



Australian Government

Australian Industrial Registry

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Mr Ian Buckley
Acting Branch Secretary
Australian Municipal, Administrative, Clerical and Services Union
Queensland Services Branch
PO Box 3347
SOUTH BRISBANE QLD 4101

Dear Mr Buckley

Re: Financial Reports for the year ended 30 June 2006 – Australian Municipal, Administrative, Clerical and Services Union – Queensland Services Branch – FR2006/233

I have received the financial reports of the Australian Municipal, Administrative, Clerical and Services Union – Queensland Services Branch for the year ended 30 June 2006. The documents were lodged in the Industrial Registry on 14 December 2006.

The documents have been filed.

No further action is required in respect of the financial reports for the year ended 30 June 2006. However, there are a number of issues that require attention in the preparation of future financial reports.

1. Operating Report

The Operating Report was undated. As a matter of course all documents should be dated with the date of execution.

2. Committee of Management Statement

The committee of management statement lodged only partially complied with the Reporting Guidelines issued by the Industrial Registrar. Under item 25(e) of the Reporting Guidelines, the committee of management statement must also include declarations in the opinion of the committee of management, as to whether during the financial year to which the GPFR relates:

- (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
- (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
- (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RAO Schedule and the RAO Regulations; and
- (iv) where the organisation consists of 2 or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and
- (v) the information sought in any request of a member of the reporting unit or a Registrar duly made under section 272 of the RAO Schedule has been furnished to the member or Registrar; and

- (vi) there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the RAO Schedule.

Furthermore, item 26(b) of the Reporting Guidelines requires the statement to specify the date of passage of the resolution. A copy of the Reporting Guidelines is enclosed for your future reference. You may also access the Reporting Guidelines through the AIRC website on www.airc.gov.au under the subheadings organisations/ registration and accountability/ reporting guidelines (situated on the top right hand corner).

3. Auditor's Report

(a) Auditor's Qualification

I note the qualification of the auditor's opinion in relation to the membership subscriptions being recorded in the accounting records on a cash receipt basis. Based on subsection 332(2) of Schedule 1 of the *Workplace Relations Act 1996* (RAO Schedule) it is not intended that any further action be taken in respect of this matter.

(b) Approved Auditor as defined in Regulation 4

It is not clear whether the signatory auditor, R J Forbes, is an approved auditor.

Regulation 4 of the *Workplace Relations (Registration and Accountability of Organisations) Regulations 2003* (RAO Regulations) defines an approved auditor as a person who is a member of CPA Australia, The Institute of Chartered Accountants in Australia or the National Institute of Accountants **and** holds a current Public Practice Certificate. The individual auditor signing off is required to state whether he or she holds a current Public Practice Certificate.

Please draw this to the attention of your auditor for future reports.

4. Notes to General Purpose Financial Report

The notes to the General Purpose Financial Report should contain provisions of subsections 272(1), (2) and (3) of the RAO Schedule.

Section 272 states that:

“(1) A member of a reporting unit, or a Registrar, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.

(2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.

(3) A reporting unit must comply with an application made under subsection (1).”

In the previous and current financial reports the incorrect subsections have been included. The branch has replicated subsections 274(1), (2) and (3) from the previous legislative regime. Please ensure the correct subsections are reproduced in future financial reports.

5. Recovery of Wages Activity

I note that the accounts do not provide any information in relation to any recovery of wages activity.

Items 16 – 23, 25(f) and 27(b) of the Reporting Guidelines govern the financial reporting of recovery of wages activity.

In circumstances where the reporting unit has not undertaken any recovery of wages activity for the financial year a statement by the auditor *or* a declaration in the committee of management statement to the effect that there was no recovery of wages activity for the financial year would be sufficient.

Some of the above comments were previously brought to the branch's attention in our letter to you dated 11 January 2006. A copy is enclosed for you information.

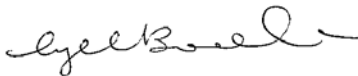
The branch should note that the Industrial Registrar attaches importance to the reporting units fully satisfying their obligations under the RAO Schedule, RAO Regulations and Reporting Guidelines. The branch should therefore ensure that future financial reports fully satisfy all their legislative obligations. I strongly suggest that the branch promptly revise the documents used in the preparation of future financial reports to avoid non-compliance issues in the future.

