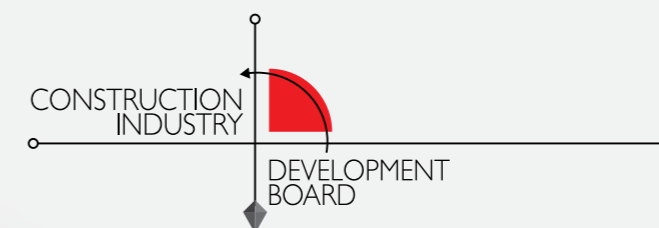


Construction Industry Development Board

# ANNUAL REPORT 2014



Construction Industry Development Board  
5th & 6th Floors, Mutual Aid Building II,  
5 Guy Rozemont Square, Port Louis, Mauritius





CONSTRUCTION  
INDUSTRY  
DEVELOPMENT  
BOARD

ANNUAL REPORT 2014

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## MESSAGE FROM THE CHAIRPERSON

I am pleased to present the Annual Report of the Construction Industry Development Board for the year ended 31 December 2014 in accordance with Section 33(2) of the Construction Industry Development Board Act.

This Annual Report highlights the main activities of the Construction Industry Development Board undertaken in the fiscal year 2014. It also gives the Financial Report of the Board for that period.

I would like to thank the Hon. Minister of Public Infrastructure & Land Transport as well as the staff of the Ministry for providing the necessary support and guidance to the Construction Industry Development Board during the year 2014.

I also wish to seize this opportunity to thank all the Council Members, the Officer-in-Charge and the staff of the Construction Industry Development Board for their dedicated efforts towards meeting the objectives of the Construction Industry Development Board in the fiscal year 2014.

### GAETAN SIEW

Chairperson

## FROM THE DESK OF THE OFFICER-IN-CHARGE

It is said that "Quand le bâtiment va tout va". It is a fact that the Construction Industry is indeed an important pillar of the economy. On its own, it contributes on average around 6% of the GDP and provides more than 50 000 employments. However, the Construction Industry has over the past 2 years been underperforming with a negative growth of 9.4% in 2013 and negative 6.7% in 2014. The poor performance of the Construction Industry over the recent years is allocated to the fact that investments in new projects have fallen down substantially because of the economic situation in the country.

With a new government in power in December 2014, the investment climate is expected to improve. In the Government Programme 2015-2019, much emphasis has been laid on public infrastructure development. This is likely to boost the Construction Industry thus taking it out of the slump and back to prosperity. However, the Construction Industry is likely to take some time before it can become vibrant like in 2008 when it achieved a record growth rate of 11.1%.

The year 2015 inspires much hope for the Construction Industry as the government has confirmed its intention to stimulate national investment with a special emphasis on public infrastructure projects namely the eight Smart Cities. These mega projects are expected to spin off the construction sector and would also have multiplier effect on the economy.

Despite the unfavourable situation in the Construction Industry, the CIDB (Registration of Consultants and Contractors) Regulations 2014 became in force on 01 August 2014. This is a major landmark in the history of the CIDB. The focus in 2014 was exclusively on the Registration of Consultants and Contractors. With the scarce human resources, the registration exercise was kick-started successfully. Upon completion of the first registration exercise national registers of consultants and contractors would be published

I seize this opportunity to thank the Honorable Minister and all his staff for their on-going supports and assistance to the CIDB.

Last but not least, I thank the Chairperson and all the Members of the Council together with my small team of staff members for their dedication and usual cooperation especially at this stage of the CIDB when we have embarked on the crucial exercise of Registration of Consultants and Contractors.

### TRILOCK BHUNJUN

Officer-in-Charge

## ABOUT THE CIDB

The Construction Industry Development Board commonly known as CIDB is a statutory body established under the CIDB Act of 2008. The overriding objective of the CIDB is to promote the development and improvement of the construction industry.

CIDB operates under the aegis of the Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping. It is governed by a Council comprising 12 members including a Chairperson.

CIDB aims at providing leadership and guidance towards the development of a competitive and world class construction industry.

CIDB is provided with a comprehensive set of objects and functions which empowers it to ensure the proper development of the construction industry.

### ***Vision– Our future aims***

CIDB as the apex body leading the construction industry towards a marked contribution to economic growth and sustainable development in line with best international practices.

### ***Mission–Our organizational purpose***

Formulate and implement coordinated strategy embarking all stakeholders in the enhancement of the construction industry to make it more accessible, innovative, transparent, sustainable, competitive and safe.

## ABOUT THE CIDB

### **OBJECTS OF THE BOARD**

1. Promote the development and improvement of the construction industry;
2. Promote sustainable growth of the construction industry;
3. Promote and encourage the participation of the small and medium enterprises in the construction industry;
4. Promote and assist in the export of services relating to the construction industry;
5. Promote and stimulate quality assurance in the construction industry;
6. Promote the awareness of the need for a safe and healthy work environment in the construction industry;
7. Promote and establish best practice in the construction industry;
8. Promote research and development relating to the construction industry; and
9. Facilitate communication between stakeholders of the construction industry.

### **FUNCTIONS OF THE BOARD**

1. Implement government policy relating to the construction industry;
2. Regulate and register providers of construction works and construction services;
3. Exercise regulatory functions in respect of the construction industry, including the registration of consultants and contractors;
4. Provide advisory services to the construction industry and to the public in general;
5. Publish an annual list of registered consultants and contractors;
6. Advise and make recommendations to the Minister on matters relating to the construction industry;
7. Encourage the standardization and improvement of construction materials and techniques;
8. Develop standard forms of construction agreements and contracts;
9. Develop and maintain a construction industry information system;
10. Develop and promote training programmes for operators of the construction industry;
11. Advise relevant authorities on human resources development of the construction industry;
12. Conduct surveys on the construction industry;
13. Entertain complaints in connection with construction works and construction services and where necessary refer them to appropriate authorities;
14. Publish periodically indicative schedules of rates for construction works; and
15. Perform such other functions as may be necessary to further its objects.

Section (8) of CIDB Act 2008 provides that the Board shall be administered by the Construction Industry Development Council. As such the Council is responsible and accountable for the performance of CIDB. The Council ensures that sound corporate governance principles are adopted and that the highest standards of business ethics, honesty and integrity are prevailed.

The Council is mandated to:

- Provide strategic direction and leadership to CIDB;
- Review the objectives, strategies and the functioning of the Board;
- Ensure that CIDB complies with all relevant laws, regulations, codes of best practice and guidelines laid down in the Code of Corporate Governance;
- Ensure greater levels of fairness, transparency and accountability in the decisions and actions of CIDB;
- Ensure the integrity of CIDB's accounting and financial reporting system for monitoring and managing, financial control and compliance with law and relevant accounting standards.

