	1,351,330
Payables to employees	1,174,487	1,451,752
Carnet deposits held in trust	861,027	1,518,328
	3,694,192	**5,220,774**

Notes to the Consolidated Financial Statements

13. Contract liabilities

	2024	2023
	$	$
CURRENT		
Deferred membership revenue	3,164,483	3,150,591
Deferred training revenue	446,011	212,440
Deferred grant revenue	209,763	846,772
Other deferred revenue	348,130	120,423
Unutilised membership entitlements	243,461	269,462
	4,411,848	**4,557,688**

	Membership revenue	Training revenue	Grant revenue	Other revenue	Membership entitlements	Total deferrals
	$	$	$	$	$	$
At 30 June 2022	**3,361,941**	**33,855**	**3,606,986**	**160,888**	**269,462**	**7,433,130**
Deferred	1,145,709	915,913	–	–	–	2,061,622
Released to profit or loss	(1,377,059)	(737,326)	(2,782,214)	(40,465)	–	(4,937,064)
At 30 June 2023	**3,130,591**	**212,440**	**824,772**	**120,423**	**269,462**	**4,557,688**
Deferred	2,236,179	1,379,880	1,438,174	516,686	–	5,570,919
Released to profit or loss	(2,202,287)	(1,146,310)	(2,053,183)	(288,979)	(26,000)	(5,716,759)
At 30 June 2024	**3,164,483**	**446,010**	**209,763**	**348,130**	**243,462**	**4,411,848**

Notes to the Consolidated Financial Statements

14. Provisions

	2024	2023
	$	$
CURRENT		
Annual leave – employees	837,930	933,733
Annual leave – office bearers	110,644	106,242
Long service leave – employees	925,490	959,098
Provision for restructure	269,648	182,526
Bonus provisions	468,300	542,198
	2,612,012	**2,723,797**
NON-CURRENT		
Provision for make good	980,835	464,949
Long service leave - employees	100,578	72,190
	1,081,413	**537,139**

Annual Leave

Full time equivalent staff within the Group are entitled to 20 days of Annual leave per year, with unused leave remaining at balance date recognise as a liability to the Group. It is expected the staff will continue to utilise their accrued annual leave in the following 12-month period.

Long Service Leave

Full time equivalent staff within the Chamber are entitled to Long Service leave after 10 years of service within the Group, and a pro rata payment of unused leave should they terminate their employment after 7 years. The group has reviewed their liability in this area and assessed, using probability of service records, a liability that reflects the probable future cash outflow to the Group. A portion has been recognised as non-current to reflect the requirement to reach the minimum 7 years of service.

Make Good Provisions

The Group operates a Melbourne CBD and several regional offices which have varying degrees of Make Good Provisions built into contractual lease arrangements. It has been assessed that the Group will be likely to incur these liabilities beyond the next 12 months.

Provision for Restructure

The organisation recorded a restructuring provision in 2024. The provision relates principally to the corporate restructure surrounding downsizing staffing requirements. The restructuring plan was drawn up and announced to the employees of before year-end when the provision was recognised in its consolidated financial statements.

Notes to the Consolidated Financial Statements

14. Provisions (continued)

Bonus Provisions

Within the Group, designated staff have short term incentive arrangements included in their employment agreements. A review of these bonus arrangements has seen the Group recognise a liability which will be discharged fully within the next 12 months.

	Annual Leave $	Long Service $	Make Good $	Restructure $	Bonus $	Total $
As at 30 June 2023	**1,039,976**	**1,031,288**	**464,949**	**182,526**	**542,198**	**3,260,937**
Additional provisions	379,891	230,130	515,886	269,648	661,050	2,056,605
Amounts used/ written back	(471,293)	(235,350)	–	(182,526)	(734,948)	(1,624,117)
As at 30 June 2024	**948,574**	**1,026,068**	**980,835**	**269,648**	**468,300**	**3,693,425**
Current	**948,574**	**925,490**	**–**	**269,648**	**468,300**	**2,612,012**
Non-Current	**–**	**100,578**	**980,835**	**–**	**–**	**1,081,413**