Electronic Lodgement

I encourage you to take advantage of the electronic lodgement service provided by the Registry for future lodgements. You may register as a user and then lodge your documents via the Electronic Lodgement page of the AIRC website at www.air.gov.au. Alternatively, you may send an email with the documents attached to riateam3@air.gov.au

Should you wish to discuss the matters raised in this letter I may be contacted on (03) 8661 7989 (Thursday or Friday) or by email on cynthia.lobooth@air.gov.au .

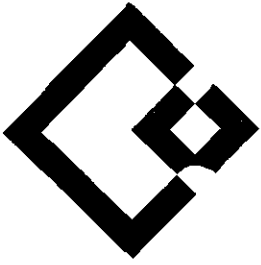
Yours sincerely,



Cynthia Lo-Booth
Statutory Services Branch

2 February 2006

Encl.



A•S•U

**Australian
Services
Union**

ABN 86 351 665 653

**Queensland
Services Branch**

Ground Floor
32 Peel Street
South Brisbane
QLD 4101

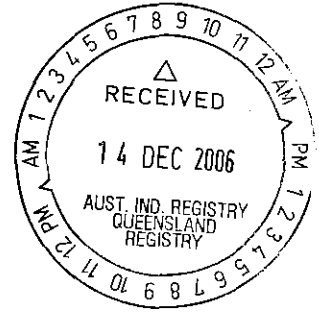
PO Box 3347
South Brisbane
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Tel: (07) 3844 5300
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Web: www.asuqld.asn.au

Branch Secretary:
David Smith

8th December, 2006



The Deputy Industrial Registrar
Australian Industrial Relations Commission
PO Box 5795, Central Plaza
BRISBANE QLD 4001

Dear Registrar,

**RE: AUDITED STATEMENTS OF ACCOUNTS:
FINANCIAL YEAR ENDED 30 JUNE 2006**

Please find enclosed copy of the required documentation in respect of the accounts and audit in respect of registered organisations – s.279 of the Act.

- Audited Statement of Accounts for the year ended 30 June 2006.
- Copy of Minutes of the Branch Executive Committee meeting of 30th November, 2006 adopting the Financial Statements for the year ended 30th June, 2006.
- Newsletter circulated to members
- Branch Secretary's Certificate certifying that the documents filed with the Australian Industrial Registry are true and faithful copies of the documents presented to the Branch Executive Committee on 30th November, 2006.

Trusting the enclosed documentation satisfactorily meets the requirements of the ASU Queensland Services Branch in pursuance of the Act.

Yours faithfully

**IAN BUCKLEY
ACTING BRANCH SECRETARY**

enc.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND
SERVICES UNION
QUEENSLAND SERVICES BRANCH**

Financial Statements for the year ended 30 June 2006

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**SURPLUS AND DEFICIT APPROPRIATION
FOR THE YEAR ENDED 30 JUNE 2006**

	Note	2006 \$	2005 \$
Operating Surplus/(Deficit)		20,190	245,238
Accumulated General Fund Balance at the beginning of the financial year		1,095,495	850,257
		<hr/>	<hr/>
		1,115,685	1,095,495
Aggregate amounts transferred from/(to) Reserves			
Motor Vehicle Replacement Reserve		-	-
Equipment Reserve		-	-
Computer Reserve		-	-
		<hr/>	<hr/>
Accumulated General Fund Balance at the end of the financial year		1,115,685	1,095,495
		<hr/> <hr/>	<hr/> <hr/>

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

BALANCE SHEET AS AT 30 JUNE 2006

	Note	2006 \$	2005 \$
ACCUMULATED FUNDS			
Reserves		775,069	775,069
General Fund		1,115,685	1,095,495
Balance 30 June 2006		1,890,754	1,870,564
Represented by:			
CURRENT ASSETS			
Cash and cash equivalents	3	760,012	757,328
Trade and other receivables	4	998	6,044
Total Current Assets		761,010	763,372
NON-CURRENT ASSETS			
Property, plant and equipment	6	1,769,611	1,756,208
Security Deposit	5	198	198
Total Non-Current Assets		1,769,809	1,756,406
Total Assets		2,530,819	2,519,778
CURRENT LIABILITIES			
Trade and other payables	7	17,863	9,934
Provisions		551,688	463,532
Total Current Liabilities		569,551	473,466
NON CURRENT LIABILITIES			
Provisions		50,514	35,748
Loan – ASU National Office	8	20,000	140,000
Total Non Current Liabilities		70,514	175,748
Total Liabilities		640,065	649,214
NET ASSETS		1,890,754	1,870,564