## Compliance and Enforcement

The Construction Industry Development Board commits itself to the highest standards of corporate governance and ensures compliance with the Code of Corporate Governance for Mauritius and the Guidance Notes for State-Owned Enterprises issued by the National Committee on Corporate Governance.

## Profile of the Council

The Council is constituted of a Chairman and eleven other members. The members of the Council are non-executive and are independent of the CIDB. The members represent the wide spectrum of the different sectors of the construction industry and therefore bring a wide range of experience and professional skills to the Council.

The Chairman and two members of the Council are appointed by the Minister, whereas the other members are designated by their respective organization.

## COUNCIL MEMBERS FOR 2014

### Mr V. Lutchmeeparsad

Chairperson

Permanent Secretary

Ministry of Public Infrastructure and Land Transport

### Mr V. Chintaram (in replacement of Mr D. Bunjun)

Managing Director

ViNARCHZ Limited

Representative of Mauritius Association of Architects

### Mr V. Putchay (up to 06 March 2014)

Principal Assistant Secretary

Representative of Ministry of Public Infrastructure and Land Transport

### Mr G. Saddul

Director

Property & Assets Valuation Ltd

Representative of Mauritius Institute of Surveyors

### Mr N. Poonye (in replacement of Mr V. Putchay)

Principal Assistant Secretary

Representative of Ministry of Public Infrastructure and Land Transport

### Mr S. Ragoo

Director

Ragoo Associates Ltd

Representative of Mauritius Association of Quantity Surveyors

### Mr I. Nagaissar

Director Employment Service

Representative of Ministry of Labour, Industrial Relations and Employment

### Mr G. Uckoor

President of Association of Small Contractor

Representative of SME Contractors

### Mrs T. Codadeen

Assistant Permanent Secretary

Representative of Ministry of Education and Human Resources

### Mr B. Ramloll

Director

Ramloll Bhooshan Renovation & Building Contractor  
Representative of Contractors' Association

### Mrs L. Chummun-Bhujohory

Assistant Technical Manager

Representative of Mauritius Standards Bureau

### Mr J. Desai

Director

Desai & Associates Ltd

Representative of Institution of Engineers Mauritius

### Mr D. Bunjun (up to 09 July 2014)

Director

Bunjun Associates Ltd

Representative of Mauritius Association of Architects

## COUNCIL AND COMMITTEE MEETINGS

Council Meetings as per the provision of the CIDB Act are scheduled monthly in advance. Special Council Meetings are also convened to address urgent and specific issues whenever necessary. Committees have been set up to enable the Board to give closer attention to important issues facing the organization.

## REMUNERATION DRAWN BY CHAIRPERSON, COUNCIL MEMBERS AND COMMITTEE MEMBERS

The Chairperson is paid a fixed monthly fee as per the recommendation of the Pay Research Bureau.

Council and Committee Members on the other hand are paid an attendance fee for meetings attended together with a commuted travelling allowance per sitting in accordance with Pay Research Bureau recommendations.

For the year ended 31 December 2014, the number of times the Council and the Committees met and the total fees paid to the Chairperson and other members (both previous & current) are as follows:

Members	Council Meeting					Total Fees (Rs)
	RCCC	GFCHC	HRC	BEC		
	11	4	1	1	2	
Mr. V. Luchmeepersad	11/11					342,000
Mr. V. A. Putchay	2/11					2,360
Mr. N. Poonye	9/11			1/1		14,430
Mr. I. Nagaisar	9/11			1/1		13,685
Mrs. L. Chummun Bhujohory	8/11			1/1		12,395
Mr. J. Desai	10/11	4/4			2/2	17,910
Mr. D. D Bunjun	4/11	2/4				7,490
Mr. S. Ragoo	10/11	4/4			2/2	17,400
Mr. G. Uckoor	8/11	4/4			2/2	14,310
Mr. B. Ramloll	5/11	3/4				8,335
Mrs. B. T. Codadeen	7/11					7,710
Mr. V. Chintaram	3/11		1/1			4,570
Mr. O. C. Domah			1/1			995
Mr. R. Phul			1/1			995
Mr. H. V. Jadav			1/1			995
Mrs. A. Boojhawon			1/1			995

**RCCC** Registration of C & C Committee  
**HRC** Human Resource Committee  
**GFCHC** Guide for Construction of House Committee  
**BEC** Bid Evaluation Committee

## Senior Management

Mr. Trilock BHUNJUN (Officer in Charge) is a Fellow of the Association of Chartered Certified Accountants and also holds an MBA. He holds the post of Manager, Corporate Services on the permanent establishment of the Board.

## Donation

No donation has been made or received during the year 2014.

## Conflict of Interest

Section (14) of the CIDB Act stipulates that "a member of the Council, the Executive Director or any employee who has a direct or indirect interest in any matter to be brought before the Council shall –

- (i) immediately inform the Council; and
- (ii) not participate in the deliberations or any part of the decision making process in relation to that matter.

There has been no report of any conflict of interest during the year 2014.

## External Audit

The External Auditors for the auditing of the Consolidated Annual Report for the year ended 31 December 2014 of the Board is the National Audit Office. It is responsible for reporting as to whether the financial statements are fairly presented.



## Statement of Council's Responsibilities

It is the responsibility of the Council to ensure that the Financial Statements are prepared in accordance with the relevant accounting policies and standards. It is also its responsibility to ensure that there is an adequate Internal Control System to ascertain that control objectives are met.

At this stage, the Council has not deemed it necessary to appoint an Internal Controller. However, the Council nevertheless acknowledges its responsibility for internal control and in this respect ensures that:-

- (a) Management has relevant experience and skills for the proper running of the organization;
- (b) Proper segregation of duties are in place;
- (c) The Officer-in-Charge undertakes adequate supervision on the duties of all the staff;
- (d) Cheques are signed by two signatories, viz., the Chairman and the Officer-in-Charge;
- (e) The Officer-in-Charge has a limit for expenditure and has to submit Quarterly Returns of such expenditure to Council.
- (f) Funds required are released on a monthly basis by the parent Ministry upon full justification of the required amount.

The Council has overall responsibility for the Board's system of risk management and for reviewing its effectiveness. The Council views management of risk as integral to good business practice with a view to support management's decision-making, improves the reliability of business performance, and assist in the preparation of the Board's Annual Accounts. The Board delegates the responsibility for designing, operating and monitoring the system of risk management to executive management.

The Council reports that the Financial Statements fairly represent the affairs of the operation and cash flows for the period. Council further ensures that the Financial Statements have been prepared in accordance with the Financial Reporting Framework and Standards issued by the Financial Reporting Council and in compliance with the Statutory Bodies (Accounts and Audit) Act.