15. Leases

a. Right of use assets

	2024	2023
	$	$
Net carrying amounts		
Buildings at cost	6,844,178	6,236,980
Accumulated depreciation	(6,492,064)	(5,394,948)
	352,114	**842,032**

	Total	
	$	$
Movement during the period		
As at 1 July 2023	**842,032**	**842,032**
Deductions	(6,319)	(6,319)
Additions	654,380	654,380
Depreciation expense	(903,439)	(903,439)
Impairment	(234,540)	(234,540)
As at 30 June 2024	**352,114**	**352,114**

Notes to the Consolidated Financial Statements

15. Leases (continued)

b. Lease liabilities

	2024	2023
	$	$
Set out below are the carrying amounts of lease liabilities (included under interest-bearing loans and borrowings) and the movements during the period:		
As at 1 July	**5,189,341**	**17,544,398**
Accretion of interest	170,512	587,688
Payments	(2,253,672)	(2,285,110)
Remeasurement of lease liability	–	(10,657,635)
As at 30 June	**3,106,181**	**5,189,341**
Total current lease liability	**2,545,828**	**2,198,425**
Total non-current lease liability	**560,353**	**2,990,916**

c. The following are the amounts recognised in profit or loss:

	2024	2023
	$	$
Depreciation expense of right-of-use assets	903,439	1,734,973
Impairment of right-of-use asset	234,540	–
Interest expense on lease liabilities	170,512	587,688
Total amount recognised in profit or loss	**1,308,491**	**2,322,661**

d. Future minimum lease payments (undiscounted):

	2024	2023
	$	$
Not later than one year	2,336,911	2,351,350
Later than one year and not later than five years	562,004	3,061,506
Later than five years	–	–
Total current lease payments	**2,898,915**	**5,412,856**

In the year ending 30 June 2023 the Chamber has reassessed the option to extend the lease associated with the Collins Street office. When originally accounted for it was expected that the first five-year option after the initial ten years term would be exercised. Having considered the expected needs of the Chamber it has been determined that it is unlikely the option will be exercised in its current form. This resulted in a reassessment of this lease, reducing both the right of use assets and lease liabilities by $10,657,635. In the year ending 30 June 2024, a $234,540 impairment of the right-of-use of asset relating to Collins Street office was recognised.

Notes to the Consolidated Financial Statements

16. Accumulated surplus

Restriction of accumulated surplus

The accumulated surplus is not available for distribution to members. The accumulated surplus are available for the operations of the Group. In the event of the Group winding up, the accumulated surplus shall be given or transferred to some other institution or institutions in compliance with Victorian Chamber's rules (rule 48).

17. Related Party Transactions

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

PITCHER PARTNERS

During the financial year, the Victorian Chamber made payments to Pitcher Partners of $366,853 (2023: $217,508) in respect of professional advisory and tax services and portfolio management services performed and received payments from Pitcher Partners of $178,875 (2023: $178,601) in respect of membership, sponsorship, consulting, events and training work performed. Brendan Britten is the Managing Partner of Pitcher Partners. All services rendered were made on an arm's length commercial basis. At 30 June 2024 $NIL (2023: $NIL) was still outstanding in the Group's debtor ledger and $10,543 in the Group's creditor ledger (2023: $NIL).

AUSTRALIAN CHAMBER OF COMMERCE AND INDUSTRY (ACCI)

During the financial year, the Victorian Chamber made payments to ACCI of $1,265,015 (2023: $752,588) in respect of affiliation fees, trade documentation and events and received payments from ACCI of $390,333 (2023: $44,000) in respect of rent, consulting, events and training work performed. Paul Guerra (Chief Executive), Adrian Kloeden (President) and Karyn Sobels (Director) were Board members of ACCI during the financial year. All services rendered were made on an arm's length commercial basis. At 30 June 2024 $NIL (2023: $NIL) was in both the Group's creditor ledger, and the Group's debtor ledger.

MELBOURNE CONVENTION AND EXHIBITION CENTRE (MCEC)

During the financial year, the Victorian Chamber made payments to MCEC of $34,588 (2023: $116 878) in respect of events venue hiring, Internship Program and Partnership Program and received payments from MCEC of $20,244 (2023: $4,760) in respect of membership, event and training work performed. Helen Fairclough was an Officer at MCEC during the financial year. All services rendered were made on an arm's length commercial basis.