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2006**

	Accumulated Fund \$	General Reserve \$	Asset Revaluation Reserve \$	Total \$
Balance at 1 July 2004	850,257	191,000	330,505	1,371,762
Operating surplus	245,238	-	-	245,238
Revaluation increment	-	-	253,564	253,564
Balance at 30 June 2005	1,095,495	191,000	584,069	1,870,564
Operating surplus	20,190	-	-	20,190
Revaluation increment	-	-	-	-
Balance at 30 June 2006	1,115,685	191,000	584,069	1,890,754

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2006

	Note	2006 \$	2005 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from members		3,913,169	3,833,986
Other income		14,824	28,967
Payments to suppliers and employees		(3,702,991)	(3,534,214)
Interest received		39,404	34,869
Net Cash provided by (used in) Operating Activities	12	264,406	363,608
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		39,622	58,550
Purchase of property, plant and equipment		(181,344)	(128,051)
Net Cash provided by (used in) Investing Activities		(141,722)	(69,501)
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from borrowings		-	-
Repayment of borrowings		(120,000)	(160,000)
Net Cash provided by (used in) Financing Activities		(120,000)	(160,000)
Net increase (decrease) in cash held		2,684	134,107
Cast at beginning of year		757,328	623,221
Cash at end of year	3	760,012	757,328

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006

Note 1: Statement of Significant Accounting Policies

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Urgent Issues Group Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Workplace Relations Act 1996.

The financial report of the Australian Municipal, Clerical and Services Union, Queensland Services Branch as an individual entity complies with all Australian equivalents to International Financial Reporting Standards (AIFRS) in their entirety.

The following is a summary of the material accounting policies adopted by the association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Basis of Preparation

First-time adoption of Australian Equivalents to International Financial Reporting Standards

The Australian Municipal, Clerical and Services Union, Queensland Services Branch has prepared financial statements in accordance with the Australian equivalents to International Financial Reporting Standards (AIFRS) from 1 July 2005.

In accordance with the requirements of AASB 1: First-time Adoption of Australian Equivalents to International Financial Reporting Standards, adjustments to the accounts resulting from the introduction of AIFRS have been applied retrospectively to 2005 comparative figures excluding cases where optional exemptions available under AASB 1 have been applied.

These accounts are the first financial statements of Australian Municipal, Clerical and Services Union, Queensland Services Branch to be prepared in accordance with AIFRS.

The accounting policies set out below have been consistently applied to all years presented. The entity has however elected to adopt the exemptions available under AASB 1 relating to AASB 132: Financial Instruments: Disclosure and Presentation, and AASB 139: Financial Instruments: Recognition and Measurement.

Reconciliations of the transition from previous Australian GAAP to AIFRS have been included in Note 2 First-time Adoption to AIFRS to this report.

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 1: Statement of Significant Accounting Policies (Continued)

Accounting Policies

a. Income Tax

No provision for income tax is necessary, as "Trade Unions" are exempt from income tax in accordance with the Income tax Assessment Act.

b. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by officers to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

The cost of fixed assets constructed within the entity includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets including building and capitalised lease assets, is depreciated on a straight-line basis over their useful lives to the commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 1: Statement of Significant Accounting Policies (Continued)

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Assets	Depreciation Rate
Building	3%
Computers	30%
Office Equipment	10%
Motor Vehicles	17%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

c. Employee Benefits

Provision is made for the Branch's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

d. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

e. Revenue

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

f. Membership Contributions

In accordance with Section 272(3) Workplace Relations Act 1996, membership contributions have been accounted for on a cash receipts basis.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 2: First-time Adoption of Australian Equivalents to International Financial Reporting Standards

On transition to AIFRS, there are no adjustments to equity or profit or loss between previous Australian GAAP and AIFRS.

