

Appendix 4B

Half yearly/preliminary final report

Introduced 30/6/2002.

Name of entity

Skilled Engineering Limited

ABN or equivalent company reference

66 005 585 811

Half yearly
(tick)



Preliminary final (tick)



Half year/financial year ended ('current period')

31 DECEMBER 2002

For announcement to the market

Extracts from this report for announcement to the market (see note 1).

\$A'000

Revenues from ordinary activities (<i>item 1.1</i>)	up/down	14%	to	325,213
Profit (loss) from ordinary activities after tax attributable to members (<i>item 1.22</i>)	up/down	87%	to	8,522
Profit (loss) from extraordinary items after tax attributable to members (<i>item 2.5(d)</i>)	gain (loss) of			Nil
Net profit (loss) for the period attributable to members (<i>item 1.11</i>)	up/down	87%	to	8,522
Dividends (distributions)		Amount per security		Franked amount per security
Final dividend (<i>Preliminary final report only - item 15.4</i>) Interim dividend (<i>Half yearly report only - item 15.6</i>)		6¢		6¢
Previous corresponding period (<i>Preliminary final report - item 15.5; half yearly report - item 15.7</i>)		4¢		4¢
†Record date for determining entitlements to the dividend, (in the case of a trust, distribution) (<i>see item 15.2</i>)		7 April 2003		
Brief explanation of any of the figures reported above (see Note 1) and short details of any bonus or cash issue or other item(s) of importance not previously released to the market:				

If this is a half yearly report it is to be read in conjunction with the most recent annual financial report.

+ See chapter 19 for defined terms.

Condensed consolidated statement of financial performance

	Current period - \$A'000	Previous corresponding period - \$A'000
1.1 Revenues from ordinary activities (<i>see items 1.23 -1.25</i>)	325,213	286,382
1.2 Expenses from ordinary activities (<i>see items 1.26 & 1.27</i>)	(312,471)	(278,592)
1.3 Borrowing costs	(604)	(1,242)
1.4 Share of net profits (losses) of associates and joint venture entities (<i>see item 16.7</i>)	-	-
1.5 Profit (loss) from ordinary activities before tax	12,138	6,548
1.6 Income tax on ordinary activities (<i>see note 4</i>)	(3,616)	(1,999)
1.7 Profit (loss) from ordinary activities after tax	8,522	4,549
1.8 Profit (loss) from extraordinary items after tax (<i>see item 2.5</i>)	-	-
1.9 Net profit (loss)	8,522	4,549
1.10 Net profit (loss) attributable to outside ⁺ equity interests	-	-
1.11 Net profit (loss) for the period attributable to members	8,522	4,549
Non-owner transaction changes in equity		
1.12 Increase (decrease) in revaluation reserves		
1.13 Net exchange differences recognised in equity	(164)	(95)
1.14 Other revenue, expense and initial adjustments recognised directly in equity (attach details)		
1.15 Initial adjustments from UIG transitional provisions		
1.16 Total transactions and adjustments recognised directly in equity (items 1.12 to 1.15)	(164)	(95)
1.17 Total changes in equity not resulting from transactions with owners as owners	8,358	4,454

Earnings per security (EPS)	Current period	Previous corresponding period
1.18 Basic EPS	9.77 ¢	5.41 ¢
1.19 Diluted EPS	9.75 ¢	5.40 ¢

+ See chapter 19 for defined terms.

Notes to the condensed consolidated statement of financial performance

Profit (loss) from ordinary activities attributable to members

	Current period - \$A'000	Previous corresponding period - \$A'000
1.20 Profit (loss) from ordinary activities after tax (item 1.7)	8,522	4,549
1.21 Less (plus) outside ⁺ equity interests	-	-
1.22 Profit (loss) from ordinary activities after tax, attributable to members	8,522	4,549

Revenue and expenses from ordinary activities

(see note 15)

	Current period - \$A'000	Previous corresponding period - \$A'000
1.23 Revenue from sales of:		
Goods	11,445	6,421
Rendering of Services	312,736	279,720
	324,181	286,141
1.24 Interest revenue	108	77
1.25 Other relevant revenue		
Proceeds from Sale of Plant & Equipment	924	164
Revenue from ordinary activities	325,213	286,382
1.26 <u>Expenses from Ordinary Activities:</u>		
Employee and Sub-Contractor Related Costs	(266,295)	(239,168)
Raw Materials and Consumables Used	(19,569)	(14,882)
Motor Vehicle Expenses	(3,197)	(4,074)
Office Occupancy Related Costs	(2,744)	(2,463)
Depreciation and Amortisation Expense	(2,582)	(2,855)
Other Expenses from Ordinary Activities	(18,084)	(15,150)
	(312,471)	(278,592)
Significant items		
1.27 Depreciation and amortisation excluding amortisation of intangibles (see item 2.3)	(2,034)	(2,463)
Capitalised outlays		
1.28 Interest costs capitalised in asset values	-	-
1.29 Outlays capitalised in intangibles (unless arising from an ⁺ acquisition of a business)	-	-

+ See chapter 19 for defined terms.