BRAND BUREAU

During the financial year, the Victorian Chamber received payments from Brand Bureau of $219 (2023: $395) in respect of membership, consulting, events and training work performed. Kylie Warne (Director) was the Director of Brand Bureau during the financial year. All services rendered were made on an arm's length commercial basis. No amounts were outstanding at 30 June 2024 (30 June 2023: $NIL).

Notes to the Consolidated Financial Statements

17. Related Party Transactions (continued)

MINTERELLISON

During the financial year, the Victorian Chamber received payments from MinterEllison of $33,000 (2023: $30,696) in respect of membership, consulting, events and training work performed. Jeremy Blackshaw (Director) was a Managing Partner of MinterEllison during the financial year. Payments for services made of $257,544 (2023: $122,325). All services rendered were made on an arm's length commercial basis. No amounts were outstanding at 30 June 2024 (30 June 2023: $NIL).

CHARNWOOD PTY LTD

During the financial year, the Victorian Chamber received payments from Charnwood Pty Ltd of $549 (2023: $549) in respect of membership. Adrian Kloeden (Director) was the Director during the financial year. All services rendered were made on an arm's length commercial basis. No amounts were outstanding at 30 June 2024 (30 June 2023: $NIL).

RISKINFO PTY LTD

During the financial year, the Victorian Chamber received payments from Riskinfo Pty Ltd of $274 (2023: $549) in respect of membership. Karyn Sobels (Director) was the Director during the financial year. All services rendered were made on an arm's length commercial basis. No amounts were outstanding at 30 June 2024 (30 June 2023: $NIL).

AFS & ASSOCIATES

During the financial year, the Victorian Chamber received payments from AFS & Associates of $1,460 (2023: $1,040) in respect of membership. Kathryn Mannix (Director) was Chief Executive Officer during the financial year. Payments for services made of $44,000 (2023:$16,500). All services rendered were made on an arm's length commercial basis. No amounts were outstanding at 30 June 2024 (30 June 2023: $NIL).

VICTORIA UNIVERSITY

During the financial year, the Victorian Chamber received payments from Victoria University of $37,717 (2023: $30,484) in respect of membership. Peter Radoll (Director) was Deputy Vice Chancellor Indigenous, Equity and Inclusion during the financial year. Payments for internship programs made of $318,710 (2023:$16,500). All services rendered were made on an arm's length commercial basis. No amounts were outstanding at 30 June 2024 (30 June 2023: $NIL). Peter Radoll resigned from the Victorian Chamber's board 31 December 2023.

UNIVERSITY OF MELBOURNE

During the financial year, the Victorian Chamber received payments from University of Melbourne of $34,350 (2023: $30,627) in respect of membership. Carlene Wilson (Director) was Director Policy and Government Relations during the financial year. Payments for internship programs made of $17,000 (2023:$30,800). All services rendered were made on an arm's length commercial basis. No amounts were outstanding at 30 June 2024 (30 June 2023: $NIL).

RELATED PARTY MEMBER TRANSACTIONS

The principal companies and associates of which the Victorian Chamber office holders and Executive Council members are proprietor, partner, director, general manager, manager or secretary are required to hold a fully paid-up Victorian Chamber membership under Victorian Chamber rules.

Notes to the Consolidated Financial Statements

18. Interests in Subsidiaries and Associates

a. Information about Subsidiaries and Associates

The subsidiaries listed below have share capital consisting solely of ordinary shares which are held directly by the Group. The proportion of ownership interests held equals the voting rights held by the Group. Each subsidiary's principal place of business is also its country of incorporation.