Note 3: Cash and Cash Equivalents

	2006	2005
	\$	\$
Cash in hand	1,020	1,020
Cash at bank	650,591	756,308
Short-term deposit	108,401	-
	<hr/>	<hr/>
	760,012	757,328
	<hr/>	<hr/>

The effective interest rate on short term deposits was 5.20%; these deposits have an average maturity of 31 days.

Reconciliation of cash

Cash at the end of financial year as shown in the Cash Flow Statement is reconciled to items in the balance sheet as follows:

Cash and cash equivalents	760,012	757,328
	<hr/>	<hr/>
	760,012	757,328
	<hr/>	<hr/>

Note 4: Trade and Other Receivables

CURRENT

Other Receivables	998	6,044
	<hr/>	<hr/>
	998	6,044
	<hr/>	<hr/>

Note 5: Non Current Assets

Security Deposits Held	198	198
	<hr/>	<hr/>
	198	198
	<hr/>	<hr/>

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 6: Property, Plant and Equipment

	2006	2005
	\$	\$
Buildings 32 Peel St South Brisbane (50% interest):		
Independent valuation 2005	768,400	768,400
Accumulated depreciation	22,989	-
	745,411	768,400
Land 32 Peel St South Brisbane (50% interest):		
Independent valuation 2005	642,600	642,600
	642,600	642,600
Computers		
At cost / officer valuation	65,278	56,920
Accumulated depreciation	57,299	53,460
	7,979	3,460
Office Furniture & Equipment		
At cost / officer valuation	159,656	157,171
Accumulated depreciation	115,872	106,994
	43,784	50,177
Motor Vehicles		
At cost / officer valuation	441,774	404,196
Accumulated depreciation	117,187	117,875
	324,587	286,321
Library – at written down value	5,250	5,250
Total Property, Plant and Equipment	1,769,611	1,756,208

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 6: Property, Plant and Equipment (Continued)

Movement in carrying amounts

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

	Buildings \$	Land \$	Computers \$	Office Furniture & Equipment \$	Motor Vehicles \$	Library \$	Total \$
Balance at the beginning of year	768,400	642,600	3,460	50,177	286,321	5,250	1,756,208
Additions	-	-	8,358	2,485	170,501	-	181,344
Disposals	-	-	-	-	(57,035)	-	(57,035)
Depreciation expense	(22,989)	-	(3,839)	(8,878)	(75,200)	-	(110,906)
	<u>745,411</u>	<u>642,600</u>	<u>7,979</u>	<u>43,784</u>	<u>324,587</u>	<u>5,250</u>	<u>1,769,611</u>

- (a) In July 2005, but referable to 30 June 2005, the land and buildings at 32 Peel Street, South Brisbane were valued by Mr T B Nugent of Richardson & Wrench Valuers. The amount presented in the financial statements represents half of the valuation value for land and buildings as provided in this valuation.
- (b) Computers, office furniture and equipment and motor vehicles were valued at 30 June 2006 and 30 June 2005 using a combination of cost and officer valuations.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 7: Trade and Other Payables

	2006	2005
	\$	\$
CURRENT		
Payable to ASU Social Club	(643)	2,868
Sundry Creditors and Accrued Expenses	18,506	7,066
	17,863	9,934
	17,863	9,934

All assets and liabilities should not be offset unless required or permitted by an Accounting Standard.

Note 8: Borrowings

NON-CURRENT

Loan from ASU national Executive	20,000	140,000
	20,000	140,000
	20,000	140,000

The loan is an interest only loan.

Note 9: Reserves

General Reserve

The general reserve records funds set aside for future expansion of the economic entity.

Asset Revaluation Reserve

The financial assets reserve records revaluation of financial assets.

Note 10: Events after the Balance Sheet Date

The financial report was authorised for issue on 8 September 2006.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 11: Related Party Transactions

During the year the following transactions took place with related parties:

A percentage of the contributions received from members are forwarded on to the National Office. The amount paid to the National Office during the year ended 30 June 2006 was \$ 306,909 (2005: \$297,808).