Consolidated retained profits

	Current period - \$A'000	Previous corresponding period - \$A'000
1.30 Retained profits (accumulated losses) at the beginning of the financial period	1,076	(631)
1.31 Net profit (loss) attributable to members (<i>item 1.11</i>)	8,522	4,549
1.32 Net transfers from (to) reserves (<i>details if material</i>)	-	-
1.33 Net effect of changes in accounting policies	-	-
1.34 Dividends and other equity distributions paid or payable	-	(3,368)
1.35 Retained profits (accumulated losses) at end of financial period	9,598	550

Intangible and extraordinary items

		<i>Consolidated – current period</i>			
		Before tax \$A'000	Related tax \$A'000	Related outside +equity interests \$A'000	Amount (after tax) attributable to members \$A'000
		(a)	(b)	(c)	(d)
2.1	Amortisation of goodwill	548			548
2.2	Amortisation of other intangibles				
2.3	Total amortisation of intangibles	548			548
2.4	Extraordinary items (details)				
2.5	Total extraordinary items				

Comparison of half year profits

(Preliminary final report only)

	Current year - \$A'000	Previous year - \$A'000
3.1 Consolidated profit (loss) from ordinary activities after tax attributable to members reported for the <i>1st</i> half year (item 1.22 in the half yearly report)		
3.2 Consolidated profit (loss) from ordinary activities after tax attributable to members for the <i>2nd</i> half year		

+ See chapter 19 for defined terms.

Condensed consolidated statement of financial position		At end of current period \$A'000	As shown in last annual report \$A'000	As in last half yearly report \$A'000
Current assets				
4.1	Cash	2,405	2,107	2,904
4.2	Receivables	91,083	81,954	83,568
4.3	Investments	-	-	-
4.4	Inventories	5,057	4,529	5,392
4.5	Tax assets	-	-	-
4.6	Other (Prepayments)	3,359	3,144	1,609
4.7	Total current assets	101,904	91,734	93,473
Non-current assets				
4.8	Receivables	296	203	396
4.9	Investments (equity accounted)	269	317	-
4.10	Other investments	-	-	-
4.11	Inventories	-	-	-
4.12	Exploration and evaluation expenditure capitalised(<i>see para .71 of AASB 1022</i>)	-	-	-
4.13	Development properties	-	-	-
4.14	Other property plant & equipment (net)	17,547	15,963	17,289
4.15	Intangibles (net)	25,651	26,227	26,809
4.16	Tax assets	2,582	3,668	2,626
4.17	Other (Prepayments)	-	278	1,417
4.18	Total non-current assets	46,345	46,656	48,537
4.19	Total assets	148,249	138,390	142,010
Current liabilities				
4.20	Payables	40,686	44,638	42,951
4.21	Interest bearing liabilities	3,239	3,465	2,241
4.22	Tax liabilities	901	3,841	1,830
4.23	Provisions exc. tax liabilities	19,716	23,139	20,710
4.24	Other (provide details if material)	-	-	-
4.25	Total current liabilities	64,542	75,083	67,732
Non-current liabilities				
4.26	Payables	0	-	-
4.27	Interest bearing liabilities	21,278	13,830	27,996
4.28	Tax liabilities	-	-	-
4.29	Provisions exc. tax liabilities	3,379	2,526	2,494
4.30	Other (provide details if material)	-	-	-
4.31	Total non-current liabilities	24,657	16,356	30,490
4.32	Total liabilities	89,199	91,439	98,222
4.33	Net assets	59,050	46,951	43,788

+ See chapter 19 for defined terms.

Condensed consolidated statement of financial position continued

	Equity			
4.34	Capital/contributed equity	44,782	41,042	38,329
4.35	Reserves	4,670	4,833	4,909
4.36	Retained profits (accumulated losses)	9,598	1,076	550
4.37	Equity attributable to members of the parent entity	59,050	46,951	43,788
4.38	Outside ⁺ equity interests in controlled entities	-	-	-
		59,050	46,951	43,788
4.39	Total equity			
4.40	Preference capital included as part of 4.37	-	-	-

Notes to the condensed consolidated statement of financial position

Exploration and evaluation expenditure capitalised

(To be completed only by entities with mining interests if amounts are material. Include all expenditure incurred.)