	Place of Principal/ Place of Business	Ownership Interest Held by the Group	
		2024 %	2023 %
Name of Subsidiary			
CCI Victoria Legal Pty Ltd	Melbourne, Australia	100	100
CCI Victoria Legal Trust	Melbourne, Australia	100	100
VCCI Training Pty Ltd	Melbourne, Australia	100	100
Name of Associate			
Chambers Apprenticeship Support Australia Pty Ltd	Australia	33	33
Workplace Assured Pty Ltd (ACN: 612 651 966)	Sydney, Australia	–	49

b. Significant Restrictions

There are no significant restrictions over subsidiaries.

c. Financial Information of Associates

Summarised financial information for the associates has not been provided as they are not material to the consolidated entity.

d. Transactions Between Subsidiaries

The Victorian Chamber is the ultimate parent entity of CCI Victoria Legal Trust and VCCI Training Pty Ltd. During the financial year, the Victorian Chamber made payments of $NIL to CCI Victoria Legal Trust (2023: $NIL). During the financial year, the Victorian Chamber received $NIL from CCI Victoria Legal trust (2023: $NIL).

As at 30 June 2024, the Victorian Chamber has outstanding loan balances with CCI Victoria Legal Trust of $NIL (2023: $NIL). The Victorian Chamber assesses whether there is objective evidence that the loan balances have been impaired at each reporting date, and as such, the total amount for CCI Victoria Legal Trust is impaired.

Notes to the Consolidated Financial Statements

19. Cash Flow Information

	2024	2023
	$	$
(Deficit)/Surplus after income tax	(6,365,478)	(4,337,483)
Non-cash flows:		
— Depreciation and amortisation	1,846,518	2,754,176
— Impairment	951,122	–
— Provision for expected credit loss and bad debts	7,246	227,682
— Change in fair value of investments	2,808,169	(5,115,755)
— Investment income reinvested	(2,573,840)	(1,288,310)
— Dividends reinvested	(508,545)	(42,676)
— Interest income reinvested	(670,307)	(302,366)
— Accretion of interest on lease liabilities	170,512	587,688
— Accretion of interest on provision for make good	515,886	17,133
Changes in assets and liabilities:		
— Decrease in receivables and prepayments	364,071	4,280,746
— Decrease in payables and contract liabilities	(1,672,422)	(3,058,015)
— Increase in provisions	432,489	342,483
CASH FLOWS USED IN OPERATING ACTIVITIES	**(4,694,579)**	**(5,934,697)**

Notes to the Consolidated Financial Statements

20. Financial Risk Management

Financial Risk Management Policies

The Group's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments in term-deposits, managed investments portfolios, accounts receivable and payable, loans to and from subsidiaries, and leases. The Group does not speculate in the trading of financial instruments.

Investment Risk Management

The Investment Committee, consisting of directors and executives of the Group, engaged independent external consultants Pitcher Partners and Emerge Capital as its investment managers during the financial year to provide professional advice with respect to the Group's investments. The Committee and investment manager meet on a regular basis to analyse financial risk exposure and to evaluate investment management strategies in the context of the most recent economic conditions and forecasts.

The Committee's overall risk management strategy seeks to assist the Group in meeting its financial targets, whilst minimising potential adverse effects on financial performance. The Investment Committee operates under policies approved by the Board of Directors. Risk management policies are approved and reviewed by the Board of Directors on a regular basis.

The current investment strategy is conservative focused on achieving medium to long term investment gains.

Notes to the Consolidated Financial Statements

20. Financial Risk Management (continued)

Investment Risk Management (continued)

(i) Financial Risk Exposures and Management

The main risks the Group is exposed to through its financial instruments are market risk, interest rate risk, price risk and credit risk.

a. Interest Rate Risk

The Group's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the weighted average interest rate for classes of financial assets and financial liabilities (calculated using the applicable interest rates and balances during the financial year), is set out below:

Cash and Interest Rates

Consolidated	Weighted Average Effective Interest Rate		Floating Interest Rate		Fixed Interest Rate		Non-Interest Bearing		Total	
	2024 %	2023 %	2024 $	2023 $	2024 $	2023 $	2024 $	2023 $	2024 $	2023 $
Financial Assets										
Cash at bank	4.03	0.30	9,580,487	11,449,920	–	2,000,000	–	–	9,580,487	13,449,920
Financial assets-term deposits	3.55	1.05	–	–	1,486,876	3,486,875	–	–	1,486,876	3,486,875
Financial assets-managed investments	–	–	19,006,022	1,102,006	9,652,229	18,110,428	52,967,360	63,951,690	81,625,611	83,164,124
Trade and other receivables	–	–	–	–	–	–	3,259,191	3,633,198	3,259,191	3,633,198
Total Financial Assets	**–**	**–**	**28,586,509**	**12,551,926**	**11,139,105**	**23,597,303**	**56,226,551**	**67,584,888**	**95,952,165**	**103,734,117**
Financial Liabilities										
Trade and other payables	–	–	–	–	–	–	3,694,192	5,220,774	3,694,192	5,220,774
Total Financial Liabilities	**–**	**–**	**–**	**–**	**–**	**–**	**3,694,192**	**5,220,774**	**3,694,192**	**5,220,774**