During the year ended 30 June 2003, the National office provided funding to the Branch of \$475,000 to purchase a further 25% interest in the ownership of the land and building at 32 Peel Street, South Brisbane. Interest repayments during the year ended 30 June 2006 amounted to \$7,134 (2005: \$14,101). Payments to the value of \$120,000 were made towards the principal during the year ended 30 June 2006.

Note 12: Cash Flow Information

	2006	2005
	\$	\$
Reconciliation of Cash Flow from Operations with Operating Surplus/(Deficit)		
Operating surplus/(deficit)	20,190	245,238
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit		
- Depreciation	110,906	105,279
- Net loss on disposal of property, plant and equipment	17,413	277
Changes in assets and liabilities		
- (Increase)/decrease in receivables	5,046	27,583
- Increase/(decrease) in payables	7,929	(2,718)
- Increase/(decrease) in employee benefits	102,922	(12,051)
	264,406	363,608

At 30 June 2006 and 30 June 2005 the Branch did not have any credit stand-by arrangements or credit facilities with a financial institution. The bank overdraft included in the balance sheet at 30 June 2005 is, essentially, a cash book overdraft only.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 13: Financial Instruments

a. Financial Risk Management

The Branch's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable.

The Branch does not have any derivative instruments at 30 June 2006.

i. Treasury Risk Management

A finance committee consisting of senior committee members meet on a regular basis to analyse currency and interest rate exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

ii. Financial Risks

The main risks the association is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk.

Interest rate risk

Interest rate risk is managed with a mixture of fixed and floating rate debt. At 30 June 2006 approximately 50% of debt is fixed.

Foreign currency risk

The Branch is not exposed to fluctuations in foreign currencies.

Liquidity risk

The Branch manages liquidity risk by monitoring forecast cash flows and ensuring that adequate unutilised borrowing facilities are maintained.

Credit risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets, is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements.

The Branch does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the association.

Price risk

The Branch is not exposed to any material commodity price risk.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 13: Financial Instruments (Continued)

b. Interest Rate Risk

The Branch's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

	Fixed Interest Rate Maturing									
	Weighted Average Effective Interest Rate		Floating Interest Rate		Within 1 Year		1 to 5 Years		Non-interest Bearing	
	2006	2005	2006	2005	2006	2005	2006	2005	2006	2005
	%	%	\$	\$	\$	\$	\$	\$	\$	\$
Financial Assets:										
Cash and cash equivalents			651,611	756,308						
Short-term Deposits			108,401	-						
Total Financial Assets			760,012	756,308						

	Fixed Interest Rate Maturing									
	Weighted Average Effective Interest Rate		Floating Interest Rate		Within 1 Year		1 to 5 Years		Non-interest Bearing	
	2006	2005	2006	2005	2006	2005	2006	2005	2006	2005
	%	%	\$	\$	\$	\$	\$	\$	\$	\$
Financial Liabilities:										
Lease Liabilities	-	-	-	-	-	-	-	-	-	-
Total Financial Liabilities	-	-	-	-	-	-	-	-	-	-

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 13: Financial Instruments (Continued)

c. Net Fair Values

The net fair values of listed investments have been valued at the quoted market bid price at balance date adjusted for transaction costs expected to be incurred. For other assets and other liabilities the net fair value approximates their carrying value. No financial assets and financial liabilities are readily traded on organised markets in standardised form other than listed investments. Financial assets where the carrying amount exceeds net fair values have not been written down as the economic entity intends to hold these assets to maturity.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the statement of financial position and in the notes to the financial statements.

Note 14: Branch Details

The principal place of business is:

Australian Municipal, Administrative, Clerical and Services Union
Queensland Services Branch
32 Peel Street
South Brisbane QLD 4101

Note 15: Office Bearers

Persons holding the position of office bearer at any time during the year:

Robert Ball	William Batten	Malcolm Case
Lynette Henson	Rodney Iszlaub	Verena Mette
Edwin Michel	Henrietta Moran	Marianne Ryan
David Smith	Brian Sullivan	Wendy Turner
Philip Whittaker	Ben Thompson	

Aggregate remuneration received or receivable by office bearers during the year ended 30 June 2006 was \$ 73,922 (2005: \$75,267). Not all office bearers received remuneration during the year. Honorariums were received by some office bearers whilst one full-time elected office bearer received remuneration in the form of a salary.