None Held.

Development properties

(To be completed only by entities with mining interests if amounts are material)

None Held.

+ See chapter 19 for defined terms.

Condensed consolidated statement of cash flows

		Current period \$A'000	Previous corresponding period - \$A'000
Cash flows related to operating activities			
7.1	Receipts from customers	314,963	286,715
7.2	Payments to suppliers and employees	(310,790)	(274,911)
7.3	Dividends received from associates	-	-
7.4	Other dividends received	-	-
7.5	Interest and other items of similar nature received	148	89
7.6	Interest and other costs of finance paid	(669)	(1,421)
7.7	Income taxes paid	(5,429)	(1,082)
7.8	Other (provide details if material)	-	-
7.9	Net operating cash flows	(1,777)	9,390
Cash flows related to investing activities			
7.10	Payment for purchases of property, plant and equipment	(1,456)	(380)
7.11	Proceeds from sale of property, plant and equipment	684	1,484
7.12	Payment for purchases of equity investments	(200)	-
7.13	Proceeds from sale of equity investments	-	-
7.14	Loans to other entities	-	-
7.15	Loans repaid by other entities	-	-
7.16	Other (provide details if material)	-	-
		(972)	1,104
7.17	Net investing cash flows		
Cash flows related to financing activities			
7.18	Proceeds from issues of ⁺ securities (shares, options, etc.)	-	-
7.19	Proceeds from borrowings	37,800	36,050
7.20	Repayment of borrowings	(33,020)	(47,636)
7.21	Dividends paid	(1,733)	-
7.22	Other (provide details if material)	-	-
7.23	Net financing cash flows	3,047	(11,586)
7.24	Net increase (decrease) in cash held	298	(1,092)
7.25	Cash at beginning of period (see Reconciliation of cash)	2,107	3,996
7.26	Exchange rate adjustments to item 7.25.	-	-
7.27	Cash at end of period (see Reconciliation of cash)	2,405	2,904

+ See chapter 19 for defined terms.

Non-cash financing and investing activities

Details of financing and investing transactions which have had a material effect on consolidated assets and liabilities but did not involve cash flows are as follows. (*If an amount is quantified, show comparative amount.*)

During the period the consolidated entity:	
a)	Acquired property, plant & equipment under finance lease with an aggregate value of \$2,441,000 (2001: \$494,717)
b)	Operated a dividend reinvestment plan for the 30 June 2002 final dividend payment, paid in October 2002, of \$3,448,137 (2001 \$Nil).
c)	Issued 224,750 shares with a market value of \$292,175 to employees under the Employee Share Scheme plan (2001 \$214,970).

Reconciliation of cash

Reconciliation of cash at the end of the period (as shown in the consolidated statement of cash flows) to the related items in the accounts is as follows.	Current period \$A'000	Previous corresponding Period - \$A'000
8.1 Cash on hand and at bank	2,405	2,742
8.2 Deposits at call	-	162
8.3 Bank overdraft	-	-
8.4 Other (provide details)	-	-
8.5 Total cash at end of period (item 7.27)	2,405	2,904

Other notes to the condensed financial statements

Ratios	Current period	Previous corresponding Period
9.1 Profit before tax / revenue Consolidated profit (loss) from ordinary activities before tax (item 1.5) as a percentage of revenue (item 1.1)	3.7%	2.3%
9.2 Profit after tax / ⁺equity interests Consolidated net profit (loss) from ordinary activities after tax attributable to members (item 1.11) as a percentage of equity (similarly attributable) at the end of the period (item 4.37)	14.4%	10.4%

+ See chapter 19 for defined terms.

Earnings per security (EPS)