In the absence of its own Accounting Manual, the Board complies with the requirements of the Financial Management Manual. The controls maintain at the Board ensures that the provisions of the Construction Industry Development Board Act and other financial procedures are adhered to.

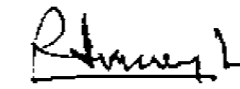
The Council also acknowledges the responsibility for the proper safeguarding of the assets of CIDB, maintaining of adequate accounting records and it commits itself for the prevention and detection of fraud and any irregularities.

The Council further reports that the principles of good corporate governance have been adopted to the extent possible.

Since we have no personal knowledge of the contents of this annual report, we are not in a position to approve it. However, we hereby give a qualified approval of same on the basis of our knowledge derived solely from the relevant records. Such approval is being given solely for the purpose of allowing the auditor to audit the financial statements under the Statutory Bodies (Accounts and Audit) Act.



**G. SIEW**  
Chairperson



**R. SERVANSINGH**  
Member

### Introduction

Since last year, the construction industry has entered a critical period of negative growth. It has been acknowledged that the industry is going through a downturn which is going to persist at least until the end of this year, unless massive investments are made by both the private and public sector. This negative growth has been explained mainly by the completion of some major projects under the Integrated Resorts Scheme, a few commercial and industrial projects and a few hotel projects.

Being aware of the declining trend of the construction industry, the Construction Industry Development Board (CIDB) in August 2012 conducted a consultative exercise through three half day workshops with the main stakeholders of the construction sector to help define a Sector Strategy Paper for the construction industry. Government, in 2013 had endorsed the document and had given its approval for the setting up of a High Level Committee to examine the recommendations of the Report and to prepare an Action Plan thereof.

The High Level Committee has been set up since last year. It is working on the recommendations of the Strategy Paper with a view to defining a clear set of strategies to help improve the construction industry.

In fact the High Level Committee has set up six Sub-committees for that task. Each Sub-Committee has been assigned a specific sector of the industry and has been required to produce a Report identifying the challenges and proposing appropriate strategies to help improve the respective sector.

The Strategy Paper would finally provide the direction that needs to be taken to ensure the proper development and improvement of the Construction Industry.

### The Construction Industry Development Board

The Construction Industry Development Board (CIDB) is established as a body corporate under the Construction Industry Development Board Act 2008. The Act was proclaimed in February 2009 with the exceptions of Sections (18) to (25) which deal with the registration of consultants and contractors. These Sections of the Act require enabling regulations to become effective.

The CIDB operates under the aegis of the Ministry of Public Infrastructure & Land Transport. The principal object of the Board is to promote the development and improvement of the construction industry.

### The Organization

The CIDB has since 2008 been operating with a skeleton staff. The organization is led by a Manager who is acting as Officer-in-Charge. In all, there are seven persons in the employment of CIDB to date. Currently there is no technical staff to support the organization. It has not been possible to recruit the necessary staff mainly due to financial constraints and the need to amend most of the schemes of service especially for the technical grades following the PRB Report 2013. However, it is expected that by the end of the current year most of the vacancies including that for the post of Executive Director would be filled.

### Situational Analysis

Following its outstanding performance over the past few years, the construction industry is now witnessing a negative growth reaching 9.4% at the end of 2013. This has been due to the effect of the global economic situation. Furthermore, there has been a lack of interest for investment in public infrastructure by the private sector.

A number of constraints and challenges lay ahead which needs to be dealt with before the construction industry could find its vitality. Government is taking appropriate measures to redress the situation. In this respect the Ministry of Public Infrastructure & Land Transport supported by the CIDB is being called upon to spearhead a number of initiatives to boost confidence and stimulate the overall development in the construction sector.

As the CIDB has to date not yet become fully operational, it is facing a number of constraints to deliver up to the expectation of the industry. Despite, those inherent constraints, the CIDB has been managing to the satisfaction of the Council.

One of the core functions of the CIDB is to register consultants and contractors. Though the CIDB Act was proclaimed on 1st February 2009, Sections (18) to (25) of the Act, which deal with the registration of consultants and contractors, could not be proclaimed as enabling Regulations had to be worked out in the first place so that the existing consultants and contractors could continue to operate legitimately until such time that those Regulations could be made.

The Regulations was eventually finalized and Sections (18) to (25) along with the Regulations for the registration of consultants and contractors became in force on 01 August 2014.



### Goals and Objectives for the period 2015 to 2017

The goals and objectives of CIDB have already been set under the objects and functions of the CIDB Act. In fact the overriding priority of the CIDB is to stimulate the development of the construction industry and enhance service delivery in the sector. However, in order to achieve those long term goals and objectives, it is imperative to establish short and medium term goals and objectives. This approach is also recommended under the Programme-Based Budgeting. In this respect, CIDB intends to undertake the following major programmes for the next 3 years.

1. Publication of National Registers of Consultants and Contractors.
2. Publication of the Second Edition of the National Schedule of Rates.
3. Training and development programmes for Consultants and Contractors.
4. Assistance and support to Small and Medium Enterprise (SME) Contractors.
5. Setting up of an Advisory Desk to provide advice and receive complaints related to the construction sector.
6. Assistance to consultants and contractors for the export of construction services.

In order to achieve the above objectives, the following supplementary goals have also been set up for the period 2015 to 2017.

1. Development of a suite of Standard Forms of Contracts. The Standard Forms of Contracts would be recommended documents for use by clients, consultants and contractors. The aim is to make those Standard Forms of Contracts specific to the local context of the construction industry.
2. Development of a Construction Industry Information System to provide information on the construction industry in general including industry performance and relevant statistics. This would help to provide information on which appropriate programmes and strategies for the sector could be developed.
3. Development of Best Practice Guides for the industry. This would help promote best practices in construction, thus improving the overall service delivery.
4. Development of a programme to promote Quality Excellence in the industry to help measure objectively the overall quality of construction works in Mauritius.
5. Development of programmes to encourage the standardization and improvement of construction techniques and materials and ensure the proper establishment of construction standards in conformity with local requirements and international standards.

6. Promoting awareness about the concern for safety and health in the construction industry.
7. Development of a Construction Industry Research and Development Agenda to determine inter alia the needs for research on construction materials and techniques.
8. Implementation of the recommendations of the Strategy Paper for the Construction Industry which is being formulated by a High Level Committee set up under the aegis of the Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping.

### Strategy implementation to achieve goals and objectives

#### 1. Establishing a Register of Consultants and a Register of Contractors

The Registration of consultants and contractors became in force on 01 August 2014. This exercise would provide the main input for establishing the Annual Register of Consultants and a separate Annual Register of Contractors.