Aggregate of amounts paid to a superannuation plan in conjunction with the full time elected office bearers during the year ended 30 June 2006 was \$14,170 (2005: \$13,572).

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

Note 16: Information to be provided to Members or Registrar

In accordance with the requirements of the Workplace Relations Act 1996, the attention of members is drawn to the provisions of Sub-section (1), (2) and (3) of Section 274, which reads as follows:

- (1) A member of an organisation, or a Registrar, may apply to the organisation for specified prescribed information in relation to the organisation.
- (2) An organisation shall, on application made under Sub-section (1) by a member of the organisation or a Registrar, make the specified information available to the member of Registrar in such manner, and within such time as is prescribed.
- (3) A Registrar may only make an application under Sub-section (1) at the request of a member of the organisation concerned, and the Registrar shall provide to a member information received because of an application made at the request of the member.

Note 17: Segment Reporting

The Branch operates within the trade union movement solely in Queensland.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

STATEMENT BY MEMBERS OF COMMITTEE

In the opinion of the designated officer on behalf of the members of the Branch Executive Committee of the Australian Municipal, Administrative, Clerical and Services Union, Queensland Services Branch state, in the opinion of the Committee the financial report set out on pages 2 to 18:

1. Presents a true and fair view of the financial position of Australian Municipal, Administrative, Clerical and Services Union, Queensland Services Branch as at 30 June 2006 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board and the reporting guidelines of the Industrial Registrar.

2. At the date of this statement, there are reasonable grounds to believe that Australian Municipal, Administrative, Clerical and Services Union, Queensland Services Branch will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

Designated Officer on Behalf of the members of the Branch Executive Committee of the Australia Municipal, Administrative, Clerical and Services Union, Queensland Services Branch



.....

D C SMITH

Dated this  day of 2006

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

Scope

We have audited the financial report of the Australian Municipal, Administrative, Clerical and Services Union, Queensland Services Branch for the year ended 30 June 2006 as set out on pages 2 to 18. The Committee is responsible for the financial report. We have conducted an independent audit of the financial report in order to express an opinion on it to the members.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material aspects, the financial report is presented fairly in accordance with Accounting Standards and other mandatory professional reporting requirements of Australia and the Workplace Relations Act 1996 so as to present a view which is consistent with our understanding of the Branch's financial position and performance as represented by the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

Independence

In conducting our audit, we followed applicable independence requirements of Australian ethical pronouncements.

Qualification

As membership subscriptions are recorded in the accounting records on a cash receipts basis, we are not in a position to certify that all membership subscriptions have been receipted and entered into those records. Accordingly, our examination does not extend the income recorded in the accounting records.

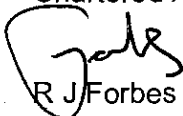
AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH

INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH
(Continued)

Qualified Audit Opinion

In our opinion, except for the effects on the financial statements of the matter referred to in the qualification paragraph, the general purpose financial report is presented fairly in accordance with applicable Australian Standards and the requirements imposed by Part 3 of Chapter 8 of Schedule 1B of the Workplace Relations Act 1996.