10. Details of basic and diluted EPS reported separately in accordance with paragraph 9 and 18 of <i>AASB 1027: Earnings Per Share</i> are as follows.		
	Current Period	Prior Corresponding Period
Basic Earnings Per Share	9.77 cents	5.41 cents
Diluted Earnings Per Share	9.75 cents	5.40 cents
<u>Basic Earnings Per Share</u>		
The earnings and weighted average number of ordinary shares used in the calculation of basic earnings per share are as follows:		
	\$ ' 000	\$ ' 000
Earnings	8,522	4,549
	No.	No.
Weighted Average Number of Shares	87,184,335	84,144,856
<u>Diluted Earnings Per Share</u>		
The earnings and weighted average number of ordinary shares used in the calculation of diluted earnings per share are as follows:		
	\$ ' 000	\$ ' 000
Earnings	8,522	4,627
	No.	No.
Weighted Average Number of Shares (a), (b), (c)	87,361,456	85,654,811
(a) Weighted average number of ordinary shares and potential ordinary shares used in the calculation of diluted earnings per share reconciles to the weighted average number of ordinary shares used in the calculation of basic earnings per share as follows:		
	No.	No.
Weighted Average Number of Shares used in the calculation of basic EPS	87,184,335	84,144,856
Shares deemed to be issued for no consideration in respect of:		
Executive Share Option Scheme	177,171	1,509,995
	<u>87,361,456</u>	<u>85,654,811</u>
(b) The following potential ordinary shares are not dilutive and are therefore excluded from the weighted average number of ordinary shares and potential ordinary shares used in the calculation of diluted earnings per share		
Other	-	-
(c) Weighted average number of converted, lapsed, or cancelled potential Ordinary shares used in the calculation of diluted earnings per share:		
Executive Share Option Scheme	8,454	-

NTA backing (see note 7)

11.1 Net tangible asset backing per ⁺ordinary security

	Current period	Previous corresponding Period
	37.7 cents	20.2 cents

+ See chapter 19 for defined terms.

Discontinuing Operations

(Entities must report a description of any significant activities or events relating to discontinuing operations in accordance with paragraph 7.5 (g) of AASB 1029: Interim Financial Reporting, or, the details of discontinuing operations they have disclosed in their accounts in accordance with AASB 1042: Discontinuing Operations (see note 17).)

12.1 Discontinuing Operations

No operations material to the result were discontinued in the period.

Control gained over entities having material effect

13.1 Name of entity (or group of entities)

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13.2 Consolidated profit (loss) from ordinary activities and extraordinary items after tax of the controlled entity (or group of entities) since the date in the current period on which control was ⁺acquired

\$	
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13.3 Date from which such profit has been calculated

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13.4 Profit (loss) from ordinary activities and extraordinary items after tax of the controlled entity (or group of entities) for the whole of the previous corresponding period

\$	
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Loss of control of entities having material effect

14.1 Name of entity (or group of entities)

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14.2 Consolidated profit (loss) from ordinary activities and extraordinary items after tax of the controlled entity (or group of entities) for the current period to the date of loss of control

\$	
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14.3 Date to which the profit (loss) in item 14.2 has been calculated

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14.4 Consolidated profit (loss) from ordinary activities and extraordinary items after tax of the controlled entity (or group of entities) while controlled during the whole of the previous corresponding period

\$	
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14.5 Contribution to consolidated profit (loss) from ordinary activities and extraordinary items from sale of interest leading to loss of control

\$	
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+ See chapter 19 for defined terms.

Dividends (in the case of a trust, distributions)

15.1 Date the dividend (distribution) is payable	23 April 2003
15.2 ⁺ Record date to determine entitlements to the dividend (distribution) (ie, on the basis of proper instruments of transfer received by 5.00 pm if ⁺ securities are not ⁺ CHESS approved, or security holding balances established by 5.00 pm or such later time permitted by SCH Business Rules if ⁺ securities are ⁺ CHESS approved)	7 April 2003
15.3 If it is a final dividend, has it been declared? <i>(Preliminary final report only)</i>	

Amount per security

		Amount per security	Franked amount per security at 30% tax	Amount per security of foreign source dividend
15.4	<i>(Preliminary final report only)</i> Final dividend: Current year	¢	¢	¢
	Previous year	¢	¢	¢
15.6	<i>(Half yearly and preliminary final reports)</i> Interim dividend: Current year	6¢	6¢	¢
	Previous year	4¢	4¢	¢

Total dividend (distribution) per security (interim plus final)

(Preliminary final report only)

	Current year	Previous year
15.8 ⁺ Ordinary securities	¢	¢
15.9 Preference ⁺ securities	¢	¢

**Half yearly report - interim dividend (distribution) on all securities *or*
Preliminary final report - final dividend (distribution) on all securities**

	Current period \$A'000	Previous corresponding period - \$A'000
15.10 ⁺ Ordinary securities <i>(each class separately)</i>	5,320	3,368
15.11 Preference ⁺ securities <i>(each class separately)</i>	-	-
15.12 Other equity instruments <i>(each class separately)</i>	-	-
15.13 Total	5,320	3,368

⁺ See chapter 19 for defined terms.

The ⁺dividend or distribution plans shown below are in operation.