Consultants and contractors have been given a transitional period of six months as from 01 August 2014 to register under the CIDB Act. Once all the consultants and contractors would be registered then the two registers would be published as the official list of consultants and contractors. The registers would be made available to the general public and would also be posted on the website of CIDB.

#### 2. Standard Forms of Contract

In 2013, the CIDB developed and launched a Standard Form of Contract for Minor Works. This contract is gradually being adopted for minor works in Mauritius.

There is now the intention to develop another Standard Form of Contract for major Building Works. A Committee comprising of relevant stakeholders would be set up to work out the Standard Form of Contract for Building Works. Once a first draft would be available, appropriate consultations would be held with industry stakeholders to obtain their views and their endorsement on the draft Standard Form of Contract.

### 3. Schedule of Rates

The Book of National Schedule of Rates is a benchmarking tool which has been developed and launched in 2012 in collaboration with Statistics Mauritius.

As rates in construction is relatively dynamic change frequently, there is need to regularly review the existing National Schedule of Rates.

A Second Edition of the National Schedule of Rates would be developed in collaboration with Statistics Mauritius and other industry stakeholders. It would be launched in 2015 to provide an updated benchmarking tool for construction rates in the industry.

### 4. Support to Small and Medium Enterprises in Construction

With the increasing importance of Small and Medium Enterprises (SMEs) in the development process of the economy, the SMEs in the construction sector should be given the necessary support to allow them to sustain in the industry. There is a common perception that SMEs in the construction sector have always been left behind and that nothing is being done to enable them to situate themselves and keep pace with development in the sector. Those SMEs also believe that the existing climate within the industry favours mostly the big players.

The Board would undertake the challenge to change that perception of SMEs. As a facilitator, CIDB would provide the necessary support to enable the SMEs Contractors to consolidate their position in the construction industry.

A Committee would be set up to study the key development challenges facing the SMEs of the construction sector. On the basis of the findings of that Committee, appropriate strategies would be formulated to ensure the proper development of that segment of the industry

### 5. A Construction Industry Information System

The CIDB which is an apex body of the construction industry cannot avail not to keep pace with development in information and communication technologies.

The registration of consultants and contractors would allow CIDB to compile a database of information which would be very useful for development programmes and also in formulating strategies for the sector.

The CIDB also would revamp its website with a view to providing useful information to the construction sector. The website would inter alia host a platform which would provide information on notices of bids being launched in the public sector and in Africa (through the AMADE Project of Enterprise Mauritius). The platform would be a focal point for consultants and contractors to source opportunities for construction works and services. Ultimately, the platform would also be opened to the private sector to enable them to post their notices for bids thereon.

### 6. Best Practice Guides

Good corporate governance is becoming an increasingly important business imperative offering competitive advantage. The construction industry therefore cannot afford not to keep pace with this trend and should imperatively uphold the key elements of corporate governance. In fact corporate governance is of particular importance to the construction industry which is often associated with a high level of corruption across the world.

In this respect it is important to ensure that business in the construction industry is done in an environment that uphold the principles and values of good corporate governance which could help change the negative perception of the industry. The conduct of those involved in the supply chain should therefore be encoded so that it becomes basic standards of behaviour of industry players.

In this respect a Committee would be set up to develop a Best Practice Guide for the industry.

### 7. Quality Assurance Programme

One of the objectives of the CIDB is to encourage quality assurance in construction processes and activities. It is no secret that quality is directly related to competitiveness. Hence, by promoting quality excellence, the Board would aim at a more competitive construction sector.

A Committee comprising of the Mauritius Standards Bureau, the Ministry of Labour, Industrial Relations and Employment and other relevant authorities would be set up to work out programmes that could be developed to promote quality excellence in the construction industry.

The CIDB would also initiate an Annual Quality Award for the construction industry whereby construction companies and professionals of the sector would be awarded for their efforts to promote and adopt quality assurance in their organization.

### 8. Standardization and Improvement of Construction Materials and Techniques

The CIDB would ensure that standards related to the construction sector are developed in conformity with local requirements and international standards.

A Committee in collaboration with the Mauritius Standards Bureau would be set up to examine the list of existing standards related to the construction sector and the needs to review those standards. The Committee would also examine the needs for developing new standards related to construction materials and techniques where there is no such standard available.

### 9. Safety and Health in the Construction Industry

The CIDB is well aware of the efforts the Ministry of Labour, Industrial Relations and Employment, in reducing the risk of health hazards at the workplace. It is obvious that occupational safety and health is becoming a serious concern for the construction sector. The number of accidents that occurred during the past few years confirmed the vulnerability of the sector.

The CIDB would carry out a sensitization campaign through workshops and seminars on occupational hazards in the construction sector. It would also work in close collaboration with the Ministry of Labour, Industrial Relations and Employment to promote Safety and Health in the construction sector.

### 10. Export of Construction Works and Services

The increasing competitiveness coupled with the availability of excess capacity in the local marketplace often tends to shorten the life of construction companies despite them having the necessary expertise, experience and resources.

In the past, a few workshops had been held in collaboration with Enterprise Mauritius to promote the participation of the construction sector in the export of services. The CIDB endeavors to continue sensitizing local industry players about the possibility for them to export their services.

### 11. Research and Development

It is known that to date there are little or practically no research and development being carried out in the construction sector. However, it has been noted that the Mauritius Research Council has started to initiate some research projects in construction.

The CIDB would work in collaboration with the Mauritius Research Council and other relevant authorities to develop a research and development agenda for the construction sector. Subsequently appropriate strategies would be formulated to foster research and development in the sector.

#### Monitoring and Review

Monitoring and evaluation of planning activities is as important as identifying the strategy for implementation to achieve set goals. If there is no monitoring and evaluation, management might never know when it is going in a different direction than that established in the Strategic Plan of the organization. However, monitoring and evaluation should not be a one-off exercise but should rather be a continuous process.

Given that the CIDB is a newly established organization with the bare minimum human and capital resources, it is difficult at this stage to assign individual responsibilities in the Strategic Plan for achieving each goal and objective. Hence, it is understood that the Executive Director would be responsible for the overall implementation of the strategies in this Strategic Plan.

The following activities would be undertaken to ensure proper monitoring and implementation of the Strategic Plan.

1. The Executive Director would regularly report to the Council about the status of implementation of strategies and the progress towards each of the overall strategic goals.
2. While submitting the Budget for the approval of the Council, an Annual Performance Report would simultaneously be submitted so as to allow the Council to determine whether goals and objectives have been achieved as established in this Strategic Plan and whether same have provided the expected results.
3. A Committee chaired by a Council Member would be set up to continuously monitor the results of strategies being implemented. The Committee would hold regular meetings to ensure that strategies are being implemented accordingly and would also examine any departure from approved strategies with a view to study the causes for such departure.