Notes to the Consolidated Financial Statements

20. Financial Risk Management (continued)

Investment Risk Management (continued)

b. Market Risk

The maximum exposure to market risk, which is the risk that a financial instrument's fair value will fluctuate as a result of changes in the market price of the financial instruments, amounts to the value of the financial instrument as disclosed in the Statement of Financial Position. Refer to the sensitivity analysis below at note 20(e).

c. Credit Risk

Credit risk is the risk that a counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. The Group is exposed to credit risk from its operating activities (primarily trade receivables) and from its investing activities primarily deposits with banks and financial institutions.

Trade receivables and contract assets

Customer credit risk is managed by the Group's finance team dictated by the Group's policies, procedures and controls relating to customer risk management.

An impairment analysis is performed at each reporting date using an expected credit loss model which is applied to all trade receivable and contract asset balances that are subject to credit risk. The Group considers the key revenue streams subject to credit risk being membership, professional service and training revenue. The Group looks at the 5 year rolling average of bad debts written off against these revenue streams adjusted for the following factors when calculating the expected credit loss model:

- Customer receivable balances over 365+ days, and
- Related party receivables whereby they have increased control on recoverability.

Based on this credit risk evaluation, the simplified expected credit loss model implies a loss rate of the revenue streams subject to credit at 30 June 2024 was 0.8% (2023: 1.63%).

The Group evaluates the concentration of risk with respect to trade receivables and contract assets as low.

d. Liquidity Risk

Liquidity risk arises from the possibility that the Group might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The Group does not have a significant liquidity risk. The only financial liabilities are trade and other payables to the value of $3,694,192 (2023: $5,220,774) which are due for payment within 1 year. With cash equalling $9,580,487 (2023: $13,449,920), and liquid assets of $12,839,678 (2023: $17,530,563) held in financial assets – managed investment, the Group has sufficient financial and liquid assets available to meet its debts as and when they fall due.

Notes to the Consolidated Financial Statements

20. Financial Risk Management (continued)

Investment Risk Management (continued)

e. Sensitivity Analysis

The Group does not have any borrowings and therefore the main exposure would be in market risk due to price movements of investments. The following table summarises the sensitivity of the Group's non-interest bearing financial assets to the movement in the market.

Carrying value of non-current non-interest bearing financial assets at fair value at 30 June 2024 is $52,967,360 (2023: $63,822,414).

	Profit	Equity
	$	$
Year ended 30 June 2024		
Fair value on 3% movement	+/- 1,589,021	+/- 1,589,021
Fair value on 5% movement	+/- 2,648,368	+/- 2,648,368
Fair value on 10% movement	+/- 5,296,736	+/- 5,296,736
Year ended 30 June 2023		
Fair value on 3% movement	+/- 1,914,672	+/- 1,914,672
Fair value on 5% movement	+/- 3,191,121	+/- 3,191,121
Fair value on 10% movement	+/- 6,382,241	+/- 6,382,241

Price risk relates to the risk that the fair value of a financial instrument and future cash flows will fluctuate because of changes in market prices of securities held. Such risk is managed through diversification of investments across industries and geographic locations. The Group's managed investments are held in the following financial assets at the end of the reporting period.