Dividend Reinvestment Plan

The last date(s) for receipt of election notices for the ⁺dividend or distribution plans

7 April 2003

Any other disclosures in relation to dividends (distributions). *(For half yearly reports, provide details in accordance with paragraph 7.5(d) of AASB 1029 Interim Financial Reporting)*

The Dividend Reinvestment Plan will operate at a 2.5% discount factor.
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Details of aggregate share of profits (losses) of associates and joint venture entities

Group's share of associates' and joint venture entities':	Current period \$A'000	Previous corresponding period - \$A'000
16.1 Profit (loss) from ordinary activities before tax	-	-
16.2 Income tax on ordinary activities	-	-
16.3 Profit (loss) from ordinary activities after tax	-	-
16.4 Extraordinary items net of tax	-	-
16.5 Net profit (loss)	-	-
16.6 Adjustments	-	-
16.7 Share of net profit (loss) of associates and joint venture entities	-	-

⁺ See chapter 19 for defined terms.

Material interests in entities which are not controlled entities

The economic entity has an interest (that is material to it) in the following entities. *(If the interest was acquired or disposed of during either the current or previous corresponding period, indicate date of acquisition ("from dd/mm/yy") or disposal ("to dd/mm/yy").)*

Name of entity	Percentage of ownership interest held at end of period or date of disposal		Contribution to net profit (loss) (item 1.9)	
	Current Period	Previous corresponding period	Current period \$A'000	Previous corresponding period - \$A'000
17.1 Equity accounted associates and joint venture entities				
Symphone-Commerce Group of Companies	30%	N/A	(49)	-
17.2 Total			(49)	-
17.3 Other material interests				
17.4 Total				

Issued and quoted securities at end of current period

(Description must include rate of interest and any redemption or conversion rights together with prices and dates)

Category of ⁺ securities	Total number	Number quoted	Issue price per security (see note 14) (cents)	Amount paid up per security (see note 14) (cents)
18.1 Preference ⁺securities <i>(description)</i>				
18.2 Changes during current period (a) Increases through issues (b) Decreases through returns of capital, buybacks, redemptions				
18.3 ⁺Ordinary securities	88,673,844	88,673,844		

⁺ See chapter 19 for defined terms.

18.4	Changes during current period (a) Increases through DRP Employee Share Plan (b) Decreases through returns of capital, buybacks	2,314,098 224,750	2,314,098 224,750	\$1.49 \$1.30	Fully Fully
18.5	+Convertible debt securities <i>(description and conversion factor)</i>				
18.6	Changes during current period (a) Increases through issues (b) Decreases through securities matured, converted				
18.7	Options <i>(description and conversion factor)</i>			<i>Exercise Price</i>	<i>Expiry date (if any)</i>
	Closing Balance 31/12/02	50,000		1.63	27.07.03
		50,000		1.64	27.10.03
		100,000		2.22	21.12.03
		100,000		4.00	26.10.04
		50,000		2.17	01.09.05
		126,210		1.16	23.05.06
		206,987		0.86	10.09.06
		100,000		0.95	02.11.06
		31,772		1.03	06.12.06
		50,000		1.04	30.01.07
		864,969			
18.8	Issued during current period				
18.9	Exercised during current period				
18.10	Expired or forfeited during current period	23,790 15,639		\$1.16 \$0.86	23.05.06 10.09.06
18.11	Debentures <i>(description)</i>				
18.12	Changes during current period (a) Increases through issues (b) Decreases through securities matured, converted				
18.13	Unsecured notes <i>(description)</i>				
18.14	Changes during current period (a) Increases through issues (b) Decreases through securities matured, converted				

+ See chapter 19 for defined terms.

Segment reporting

(Information on the business and geographical segments of the entity must be reported for the current period in accordance with *AASB 1005: Segment Reporting* and for half year reports, *AASB 1029: Interim Financial Reporting*. Because entities employ different structures a pro forma cannot be provided. Segment information in the layout employed in the entity's ⁺accounts should be reported separately and attached to this report.)

Comments by directors

(Comments on the following matters are required by ASX or, in relation to the half yearly report, by *AASB 1029: Interim Financial Reporting*. The comments do not take the place of the directors' report and statement (as required by the Corporations Act) and may be incorporated into the directors' report and statement. For both half yearly and preliminary final reports, if there are no comments in a section, state NIL. If there is insufficient space to comment, attach notes to this report.)

Basis of financial report preparation

19.1 *If this report is a half yearly report, it is a general purpose financial report prepared in accordance with the listing rules and AASB 1029: Interim Financial Reporting. It should be read in conjunction with the last ⁺annual report and any announcements to the market made by the entity during the period. The financial statements in this report are "condensed financial statements" as defined in AASB 1029: Interim Financial Reporting. This report does not include all the notes of the type normally included in an annual financial report. [Delete if preliminary final report.]*

19.2 Material factors affecting the revenues and expenses of the economic entity for the current period. In a half yearly report, provide explanatory comments about any seasonal or irregular factors affecting operations.

