



Australia's First Bank

Westpac Banking Corporation ABN 33 007 457 141

Group Secretariat

Level 25, 60 Martin Place

SYDNEY NSW 2000

Telephone: (61 2) 9216 0390

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13 December 2005

Company Announcements Platform
Australian Stock Exchange Limited
20 Bridge Street
SYDNEY NSW 2000

Dear Sir/Madam

Substantial Shareholder Notice

In accordance with section 671B(3) of the Corporations Act 2001 (Cth), we attach our Notice of Initial Substantial Shareholder Notice (Form 603) in respect of INTERGRATED WORKFORCE LTD.

Yours faithfully

Emma Lawler
Company Secretary

Form 603

Corporations Law
Section 671B

Notice of initial substantial holder

To Company Name/Scheme INTERGRATED WORKFORCE LTD

ACN/ARSN ABN 29 085 701 962

1. Details of substantial holder(1)

Name WESTPAC BANKING CORPORATION (WBC)

ACN/ARSN (if applicable) ABN 33 007 457 141

The holder became a substantial holder on 07/12/2005

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities	Number of securities	Person's votes (5)	Voting power (6)
Ordinary Shares	3,538,695	3,538,695	5.02%

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Registered holder of securities	Nature of relevant interest (6)	Number of securities
BT Funds Management Limited	Westpac Custodian Nominees Limited	BT Funds Management Limited is the manager of various superannuation funds, institutional investor portfolios and unit trusts and, in that capacity, can exercise the power to vote or dispose of the shares.	701,664
BT Investment Management No.2 Limited	Westpac Custodian Nominees Limited	BT Investment Management No.2 Limited is the manager of various superannuation funds, institutional investor portfolios and unit trusts and, in that capacity, can exercise the power to vote or dispose of the shares.	2,837,031

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Persons entitled to be registered as holder (8)	Class and number of securities
BT Funds Management Limited	Westpac Custodian Nominees Limited	See Schedule	
BT Investment Management No.2 Limited	Westpac Custodian Nominees Limited	See Schedule	

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)		Class and number of securities
		Cash	Non-cash	
WBC & associates	See Schedule	See Schedule		

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ARSN (if applicable)	Nature of association

7. Addresses

The addresses of persons named in this form are as follows:

Name	Address
Westpac Banking Corporation (WBC)	Level 25, 60 Martin Place, Sydney NSW 2000
Westpac Financial Services Group Limited (WFSG)	Level 15, Chifley Tower, 2 Chifley Square, Sydney NSW 2000
BT Funds Management Limited	Level 15, Chifley Tower, 2 Chifley Square, Sydney NSW 2000
BT Investment Management No.2 Limited	Level 15, Chifley Tower, 2 Chifley Square, Sydney NSW 2000
Intergrated Workforce Ltd	44A Kings Park Rd, West Perth WA 6005

Signature

print name Emma Lawler capacity Company Secretary

sign here _____ date 13/12/2005

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 6 of the form.
- (2) See the definition of “associate” in section 9 of the Corporations Law.
- (3) See the definition of “relevant interest” in sections 608 and 671B(7) of the Corporations Law.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant interest in.
- (6) The person’s votes divided by the total votes in the body corporate scheme multiplied by 100.
- (7) Include details of:
 - (a) Any relevant agreement or other circumstances because of which the change in relevant interest occurred. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and with a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) Any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

See the definition of “relevant agreement” in section 9 of the Corporations Law.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write “unknown”.
- (9) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