Notes to the Consolidated Financial Statements

20. Financial Risk Management (continued)

Investment Risk Management (continued)

e. Sensitivity Analysis (continued)

	2024	2023
Cash	7%	10%
Fixed Interest	20%	17%
Australian Shares	15%	12%
Overseas Shares	11%	10%
Unlisted Property	37%	38%
Alternatives	10%	9%

The following table illustrates sensitivities to the Group's exposures to changes in interest rates and equity prices. The table indicates the impact on how profit and equity values reported at the end of the reporting period would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	Profit	Equity
	$	$
Year ended 30 June 2024		
2% in interest rate	+/- 1,059,347	+/- 1,059,347
10% in listed investments	+/- 5,296,736	+/- 5,296,736
Year ended 30 June 2023		
2% in interest rate	+/-1,276,448	+/-1,276,448
10% in listed investments	+/-6,382,241	+/-6,382,241

Notes to the Consolidated Financial Statements

21. Fair Value Measurements

The Group measures and recognises the following assets and liabilities at fair value on a recurring basis after initial recognition:

- Financial assets at fair value through profit and loss

The Group does not subsequently measure any liabilities at fair value on a recurring basis, or any assets or liabilities at fair value on a non-recurring basis.

a. Fair Value Hierarchy

AASB 13: Fair Value Measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categorises fair value measurements into one of three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

Level 1	Level 2	Level 3
Measurements based on quoted prices (unadjusted) in active market for identical assets or liabilities that the entity can assess at the measurement date.	Measurements based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.	Measurements based on unobservable inputs for the asset or liability.

The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data. If all significant inputs required to measure fair value are observable, the asset or liability is included in Level 2. If one or more significant inputs are not based on observable market data, the asset or liability is included in Level 3.

Valuation Techniques

The Group selects a valuation technique that is appropriate in the circumstances and for which sufficient data is available to measure fair value. The availability of sufficient and relevant data primarily depends on the specific characteristics of the asset or liability being measured. The valuation techniques selected by the Group are consistent with one or more of the following valuation approaches:

- Market approach: valuation techniques that use prices and other relevant information generated by market transactions for identical or similar assets or liabilities.
- Income approach: valuation techniques that convert estimated future cash flows or income and expenses into a single discounted present value.
- Cost approach: valuation techniques that reflect the current replacement cost of an asset at its current service capacity.

Notes to the Consolidated Financial Statements

21. Fair Value Measurements (continued)

Valuation Techniques (continued)

Each valuation technique requires inputs that reflect the assumptions that buyers and sellers would use when pricing the asset or liability, including assumptions about risks. When selecting a valuation technique, the Group gives priority to those techniques that maximise the use of observable inputs and minimise the use of unobservable inputs. Inputs that are developed using market data (such as publicly available information on actual transactions) and reflect the assumptions that buyers and sellers would generally use when pricing the asset or liability are considered observable, whereas inputs for which market data is not available and therefore are developed using the best information available about such assumptions are considered unobservable.

The following tables provide the fair values of the Group's assets and liabilities measured and recognised on a recurring basis after initial recognition and their categorisation within the fair value hierarchy:

Recurring Fair Value Measurements	Level 1	Level 2	Level 3	Total
	$	$	$	$
2024				
Financial assets				
– Managed investments at fair value through profit or loss	**12,018,796**	**–**	**69,606,815**	**81,625,611**
2023				
Financial assets				
– Managed investments at fair value through profit or loss	**11,420,032**	**–**	**71,744,092**	**83,164,124**

There has been no change in the valuation techniques used to calculate the fair values disclosed in the consolidated financial statements. There has been no transfer between fair value hierarchies during the year.

22. Remuneration of Auditors (SW Audit)

	2024	2023
	$	$
Financial statement audit services	135,000	127,000
Audit of grant acquittals	4,000	3,300
Total audit services	**139,000**	**130,300**
Other services	–	25,000
	139,000	**155,300**

Notes to the Consolidated Financial Statements

23. Parent Entity

The following information has been extracted from the books and records of the parent and has been prepared in accordance with Australian Accounting Standards.