The attached Report to Shareholders sets out the material factors which impacted on the half year financial results. Of particular significance, the reported Net Profit after tax for the first half of \$8.522 million included a profit of \$1.317 million arising from the sale of surplus marine assets. This is a non-recurring item. If this profit was excluded then Net Profit would be \$7.205 million.

Reported Net Profit for the half year ended 31 December 2002	\$8.522 million
Profit effect from sale of surplus marine assets (non-recurring item)	<u>\$1.317 million</u>
	\$7.205 million

19.3 A description of each event since the end of the current period which has had a material effect and which is not already reported elsewhere in this Appendix or in attachments, with financial effect quantified (if possible).

None

⁺ See chapter 19 for defined terms.

- 19.4 Franking credits available and prospects for paying fully or partly franked dividends for at least the next year.

At 31 December 2002 the Group has franking credits of \$16,102,201 under the revised tax paid balance method. This is before the payment of the remaining provision for income tax and before the interim dividend disclosed in this report. This should enable fully franked dividends to be paid for the next year.

- 19.5 Unless disclosed below, the accounting policies, estimation methods and measurement bases used in this report are the same as those used in the last annual report. Any changes in accounting policies, estimation methods and measurement bases since the last annual report are disclosed as follows. (Disclose changes and differences in the half yearly report in accordance with *AASB 1029: Interim Financial Reporting*. Disclose changes in accounting policies in the preliminary final report in accordance with *AASB 1001: Accounting Policies-Disclosure*).

In accordance with AASB 1044 the interim dividend for the half year ending 31 December 2002 of \$5.32 million has not been provided for in the financial statements as it was not declared by directors prior to 31 December 2002. The impact of this has resulted in a reduction of Provisions of \$5.32 million and a corresponding increase in Retained Earnings compared to the previous treatment.

- 19.6 Revisions in estimates of amounts reported in previous interim periods. For half yearly reports the nature and amount of revisions in estimates of amounts reported in previous +annual reports if those revisions have a material effect in this half year.

- 19.7 Changes in contingent liabilities or assets. For half yearly reports, changes in contingent liabilities and contingent assets since the last + annual report.

+ See chapter 19 for defined terms.

Additional disclosure for trusts

20.1 Number of units held by the management company or responsible entity or their related parties.

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20.2 A statement of the fees and commissions payable to the management company or responsible entity.

Identify:

- initial service charges
- management fees
- other fees

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Annual meeting

(Preliminary final report only)

The annual meeting will be held as follows:

Place

--

Date

--

Time

--

Approximate date the ⁺annual report will be available

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Compliance statement

1 This report has been prepared in accordance with AASB Standards, other AASB authoritative pronouncements and Urgent Issues Group Consensus Views or other standards acceptable to ASX (see note 12).

Identify other standards used

Nil

2 This report, and the ⁺accounts upon which the report is based (if separate), use the same accounting policies.

3 This report does give a true and fair view of the matters disclosed (see note 2).

⁺ See chapter 19 for defined terms.

- 4 This report is based on ⁺accounts to which one of the following applies.
(Tick one)
- | | | | |
|--------------------------|---|-------------------------------------|---|
| <input type="checkbox"/> | The ⁺ accounts have been audited. | <input checked="" type="checkbox"/> | The ⁺ accounts have been subject to review. |
| <input type="checkbox"/> | The ⁺ accounts are in the process of being audited or subject to review. | <input type="checkbox"/> | The ⁺ accounts have <i>not</i> yet been audited or reviewed. |
- 5 If the audit report or review by the auditor is not attached, details of any qualifications are attached/will follow immediately they are available* *(delete one)*. *(Half yearly report only - the audit report or review by the auditor must be attached to this report if this report is to satisfy the requirements of the Corporations Act.)*
- 6 The entity has a formally constituted audit committee.

Sign here: 
.....
Company Secretary

Date: 18 February 2003

Print name: Ken Bieg

⁺ See chapter 19 for defined terms.