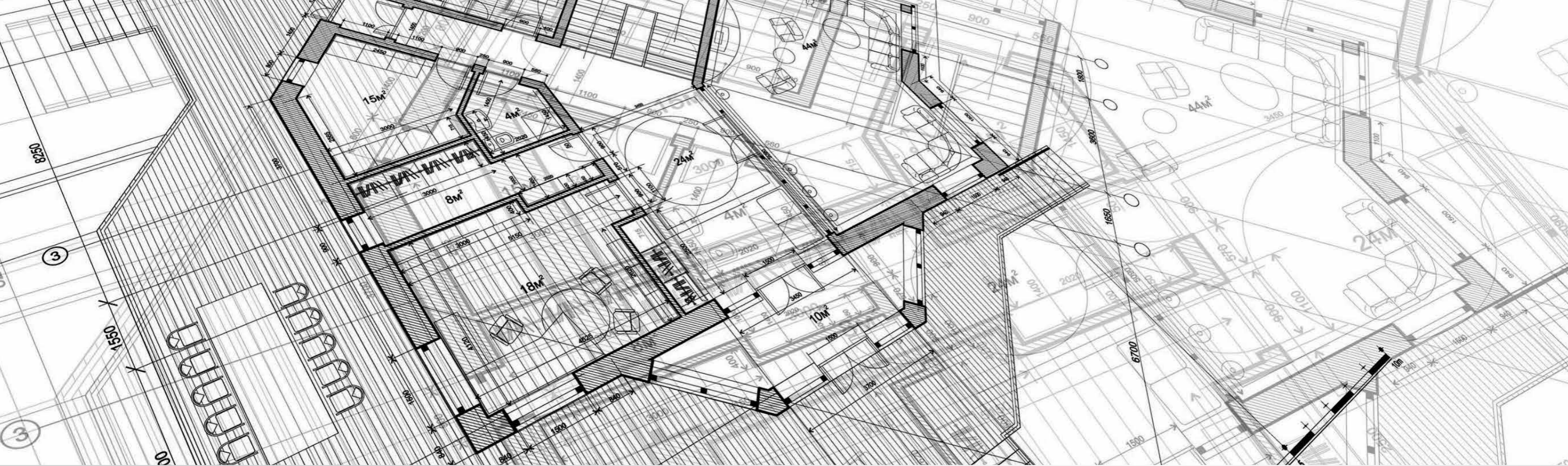
#### Conclusion

This 3-Year Strategic Plan covering the period 2015 to 2017 serves as a guiding mechanism to drive the Construction Industry Development Board in the right direction towards fostering development in the construction industry.

It also highlights the key development challenges and the strategies to be implemented to ensure the effectiveness and efficiency of the industry. The Strategic Plan also indicates the extent to which the Construction Industry Development Board would rely on the collaboration of other relevant authorities.

However, this Strategic Plan is not exhaustive as it has been developed at a stage where an Executive Director has not yet been appointed and the core staff required for the proper functioning of this Office has not yet been recruited. Moreover, it should be noted that all the inputs of this Strategic Plan is the works of one person, i.e the Officer-in-Charge which reflect his own vision for the organization and the industry.





# REPORT OF THE DIRECTOR OF AUDIT

TO THE BOARD OF THE  
CONSTRUCTION INDUSTRY  
DEVELOPMENT BOARD



# REPORT OF THE DIRECTOR OF AUDIT

TO THE BOARD OF THE CONSTRUCTION INDUSTRY  
DEVELOPMENT BOARD

## Report on the Financial Statements

I have audited the accompanying financial statements of Construction Industry Development Board, which comprise the statement of financial position as of 31 December 2014, the statement of financial performance, statement of changes in general fund and the cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Financial Reporting and Accounting Standards issued under Section 72 of the Financial Reporting Act, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards of Supreme Audit Institutions. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### Opinion

In my opinion, the financial statements give a true and fair view of the financial position of the Construction Industry Development Board as at 31 December 2014, and of its financial performance and its cash flow for the year then ended in accordance with Financial Reporting and Accounting Standards.

## Report on Other Legal and Regulatory Requirements

### Management's Responsibility

In addition to the responsibility for the preparation and presentation of the financial statements described above, management is also responsible for ensuring that the activities, financial transactions and information reflected in the financial statements are in compliance with the laws and authorities which govern them.

# REPORT OF THE DIRECTOR OF AUDIT

TO THE BOARD OF THE CONSTRUCTION INDUSTRY  
DEVELOPMENT BOARD

### Auditor's Responsibility

In addition to the responsibility to express an opinion on the financial statements described above, my responsibility includes expressing an opinion on whether the activities, financial transactions and information reflected in the financial statements are, in all material respects, in compliance with the laws and authorities which govern them.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

### Statutory Bodies (Accounts and Audit) Act

#### Late submission of financial statements

The Statutory Bodies (Accounts and Audit) Act requires that the Annual Report be submitted to the Board within three months after the end of every financial year and that after being approved has to be forwarded to the Director of Audit not later than 30 April after the end of the financial year.

The statutory deadline for the submission of the accounts was not complied with. The financial statements for the financial year 2014 were submitted to the National Audit Office on 2 September 2015. Amendments were made to the Financial Statements due to material misstatements identified during the audit exercise and an amended set of Financial Statements was submitted on 22 August 2016.

In my opinion, except for the non-submission of financial statements within the statutory date limit, in all material respects, the Construction Industry Development Board has complied with the Statutory Bodies (Accounts and Audit) Act.

### Public Procurement Act

The Construction Industry Development Board is responsible for the planning and conduct of its procurement. It is also responsible for defining and choosing the appropriate method of procurement and contract type in accordance with the provisions of the Act and relevant Regulations. My responsibility is to report on whether the provisions of Part V of the Act regarding the Bidding Process have been complied with.

In my opinion, the provisions of Part V of the Act have been complied with as far as it appears from my examinations of the relevant records.