	2024	2023
	$	$
Statement of Financial Position		
ASSETS		
Current assets	15,269,576	21,503,079
Non-current assets	82,366,308	85,821,376
TOTAL ASSETS	**97,635,884**	**107,324,455**
LIABILITIES		
Current liabilities	13,239,025	14,675,829
Non-current liabilities	1,641,766	3,528,055
TOTAL LIABILITIES	**14,880,791**	**18,203,884**
EQUITY		
Accumulated surplus	82,755,093	89,120,571
TOTAL EQUITY	**82,755,093**	**89,120,571**
Statement of Profit or Loss and Other Comprehensive Income		
Total (deficit)/surplus	(6,365,478)	(4,337,483)
Total Comprehensive Income for the year	**(6,365,478)**	**(4,337,483)**

Notes to the Consolidated Financial Statements

24. Organisation Details

The registered office and principal place of business of the Victorian Chamber is:

Victorian Chamber of Commerce and Industry (Victorian Chamber)
150 Collins Street
MELBOURNE VIC 3000

The principal activities of the Victorian Chamber during the financial year were to assist the interests of Victorian business members and contributors via representation and advocacy to Government and policy makers along with providing membership services primarily involving Industrial Relations, information, advice, networking and value added professional services.

25. Additional Disclosures – section 272 of Fair Work (Registered Organisations) Act 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or Commissioner:

1) A member of a reporting unit, or the Commissioner, may apply to the reporting unit for specified prescribed information in relation to the reporting unit 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 is given to the reporting unit.
3) A reporting unit must comply with an application made under subsection (1).

Notes to the Consolidated Financial Statements

26. Events arising since the end of the reporting period

On 9th July 2024 the Victorian Chamber of Commerce and Industry (VCCI) converted to an incorporated association in accordance with the *Association incorporation Reform Act 2012* (Vic).

Victorian Chamber conversion to an incorporated association did not:

- create a new legal entity; nor
- affect Victorian Chamber existing property, rights or obligations.

Accordingly, for all legal purposes, VCCI should be treated as the same legal person. From an operational perspective, no variations to any existing arrangements with VCCI are required. As an incorporated association, Victorian Chamber's new legal name is *Victorian Chamber of Commerce and Industry Incorporated*. Our Australian Business Number (ABN) remains 37 650 959 904.

On 4th September 2024, Victorian Chamber deregistration application from Registered Organisations was published in the Fair Work gazette notice. The 35-day objection period will end on 9th October 2024 at which time it will be referred to a Fair Work Commission tribunal member for determination.

On 1st August the Victorian Chamber agreed to the asset acquisition of the Committee for Melbourne (CFM). This transaction achieves the purpose of merging the CFM Business with the Victorian Chamber business operational area of Melbourne Chamber of Commerce (MCC), forming a new CFM in order to serve, and build a better future for, the Victorian and Melbourne business community.

The agreement valued the assets being acquired at $271,000. This is offset by:

- the value for employee entitlements of employees transferring across to Victorian Chamber, and
- the expected costs of $80,000 for servicing the members of CFM transferring during their current membership period.

Further details are provided in note 27 Acquisition of Subsidiaries below.

Other than the above, there has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Group, the results of those operations, or the state of affairs of the Victorian Chamber in future financial years.

Notes to the Consolidated Financial Statements

27. Acquistion since the end of the reporting period

As outlined in note 26, on 1st August 2024 Victorian Chamber agreed to the asset acquisition of Committee for Melbourne (CFM) an apolitical, not-for-profit, member-based entity specifically servicing the businesses operating in and from Melbourne central business district.

Following satisfaction of conditions precedents on 1st August 2024 Victorian Chamber completed the acquisition taking control of membership data, staff and intellectual property of CFM.

This acquisition brings an existing membership base of over 100 Melbourne businesses from Not for Profit and Charities to large corporate entities. The acquisition of CFM and merger with Victorian Chamber's Melbourne Chamber of Commerce combines the strengths, expertise and resources of two proud organisations enabling a greater ability to shape and affect policy in a key number of areas such as housing, infrastructure, business attraction and the broader economy. The Victorian Chamber will continue to represent business across the State.

The provisional amounts to be recognised in respect of the identifiable assets acquired and liabilities assumed are set out in the table below:

	$
Other intangible assets	100,000
Employee entitlements	(103,674)
Provisions	(80,000)
Total identifiable net liabilities	**(83,674)**
Goodwill arising on acquisition	251,000
Purchase consideration transferred	**167,326**
Satisfied by:	
Cash	167,326
Total consideration and net cash outflow arising on acquisition	**167,326**

The identifiable intangible assets of CFM include membership details, trademarks and intellectual property assets. The fair value components of these identifiable intangible assets, including necessary valuation calculations, had not been finalised at the date of these consolidated financial statement and they have therefore only been provisionally determined based on managements' best estimate of their likely values.