Notes

1. **For announcement to the market** The percentage changes referred to in this section are the percentage changes calculated by comparing the current period's figures with those for the previous corresponding period. Do not show percentage changes if the change is from profit to loss or loss to profit, but still show whether the change was up or down. If changes in accounting policies or procedures have had a material effect on reported figures, do not show either directional or percentage changes in profits. Explain the reason for the omissions in the note at the end of the announcement section. Entities are encouraged to attach notes or fuller explanations of any significant changes to any of the items in page 1. The area at the end of the announcement section can be used to provide a cross reference to any such attachment.
2. **True and fair view** If this report does not give a true and fair view of a matter (for example, because compliance with an Accounting Standard is required) the entity must attach a note providing additional information and explanations to give a true and fair view.
3. **Condensed consolidated statement of financial performance**
 - Item 1.1 The definition of "revenue" and an explanation of "ordinary activities" are set out in *AASB 1004: Revenue*, and *AASB 1018: Statement of Financial Performance*.
 - Item 1.6 This item refers to the total tax attributable to the amount shown in item 1.5. Tax includes income tax and capital gains tax (if any) but excludes taxes treated as expenses from ordinary activities (eg, fringe benefits tax).
4. **Income tax** If the amount provided for income tax in this report differs (or would differ but for compensatory items) by more than 15% from the amount of income tax *prima facie* payable on the profit before tax, the entity must explain in a note the major items responsible for the difference and their amounts. The rate of tax applicable to the franking amount per dividend should be inserted in the heading for the column "Franked amount per security at % tax" for items 15.4 to 15.7.
5. **Condensed consolidated statement of financial position**

Format The format of the consolidated statement of financial position should be followed as closely as possible. However, additional items may be added if greater clarity of exposition will be achieved, provided the disclosure still meets the requirements of *AASB 1029: Interim Financial Reporting*, and *AASB 1040: Statement of Financial Position*. Also, banking institutions, trusts and financial institutions may substitute a clear liquidity ranking for the Current/Non-Current classification.

Basis of revaluation If there has been a material revaluation of non-current assets (including investments) since the last ⁺annual report, the entity must describe the basis of revaluation adopted. The description must meet the requirements of *AASB 1010: Accounting for the Revaluation of Non-Current Assets*. If the entity has adopted a procedure of regular revaluation, the basis for which has been disclosed and has not changed, no additional disclosure is required.
6. **Condensed consolidated statement of cash flows** For definitions of "cash" and other terms used in this report see *AASB 1026: Statement of Cash Flows*. Entities should follow the form as closely as possible, but variations are permitted if the directors (in the case of a trust, the management company) believe that this presentation is inappropriate. However, the

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presentation adopted must meet the requirements of *AASB 1026*. ⁺Mining exploration entities may use the form of cash flow statement in Appendix 5B.

7. **Net tangible asset backing** Net tangible assets are determined by deducting from total tangible assets all claims on those assets ranking ahead of the ⁺ordinary securities (ie, all liabilities, preference shares, outside ⁺equity interests etc). ⁺Mining entities are *not* required to state a net tangible asset backing per ⁺ordinary security.
8. **Gain and loss of control over entities** The gain or loss must be disclosed if it has a material effect on the ⁺accounts. Details must include the contribution for each gain or loss that increased or decreased the entity's consolidated profit (loss) from ordinary activities and extraordinary items after tax by more than 5% compared to the previous corresponding period.
9. **Rounding of figures** This report anticipates that the information required is given to the nearest \$1,000. If an entity reports exact figures, the \$A'000 headings must be amended. If an entity qualifies under ASIC Class Order 98/0100 dated 10 July 1998, it may report to the nearest million dollars, or to the nearest \$100,000, and the \$A'000 headings must be amended.
10. **Comparative figures** Comparative figures are to be presented in accordance with *AASB 1018* or *AASB 1029 Interim Financial Reporting* as appropriate and are the unadjusted figures from the latest annual or half year report as appropriate. However, if an adjustment has been made in accordance with an accounting standard or other reason or if there is a lack of comparability, a note explaining the position should be attached. For the statement of financial performance, *AASB 1029 Interim Financial Reporting* requires information on a year to date basis in addition to the current interim period. Normally an Appendix 4B to which *AASB 1029 Interim Financial Reporting* applies would be for the half year and consequently the information in the current period is also the year to date. If an Appendix 4B Half yearly version is produced for an additional interim period (eg because of a change of reporting period), the entity must provide the year to date information and comparatives required by *AASB 1029 Interim Financial Reporting*. This should be in the form of a multi-column version of the consolidated statement of financial performance as an attachment to the additional Appendix 4B.
11. **Additional information** An entity may disclose additional information about any matter, and must do so if the information is material to an understanding of the reports. The information may be an expansion of the material contained in this report, or contained in a note attached to the report. The requirement under the listing rules for an entity to complete this report does not prevent the entity issuing reports more frequently. Additional material lodged with the ⁺ASIC under the Corporations Act must also be given to ASX. For example, a director's report and declaration, if lodged with the ⁺ASIC, must be given to ASX.
12. **Accounting Standards** ASX will accept, for example, the use of International Accounting Standards for foreign entities. If the standards used do not address a topic, the Australian standard on that topic (if one exists) must be complied with.
13. **Corporations Act financial statements** This report may be able to be used by an entity required to comply with the Corporations Act as part of its half-year financial statements if prepared in accordance with Australian Accounting Standards.
14. **Issued and quoted securities** The issue price and amount paid up is not required in items 18.1 and 18.3 for fully paid securities.