**K. C. TSE YUET CHEONG (MRS)**

Director of Audit

National Audit Office  
Level 14  
Air Mauritius Centre  
PORT LOUIS

22 September 2016



# **FINANCIAL STATEMENT**



## FINANCIAL STATEMENTS

### Statement of Financial Position as at 31 December 2014

	Notes	Year 2014 Rs	Year 2013 Rs
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, Plant and Equipment	3	1,096,775	1,173,842
Car Loan Receivable	4	306,667	466,667
Retirement Pension Assets	2.11	-	497,236
		1,403,442	2,137,745
<b>Current Assets</b>			
Prepayments & Receivables	5	513,446	653,306
Car Loan Receivable	4	160,000	160,000
Cash and Cash Equivalents	6	324,074	120,797
		997,520	934,103
<b>TOTAL ASSETS</b>		2,400,962	3,071,848
<b>FINANCED BY</b>			
<b>General Fund</b>			
	7	388,391	1,450,444
<b>Non-Current Liabilities</b>			
Long Term Employee Benefits Obligations	8	769,513	597,631
Car Loan Payable	9	306,667	466,667
Retirement Pension Obligation	2.11	297,984	-
		1,374,164	1,064,298
<b>Current Liabilities</b>			
Accruals & Payables	10	380,603	305,277
Short Term Employee Benefits Obligations	11	97,804	91,829
Car Loan Payable	9	160,000	160,000
		638,407	557,106
		2,400,962	3,071,848

The Notes to the Accounts on pages 30 to 40 form part of the Financial Statements.

Since we have no personal knowledge of the contents of this annual report, we are not in a position to approve it. However, we hereby give a qualified approval of same on the basis of our knowledge derived solely from the relevant records. Such approval is being given solely for the purpose of allowing the auditor to audit the financial statements under the Statutory Bodies (Accounts and Audit) Act.



G. SIEW  
Chairperson



R. SERVANSINGH  
Member

Approved by the Council on 09 August 2016

## FINANCIAL STATEMENTS

### Statement of Financial Performance for the year ended 31 December 2014

	Notes	Year 2014 Rs	Year 2013 Rs
<b>REVENUE</b>			
Government Grant			
Recurrent Grant		7,296,520	6,538,615
Capital Grant		197,230	195,155
Registration Processing Fee		158,000	-
Workshop Fees		-	62,000
Sale of NSOR		10,500	74,500
Interest on Savings		3,720	104
		7,665,970	6,870,374
<b>EXPENSES</b>			
Depreciation	3	274,296	287,814
Employee Salaries and Benefits	12	3,517,925	3,131,601
Other Expenses	13	3,912,593	3,532,435
Finance Costs	14	4,181	4,000
		7,708,995	6,955,850
		(43,025)	(85,476)
<b>Other Comprehensive Income</b>			
Liability/Assets Loss		(1,409,878)	(34,284)
<b>Net Deficit for the year</b>		(1,452,903)	(119,760)

## FINANCIAL STATEMENTS

### Cash Flow Statement for the year ended 31 December 2014

	Year 2014 Rs	Year 2013 Rs
<b>Cash flows from operating activities</b>		
Operating Deficit for the period	(43,025)	(85,476)
<b>Adjustments for non-cash movements</b>		
Depreciation of Property, Plant and Equipment	274,296	287,814
Remeasurement Loss	(1,409,878)	(34,284)
<b>Operation Surplus before Working Capital changes</b>	<b>(1,178,607)</b>	<b>168,054</b>
Decrease in Prepayments and Receivables	139,860	77,241
Decrease in Car Loan Receivable	160,000	160,000
Increase in Retirement Pension Assets	-	(102,352)
Increase (decrease) in Accuals & Payables	75,326	14,550
Increase (decrease) in Car Loan Payable	(160,000)	(160,000)
Increase in Employee Benefit Payable	177,857	58,004
Increase in Retirement Pension Obligation	795,220	-
Actuarial Reserves transferred in	390,850	-
<b>Net Cash Flow from Operating Activities</b>	<b>400,507</b>	<b>215,497</b>
Cash Flows from Investing Activities		
Acquisition of Fixed Assets	(197,230)	(195,155)
<b>Net Cash Flow from Investing Activities</b>	<b>(197,230)</b>	<b>(195,155)</b>
<b>Net increase (decrease) in Cash and Cash Equivalents</b>	<b>203,277</b>	<b>20,342</b>
<b>Cash and Cash Equivalents at beginning of the year</b>	<b>120,797</b>	<b>100,455</b>
<b>Cash and Cash Equivalents at end of year</b>	<b>324,074</b>	<b>120,797</b>

## FINANCIAL STATEMENTS

### Statement of Changes to General Fund for the year ended 31 December 2014

#### GENERAL FUND

	Rs
<b>Balance at 01 January 2012</b>	<b>1,428,821</b>
OCI - Unrecognised Actuarial Loss	(9,463)
Net surplus for the period ended 31 December 2012	150,846
<b>Balance at 31 December 2012</b>	<b>1,570,204</b>
Net Deficit for the period ended 31 December 2013	(119,760)
Balance at 31 December 2013	1,450,444
Actuarial Reserves transferred in	390,850
Net Deficit for the period ended 31 December 2014	(1,452,903)
<b>Balance at 31 December 2014</b>	<b>388,391</b>

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

## 1. General Information

The Construction Industry Development Board is a statutory body established under the CIDB Act 2008. The overriding objective of the Board is to promote the development and the improvement of the construction industry. In order to attain this objective, the CIDB is provided with a comprehensive set of objects and functions as per Sections 5 & 6 of the CIDB Act. The CIDB is both a regulatory body and a facilitator to the construction industry. It operates under the aegis of the Ministry of Public Infrastructure and Land Transport. It is administered by a Council comprising a Chairperson and eleven members. The Council fairly represent the wide cross section of the construction industry.

The office of the CIDB is located on the 5th & 6th Floors, Mutual Aid Building II, 5 Guy Rozemont Square, Port Louis

## 2. Accounting Policies

The principal accounting policies of the CIDB are:-

### 2.1 Basis of Preparation

The financial statements have been prepared in accordance with the Financial Reporting Framework and Standards issued by the Financial Reporting Council and in compliance with the Statutory Bodies (Accounts and Audit) Act.

The Financial Statements have been prepared on a going concern basis and on the accrual basis of accounting. The measurement base applied is historical cost. The level of rounding used in presenting the amounts in the financial statement is to the nearest rupee.

### 2.2 Accounting period

The Financial Statements for the current period have been prepared for the 12 months ended 31 December 2014 with comparative information for the 12 months ended 31 December 2013.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

## 2.3 Property, Plant and Equipment

Items of property, plant and equipment are measured at cost or valuation less accumulated depreciation and any impairment losses.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using straight line method. Additions during the year bear a full year depreciation charge whereas no depreciation is charged in the year of disposal. The following annual rates are used for the depreciation of property, plant and equipment:

Office Equipment	- Electronic Equipment	20%
	- Furniture & Fittings	10%
	- Safe	5%
IT Equipment		20%
Motor Vehicle		10%

Individual asset of value less than Rs 2,000 each is not capitalised. Such assets are reported in the Inventory Sheet in the office where they are located and used.