Bentleys MRI
Brisbane Partnership
Chartered Accountants


R J Forbes

Date 14 June 2006
Level 26, AMP Place
10 Eagle Street
Brisbane QLD 4000

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

**STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2006**

	2006 \$	2005 \$
INCOME		
Members' Subscriptions	3,913,169	3,833,986
Interest Received	39,404	34,869
Loss on the sale of Fixed Assets	(17,413)	(277)
Sundry Income	14,824	29,243
	<hr/>	<hr/>
Total Income	3,949,984	3,897,821
EXPENDITURE		
Affiliation & Other Fees	74,589	78,399
Accounting and Audit Fees	6,700	4,155
Bank Charges	14,679	14,077
Branch Executive Committee of Management	70,841	61,271
Capitation Fees	306,909	297,808
Cleaning	13,625	13,477
Depreciation	110,906	105,279
Donations	6,365	3,173
Electricity	10,543	10,784
Honoraria	9,500	9,700
Insurance	22,898	21,547
Legal & Industrial Expenses	71,973	70,446
Library	9,654	9,890
Loan Repayment Building (Interest)	7,134	14,101
Maintenance Equipment, Building, etc.	39,690	36,251
Maintenance and Repairs Computer	24,276	40,010
Motor Vehicle Expenses	97,418	89,616
Office Supplies and Contingencies	49,375	50,158
Payroll Tax and FBT	133,042	121,064
Postage	50,949	41,140
Printing and Publications	129,627	113,294
Publicity	19,546	6,778
Refund Subscriptions (Rule 32)	10,986	7,060
Rent	10,040	7,008
Salaries:		
Holders of Office	73,922	75,267
Employees	1,941,561	1,859,731
Scholarships and Bursaries	6,200	7,200
Staff Entitlements	102,922	(12,051)
Sub-Division Expenses	500	600
Superannuation	294,917	258,567
Telephones	72,685	102,923
Travelling	97,415	95,170
Training	23,323	25,630

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH**

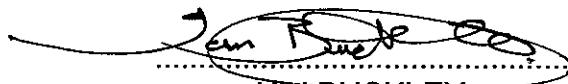
**STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2006
(Continued)**

	2006 \$	2005 \$
EXPENDITURE (Continued)		
Union Shopper	10,539	8,515
Workers Health Centre	4,545	4,545
Total Expenditure	<u>3,929,794</u>	<u>3,652,583</u>
OPERATING SURPLUS/(DEFICIT)	<u>20,190</u>	<u>245,238</u>

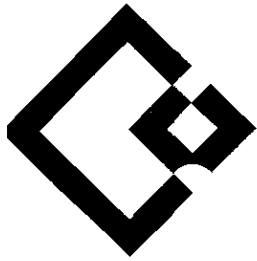
CERTIFICATE BY PRESIDENT OR SECRETARY
Industrial Organisation Act 1997, Section 214(2)(b)

I, Ian Buckley, being the Acting Branch Secretary of the Australian Municipal, Administrative, Clerical and Services Union, hereby certify that the documents lodged herewith are true and faithful copies of the documents that were circulated among our membership in September, 2006 and presented to the Branch Executive Committee on 30 November, 2006.

BRISBANE, 8th December, 2006

A handwritten signature in black ink, appearing to read "Ian Buckley", is written over a horizontal dotted line. A long, thin horizontal line extends from the left end of the dotted line to the left margin of the page.

IAN BUCKLEY
ACTING BRANCH SECRETARY



8th December, 2006

A•S•U

**Australian
Services
Union**
ABN 86 351 665 653

**Queensland
Services Branch**

Ground Floor
32 Peel Street
South Brisbane
QLD 4101

PO Box 3347
South Brisbane
QLD 4101

Tel: (07) 3844 5300
Fax: (07) 3846 5046

Web: www.asuqld.asn.au

Branch Secretary:
David Smith

Mr Larry Powell
Statutory Services Branch
Australian Industrial Registry
GPO Box 1994S
MELBOURNE VIC 3001

Dear Mr Powell,

Re: ASU Queensland Services Branch Operating Report

I herewith lodge the ASU Queensland Services Branch Operating Report for 2005/2006 in compliance with s254 of the RAO Schedule.

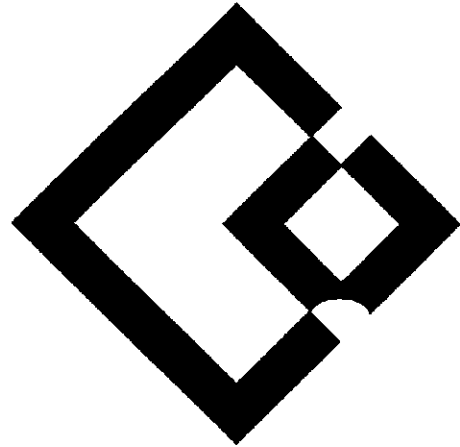
Please note that this document has been made available to our membership.

If you require any further information or clarification please don't hesitate to contact me or our Office Manager, Therese Stephan on 07 3844 5300 or via email ian@asuqld.asn.au, or therese@asuqld.asn.au respectively.

Thank you for your assistance in this regard.