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- 15 Details of expenses** *AASB 1018* requires disclosure of expenses from ordinary activities according to either their nature or function. For foreign entities, there are similar requirements in other accounting standards accepted by ASX. *AASB ED 105* clarifies that the disclosures required by *AASB 1018* must be either *all* according to nature or *all* according to function. Entities must disclose details of expenses using the layout (by nature or function) employed in their ⁺accounts.

The information in lines 1.23 to 1.27 may be provided in an attachment to Appendix 4B.

Relevant Items *AASB 1018* requires the separate disclosure of specific revenues and expenses which are not extraordinary but which are of a size, nature or incidence that disclosure is *relevant* in explaining the financial performance of the reporting entity. The term “relevance” is defined in *AASB 1018*. There is an equivalent requirement in *AASB 1029: Interim Financial Reporting*. For foreign entities, there are similar requirements in other accounting standards accepted by ASX.

- 16 Dollars** If reporting is not in A\$, all references to \$A must be changed to the reporting currency. If reporting is not in thousands of dollars, all references to “000” must be changed to the reporting value.

- 17. Discontinuing operations**

Half yearly report

All entities must provide the information required in paragraph 12 for half years beginning on or after 1 July 2001.

Preliminary final report

Entities must either provide a description of any significant activities or events relating to discontinuing operations equivalent to that required by paragraph 7.5 (g) of *AASB 1029: Interim Financial Reporting*, or, the details of discontinuing operations they are required to disclose in their ⁺accounts in accordance with *AASB 1042 Discontinuing Operations*.

In any case the information may be provided as an attachment to this Appendix 4B.

- 18. Format**

This form is a Word document but an entity can re-format the document into Excel or similar applications for submission to the Companies Announcements Office in ASX.

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SEGMENT REVENUES AND RESULTS

	Managed Labour Services		Infrastructure Services		Eliminations		Unallocated		Total	
	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01
Revenue	250,200	219,959	75,058	66,928	-1,049	-746	1,004	241	325,213	286,382
EBITDA	10,472	6,393	4,744	4,175					15,216	10,568
D&A	1,381	1,922	1,201	933					2,582	2,855
EBIT	9,091	4,471	3,543	3,242	0		0		12,634	7,713
Net Interest									496	1,165
Profit from Ordinary Activities Before Income Tax									12,138	6,548
Income Tax Expense									3,616	1,999
Net Profit After Tax									8,522	4,549

SEGMENT ASSETS AND LIABILITIES

	31-Dec-02	30-Jun-02	31-Dec-02	30-Jun-02	31-Dec-02	30-Jun-02	31-Dec-02	30-Jun-02	31-Dec-02	30-Jun-02
Assets	75,293	68,677	48,252	44,338			24,704	25,375	148,249	138,390
Liabilities	38,692	41,690	25,088	23,432			25,419	26,317	89,199	91,439

OTHER SEGMENT INFORMATION

	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01	31-Dec-02	31-Dec-01
Acquisition of Segment Assets	2,022	716	1,876	365					3,898	1,081
Non-recurring Profit on sale of Marine Assets	1317	0	0	0					1,317	0
Carrying value of investments accounted for using the equity method	269	0	0	0					269	0
Share of net profit/(loss) of associates accounted for under the equity method	-49	0	0	0					-49	0
Other non-cash expenses	-272	979	1,213	291					941	1,270

OTHER DISCLOSURES

The consolidated entity predominantly operates in one geographical segment, being Australia. Intersegment pricing is on a normal commercial basis.

SEGMENT DESCRIPTIONS

Managed Labour Services

Provision of supplementary labour hire and contract maintenance services. Revenue is based predominantly on the provision of workforce related services across all industries. This segment includes Skilled Maritime Services and our Call Centre business.

Infrastructure Services

Provision of design, construction, installation and maintenance services to Australia's telecommunications and utilities industries. This segment also includes the businesses of Skilled Mechanical Workshops and Skilled Equipment Manufacturing. Revenue is based predominantly on the delivery of agreed results.

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