## 2.4 Revenue Recognition

Government grants are recognised on cash basis as income and are matched against the operational expenses of the Board. Government grants and other income is recognised in the Statement of Financial Performance in the year to which it relates. Grants are released on a monthly basis as per requirements of the Board to meet its monthly expenses.

## 2.5 Provisions

A provision is recognised when there is a present legal or constructive obligations as a result of a past event, and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. Provisions are reviewed at each Financial Position date and adjusted to reflect the current best estimate.

## 2.6 Impairment of assets

At each reporting date, Property, Plant and Equipment are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in Statement of Financial Performance.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

### 2.7 Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and cash in hand.

### 2.8 Car Loans

Car loans are disbursed to the CIDB by the Ministry of Public Infrastructure and Land Transport on applications by eligible employees as part of their conditions of service. The loans are executed by way of a registered agreement between the CIDB and the employees. The car loans which bear an interest of 7.5 % per annum are repayable monthly over a period of five to seven years. The balances of principal amounts are shown as short-term and long-term loans. Corresponding carrying amounts are shown under receivables.

### 2.9 Accounts Receivable and Prepayments

Receivables and prepayments are stated at their nominal value.

### 2.10 Accounts Payables and Accrued Expenses

Payables and accruals are stated at cost except for the retirement benefit obligations figure which is stated as per the actuarial report.

### 2.11 Employees Entitlements

Employees entitlements to salaries, pension costs, and other benefits are recognised when they are earned.

#### **Sick Leave Bank**

Employees are allowed to accumulated Sick Leave not taken at the end of each calendar year up to a maximum of 110 days, in a Sick Leave Bank as at 31 December 2014. The balance of banked sick leave is valued at the end of the financial year and is recognised as long term payables. Beyond the ceiling of 110 days, officers are refunded part of the annual entitlement of Sick Leave not taken at the end of every calendar year and is expensed to the Statement of Financial Performance.

#### **Passage Benefits**

A provision is made for the estimated liability for passage benefits. The passage benefits for each staff is valued at year end and is included as short-term liabilities. The annual increase in passage benefits is expensed to the Statement of Financial Performance.

#### **Other Post-Employment Benefits**

No provision for accrued Vacation Leave is made as employee benefits for accumulated Vacation Leave can only be cashed in extremely rare cases.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

### 2.11 Employees Entitlements (cont'd)

#### **State Plan**

Contributions to the National Savings Fund in respect of all employees and contributions to the National Pension Scheme in respect of employees on contract or temporary basis are expensed to the Statement of Financial Performance.

#### **Retirement Benefits Obligation**

Provision for the retirement benefits for the employees of CIDB are made under the Statutory Bodies Pension Act of 1978 as amended. The Fund provides retirement benefits for its employees through a defined benefit plan called "CIDB Staff Pension Fund". The contributions vested in the Fund is managed by the State Insurance Company of Mauritius Ltd (SICOM Ltd) The cost of providing the benefit is determined in accordance with an actuarial review. The net liability at balance sheet date is determined as the present value of funded obligations after adjusting for the fair value of plan assets, any unrecognised actuarial gains and losses and any recognised transition amount. The current service cost and any recognised past service cost are included as an expense together with the interest cost, net of expected return on plan assets. The pension plan is a final salary defined benefit for staff.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

## 2.11 Employees Entitlements (cont'd)

The statement actuarial valuations of plan assets and the present value of the defined benefit obligations as at 31 December 2014 was as follows:-

	Year 2014 Rs	Year 2013 Rs
<b>Amounts recognised in Statement of Financial Position</b>		
Present value of funded obligation	2,236,989	579,988
(Fair value of plan assets)	(1,939,005)	(1,077,224)
	<b>297,984</b>	<b>(497,236)</b>
<b>Amounts recognised in Statement of Financial Performance</b>		
<b>Service Cost:</b>		
Current service cost	234,359	146,003
Past Service Cost (Employee Contributions)	(132,145)	(98,441)
Fund expenses	8,406	53,929
Net Interest expense/ (income)	(70,138)	(41,246)
<b>P&amp;L Charge</b>	<b>40,482</b>	<b>60,245</b>
<b>Remeasurement</b>		
Liability (gain)/loss	1,396,138	29,241
Assets (gain)/loss	13,740	5,043
Total Other Comprehensive Income (OCI) recognised	<b>1,409,878</b>	<b>34,284</b>
<b>Total</b>	<b>1,450,360</b>	<b>94,529</b>
<b>Movements in liability recognised in Statement of Financial Position:</b>		
At start of year	(497,236)	(394,884)
Amount recognised in P&L (Actuarial Reserves transferred in)	40,482	60,245
(Contributions paid by employer)	(390,851)	-
Amount recognised in OCI	(264,289)	(196,881)
Amount recognised in OCI	1,409,878	34,284
At end of year	<b>297,984</b>	<b>(497,236)</b>
<b>Actual return on plan assets:</b>	<b>78,909</b>	<b>90,072</b>

The plan is a defined arrangement for the employees and it is funded. the assets of the funded plan are held independently and administered by The State Insurance Company of Mauritius Ltd.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

## 2.11 Employees Entitlements (cont'd)

	Year 2014 Rs	Year 2013 Rs
<b>Reconciliation of the present value of defined benefit obligation</b>		
Present value of obligation at start of period	579,988	374,763
Current service cost	234,359	146,003
Interest cost	46,399	29,981
Benefits paid	(19,895)	-
Liability (gain)/loss	1,396,138	29,241
Present value of obligation at end of period	<b>2,236,989</b>	<b>579,988</b>

The assets of the plan are invested in funds managed by State Insurance Company of Mauritius Ltd

The Discount Rate is determined by reference to market yields on bonds

	Year 2014 Rs	Year 2013 Rs
<b>Reconciliation of fair value of plan assets</b>		
Fair value of plan assets at start of period	1,077,224	769,647
Expected return on plan assets	116,537	71,227
Employer contributions	264,289	196,881
Employee contributions	132,145	98,441
Actuarial Reserves transferred in	390,851	-
Benefits paid+ other outgo	(28,301)	(53,929)
Asset gain/(loss)	(13,740)	(5,043)
Fair value of plan assets at end of period	<b>1,939,005</b>	<b>1,077,224</b>

### Distribution of plan assets at end of period

	2014	2013
Percentage of assets at end of year		
Government securities and cash	57.1%	59.1%
Loans	4.1%	4.9%
Local equities	21.1%	21.9%
Overseas bonds and equities	17.0%	13.4%
Property	0.7%	0.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

### 2.11 Employees Entitlements (cont'd)

#### Additional disclosure on assets issued or used by the reporting entity

	2014	2013
Percentage of assets at end of year	(%)	(%)
Assets held in the entity's own financial instruments	0	0
Property occupied by the entity	0	0
Other assets used by the entity	0	0

Year	2014	2013
Currency	Rs	Rs
Asset experience gain/(loss) during the period	(13,740)	(5,043)
Liability experience gain/(loss) during the period	(1,396,138)	(29,241)
Surplus/(deficit)	(1,409,878)	(34,284)

#### Year 2015

Expected Employer Contributions

Rs. 294,239

The plan is exposed to actuarial risks such as : investment risk, interest rate risk, longevity risk and salary risk. The risk relating to death in service benefits is re-insured.