Officer Declaration Statement

I, Paul Guerra, being the Chief Executive Officer of the Group, declare that the following activities did not occur during the reporting period ending 30 June 2024:

The Group did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive capitation fees or any other revenue amount from another reporting unit
- receive revenue via compulsory levies
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expense to another reporting unit
- pay compulsory levies
- pay a grant that was $1,000 or less
- pay a grant that exceeded $1,000
- pay a donation that was $1,000 or less
- pay a donation that exceeded $1,000
- receive a donation
- pay other employee expenses to holders of office
- pay other employee expenses to employees (other than holders of office)
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- incur expenses due to holding a meeting as required under the rules of the organisation
- pay legal costs relating to litigation
- pay a penalty imposed under the RO Act or the *Fair Work Act 2009*
- have a receivable with other reporting unit(s)
- have a payable with other reporting unit(s)
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a separation and redundancy provision in respect of holders of office
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- have a balance within the general fund
- provide cash flows to another reporting unit and/or controlled entity
- receive cash flows from another reporting unit and/or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

Name: Paul Guerra
Title of office held: Secretary and Chief Executive



Signature
Date: 4th October 2024

Committee of Management Statement

On 4th October 2024, the Members of the Committee of Management (Board of Directors) of the Victorian Chamber passed the following resolution in relation to the general purpose financial report (GPFR) for the financial year ended 30 June 2024:

The Board of Directors declares in relation to the general purpose financial report that in its opinion:

a) The consolidated financial statements and notes comply with Australian Accounting Standards;

b) The consolidated financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);

c) The consolidated 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 board of directors were held in accordance with the rules of the organisation including the rules of a branch concerned;

   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;

   iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act;

   iv. where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation;

   v. where information has been sought in any request by a member of the reporting unit or Commissioner duly made under section 272 of the RO Act has been provided to the member or Commissioner; and

   vi. where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the Committee of Management.

Name: Paul Guerra
Title of office held: Secretary and Chief Executive



Signature
Date: 4th October 2024

Name: Adrian Kloeden
Title of office held: President



Signature
Date: 4th October 2024

Independent Auditor's Report

to the members of the Victorian Chamber of Commerce and Industry

Accountants & Advisors

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE VICTORIAN CHAMBER OF COMMERCE AND INDUSTRY

Opinion

We have audited the financial report of the Victorian Chamber of Commerce and Industry (the Reporting Unit) and its controlled entities (the Group) which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, the committee of management statement, the subsection 255(2A) report and the officer declaration statement (the Financial Report).

In our opinion, the accompanying Financial Report presents fairly, in all material aspects, the financial position of the Group as at 30 June 2024, and its financial performance and its cash flows for the year ended on that date in accordance with:

a) Australian Accounting Standards; and

b) any other requirements imposed by the reporting guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the Act).

I declare that management's use of the going concern basis in the preparation of the Financial Report of the Group is appropriate.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Group in accordance with the relevant ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the Financial Report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Information Other than the Financial Report and Auditor's Report Thereon

The committee of management are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2024, but does not include the Financial Report and our auditor's report thereon.

Our opinion on the Financial Report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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Responsibilities of the Committee of Management for the Financial Report

The committee of management of the Group is responsible for the preparation of the Financial Report that gives a true and fair view in accordance with Australian Accounting Standards and the Act, and for such internal control as the committee of management determine is necessary to enable the preparation of the Financial Report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the Financial Report, the committee of management are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee of management either intend to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Financial Report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Financial Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee of management.
- Conclude on the appropriateness of the committee of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Financial Report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the Financial Report, including the disclosures, and whether the Financial Report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the Financial Report. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

Take the lead

We communicate with the committee of management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

I declare that I am an auditor registered under the Act.

SW

SW Audit
Chartered Accountants

R Blayney Morgan

R Blayney Morgan
Partner

Melbourne, 4 October 2024

Registration number (as registered under the Act): AA2017/126



Victorian Chamber of Commerce and Industry

#vcci

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