SCHEDULE 2

Sales & Purchases for the period : 07/08/05 - 07/12/05

SECURITY: IWF

BT Funds Management Ltd

Date	Registered Company	Quantity	Value
7/09/2005	Westpac Custodian Nominees	-1,700	-2,805
7/09/2005	Westpac Custodian Nominees	-1,590	-2,624
4/10/2005	Westpac Custodian Nominees	191,070	292,337
4/10/2005	Westpac Custodian Nominees	170,450	260,789
6/10/2005	Westpac Custodian Nominees	50,300	75,450
6/10/2005	Westpac Custodian Nominees	44,810	67,215
7/10/2005	Westpac Custodian Nominees	59,735	89,543
7/10/2005	Westpac Custodian Nominees	53,190	79,732
8/11/2005	Westpac Custodian Nominees	17,490	30,433
8/11/2005	Westpac Custodian Nominees	15,200	26,448
25/11/2005	Westpac Custodian Nominees	25,280	43,317
25/11/2005	Westpac Custodian Nominees	22,469	38,501
28/11/2005	Westpac Custodian Nominees	17,360	29,512
28/11/2005	Westpac Custodian Nominees	15,590	26,503
5/12/2005	Westpac Custodian Nominees	10,050	17,085
5/12/2005	Westpac Custodian Nominees	8,670	14,739
Total		698,374	1,086,174

BT Funds Management Ltd TOTAL:		698,374	1,086,174
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BT Investment Management No.2 Ltd

Date	Registered Company	Quantity	Value
12/08/2005	National Australia Custodian Services	-3,850	-6,738
12/08/2005	National Australia Custodian Services	-1,460	-2,555
28/09/2005	National Australia Custodian Services	120,870	200,475
28/09/2005	National Australia Custodian Services	167,614	278,005
28/09/2005	National Australia Custodian Services	70,250	116,517
4/10/2005	National Australia Custodian Services	12,960	19,829
4/10/2005	National Australia Custodian Services	17,980	27,509
4/10/2005	National Australia Custodian Services	7,540	11,536
6/10/2005	National Australia Custodian Services	35,330	52,995
6/10/2005	National Australia Custodian Services	49,030	73,545
6/10/2005	National Australia Custodian Services	20,530	30,795
7/10/2005	National Australia Custodian Services	41,630	62,403
7/10/2005	National Australia Custodian Services	57,720	86,522
7/10/2005	National Australia Custodian Services	24,180	36,246
24/10/2005	National Australia Custodian Services	-4,141	-7,188
27/10/2005	National Australia Custodian Services	-15,000	-26,400
8/11/2005	National Australia Custodian Services	12,170	21,176
8/11/2005	National Australia Custodian Services	-51,100	-88,914
8/11/2005	National Australia Custodian Services	6,240	10,858
25/11/2005	National Australia Custodian Services	12,338	21,141
25/11/2005	National Australia Custodian Services	6,001	10,283
28/11/2005	National Australia Custodian Services	9,530	16,201
28/11/2005	National Australia Custodian Services	4,680	7,956
1/12/2005	National Australia Custodian Services	-241,244	-434,239
1/12/2005	National Australia Custodian Services	241,244	434,239
5/12/2005	National Australia Custodian Services	6,710	11,407
5/12/2005	National Australia Custodian Services	15,840	26,928
5/12/2005	National Australia Custodian Services	3,330	5,661
Total		626,922	996,193

Date	Registered Company	Quantity	Value
7/09/2005	Westpac Custodian Nominees	1,080	1,782
7/09/2005	Westpac Custodian Nominees	191,140	315,744
7/09/2005	Westpac Custodian Nominees	15,010	25,217
7/09/2005	Westpac Custodian Nominees	2,210	3,647
7/09/2005	Westpac Custodian Nominees	391,347	646,466
7/09/2005	Westpac Custodian Nominees	30,730	51,626
27/09/2005	Westpac Custodian Nominees	20,000	33,300
28/11/2005	Westpac Custodian Nominees	5,810	9,877
28/11/2005	Westpac Custodian Nominees	30,942	52,601
30/11/2005	Westpac Custodian Nominees	18,000	30,600
2/12/2005	Westpac Custodian Nominees	13,785	23,435
5/12/2005	Westpac Custodian Nominees	19,535	33,210
5/12/2005	Westpac Custodian Nominees	8,780	14,926
6/12/2005	Westpac Custodian Nominees	17,760	30,192
6/12/2005	Westpac Custodian Nominees	40,000	68,000
7/12/2005	Westpac Custodian Nominees	11,000	18,700
7/12/2005	Westpac Custodian Nominees	23,670	40,239
	Total	840,799	1,399,561
	BT Investment Management No.2 Ltd		
	TOTAL:	1,467,721	2,395,754