The cost providing the benefits is determined using the Projected Unit Method.

	Year 2014	Year 2013
Discount Rate	8.00%	8.00%
Expected rate of return on plan assets	8.00%	8.00%
Future salary increases	5.50%	5.50%
Future pension increases	3.50%	3.50%

Mortality before retirement A 6770 Ultimate Tables

Mortality in retirement PA (90) Tables

Retirement age As per Second Schedule of the Statutory Bodies Pension Funds Act

The discount rate is determined by reference to market yields on bonds

### 2.12 Reporting Currency

The financial statements are presented in Mauritian Rupees

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

### 3. Property, Plant and Equipment

Particulars	Office Equipment Rs	IT Equipment Rs	Motor Vehicle Rs	Total Rs
Cost - 1 January 2014	1,265,879	438,429	1,032,900	2,737,208
Additions during the year	68,150	129,080	-	197,230
Cost - 31 December 2014	1,334,029	567,509	1,032,900	2,934,438
Aggregate depreciation - 1 January 2014	648,631	406,893	507,843	1,563,367
Depreciation for the year	129,403	41,603	103,290	274,296
Aggregate depreciation - 31 December 2014	778,034	448,496	611,133	1,837,663
Net book value - 01 January 2014	617,248	31,536	525,057	1,173,841
Net book value - 31 December 2014	555,995	119,013	421,767	1,096,775

### 4. Car Loan Receivable

	Year 2014 Rs	Year 2013 Rs
Total Car Loan Receivable	466,667	626,667
Receivable Within 1 Year	160,000	160,000
Receivable After 1 Year	306,667	466,667

### 5. Prepayments & Receivables

Allowances & Overtime	-	47,887
Rent	170,250	170,250
Motor Vehicle Running Expenses	27,833	31,420
Office Expenses, General Stores and Stationeries	310,997	403,749
Insurance	4,366	-
	513,446	653,306

### 6. Cash and Cash Equivalents

Cash in hand	1,326	2,145
Cash at Bank - Current A/c	246,624	102,548
Cash at Bank - Savings	76,124	16,104
	324,074	120,797



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

### 7. CIDB Fund

	Year 2014 Rs	Year 2013 Rs
Opening Balance	1,450,444	1,570,204
Deficit for the year	(1,452,903)	(119,760)
Actuarial Reserves transferred in	390,850	-
Closing Balance	<b>388,391</b>	<b>1,450,444</b>

### 8. Long Term Employee Benefits Obligations

#### Sick Leave Bank Account

	Year 2014 Rs	Year 2013 Rs
Opening Balance	571,147	481,781
Increase in provision	96,735	89,366
Closing Balance	<b>667,882</b>	<b>571,147</b>

#### Passage Benefits Obligation

	Year 2014 Rs	Year 2013 Rs
Amount payable in more than one year (Note 11)	<b>101,631</b>	<b>26,484</b>

### 9. Car Loan Payable

	Year 2014 Rs	Year 2013 Rs
Total Car Loan Payable	466,667	626,667
Payable Within 1 Year	160,000	160,000
Payable After 1 Year	<b>306,667</b>	<b>466,667</b>

### 10. Accruals & Payables

	Year 2014 Rs	Year 2013 Rs
Travelling & Mileage Allowance & Overtime	17,088	10,815
Council Fees	3,927	1,457
Professional Fees	2,544	4,185
Electricity	320,000	260,000
Telephone	33,507	21,971
Motor Vehicle	1,097	2,374
Cleaning Expenses	2,441	2,575
	-	1,900
	<b>380,603</b>	<b>305,277</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

### 11. Short Term Employee Benefits Obligations

	Year 2014 Rs	Year 2013 Rs
<b>Passage Benefits Obligation</b>		
Opening Balance	51,484	100,908
Entitlement for the period	80,147	49,025
	131,631	149,933
Disbursement during the period	-	98,449
	<b>131,631</b>	<b>51,484</b>
Amount payable in less than one year	<b>30,000</b>	<b>25,000</b>
<b>Sick Leave Payment</b>		
Refund of Sick Leave not taken beyond the ceiling of 110 days	<b>67,804</b>	<b>66,829</b>

### 12. Employee Salaries and Benefits

	Year 2014 Rs	Year 2013 Rs
Salaries	2,323,530	2,033,633
Travelling & Mileage Allowance	338,694	298,033
Allowances & overtime	298,605	168,414
End of Year Bonus	193,680	151,508
Sick Leave Payment	67,804	122,926
Sick Leave Bank Balance	96,735	89,366
Passage Benefits	80,147	49,025
Uniforms Allowance	3,760	3,980
Staff Pension Scheme	40,482	60,245
Family Protection Scheme	44,048	32,814
NSF Contribution	30,440	35,789
NPF Contribution	-	41,324
Annual Leave	-	14,391
Gratuity	-	30,152
	<b>3,517,925</b>	<b>3,131,601</b>

# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 DECEMBER 2014

### 13. Other Expenses

	Year 2014 Rs	Year 2013 Rs
Council and Committee Fees	468,325	487,075
Professional Fees	122,700	191,475
Rent	2,043,000	2,043,000
Electricity	229,381	198,805
Telephone	50,711	49,373
Motor Vehicle Running Expenses	66,529	67,706
Office Expenses, General Stores and Stationeries	358,448	289,193
Workshop, Conference & Mission	-	126,882
Press Notices, Printing and Publications	517,256	12,596
Repairs and Maintenance	30,537	37,821
Cleaning Expenses	24,500	22,500
Insurance	1,206	6,009
	<b>3,912,593</b>	<b>3,532,435</b>

### 14. Finance Costs

Bank Charges	4,181	4,000
	<b>4,181</b>	<b>4,000</b>

### 15. Subsequent Event Review

There are no events subsequent to the period end which require disclosure.

### 16. Related Party Transactions

There was no significant transactions during the year between the CIDB and its related parties.

### 17. Top Management

The top management of the CIDB comprises only of the Manager, Corporate Services who is also acting as Officer in Charge of the Board. The remuneration of the top management was Rs 1,056,491 for the period ended 31 December 2014.