Yours faithfully

**IAN BUCKLEY
ACTING BRANCH SECRETARY**



ASU Queensland Services Branch Annual Operating Report 2005/2006

A handwritten signature in black ink, appearing to read 'D C Smith', written over a horizontal dotted line.

D C Smith

BRANCH SECRETARY

A handwritten signature in black ink, appearing to read 'Robert Ball', written over a horizontal dotted line.

Robert Ball

BRANCH PRESIDENT

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Introduction

We are pleased to present our Annual Operating Report in compliance with Schedule 1B of the Workplace Relations Act 1996. Each year the annual report is presented to our Annual State Council and an annual operating report is then made available to interested members.

Part 1 – General Report

Audited Financial Statement for year ending 30th June, 2006

In compliance with the requirements of the Workplace Relations Act, our Audited Financial Statement has been published on the branch website: www.asuqld.asn.au. Members received the Financial Statements in October, 2006 as an inclusion in 'The Organiser'.

Branch Membership

The membership numbers based on industry are as follows:

Industry	01 July 2005	30 June 2006
Local Authorities	5622	5755
Rail	1866	1715
Energy	1706	1821
SACS	1969	1983
BCC	1556	1600
Ports	176	167
Private Sector	239	230
Total	13134	13271

This is a net growth of 137 members during the 2005/2006 year.

Number of Employees

The number of employees in the reporting unit during the year 2005/2006 was 34.

Trustees of Superannuation Entities

David Smith	ESI Superannuation: Alternate Director
Brian Sullivan	LG Super: Director
Marianne Ryan	LG Super: Director

Right of Members to Resign - Rule 32

- (a) A member may resign from membership by written notice addressed and delivered to the Branch Secretary.
 - (b) A notice of resignation takes effect:
 - (i) Where the member ceases to be eligible for membership of the Union:
 - 1. on the day on which the notice is received; or
 - 2. the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;
- whichever is the later; or

- (ii) in any other case:
1. at the end of two weeks after the notice is received, or
 2. on the day specified in the notice;

whichever is the later.

- (c) Notice of resignation shall be addressed to the Branch Secretary and delivered to that officer.
- (d) Any member resigning shall be liable for the payment of all subscriptions, fines and levies owing to the Union under these rules at the date of leaving, and such monies may be sued for and recovered in the name of the Union.
- (e) Any subscription paid by a member in respect of a period beyond the end of the quarter in which the member's notice of resignation expires shall be remitted to the member if so requested and a member who pays annual subscription by instalments shall not be liable to pay any instalment for any period after the end of the quarter in which the member's notice of resignation expires and a member who resigns where the member ceased to be eligible to become a member of the Union as hereinbefore mentioned shall be entitled to the same remission.
- (f) A notice delivered to the Branch Secretary shall be taken to have been received by the Union when it was delivered.
- (g) A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered to the Branch Secretary.
- (h) A resignation from membership of the Union is valid, even if not affected in accordance with sub-clauses (a) to (g) of this Rule, if the member is informed in writing by or on behalf of the Union, that the resignation has been accepted.
- (i) A member on leaving the Union after compliance with this Rule shall be entitled, on written application to the Secretary of the member's Branch, to a clearance certificate in the prescribed form.

AIRC Full Bench Safety Net Review Decision

The federal government introduced new Industrial Relations laws, effective from the 27th of March, 2006, stopping all AIRC full bench Safety Net Reviews.

Your Rights at Work Campaign Update

Over the last year the **Your Rights at Work-Worth Fighting For** campaign has steadily gained momentum. The campaign has culminated in a large turnout for two national days of action, which were held November 15 2006 and the June 28 2006 and a record turnout for this year's Labour Day celebrations.

National SKY Channel hook-up - November 15 2005

Over 60,000 Queenslanders say no to the federal government's workplace laws

Over 60,000 Queenslanders turned out to protest against the federal government's draconian workplace laws at Australia's biggest ever worker meeting held on November 15 2005. Twenty-five thousand people attended the main Brisbane venue at the South Bank Cultural Forecourt where Opposition Leader Kim Beazley addressed the crowd. Regional Queensland venues also turned out huge crowds with around 35,000 attending meetings held at pubs, sporting venues, clubs and community centres.

Workers breakfast protests IR attacks

More than 1000 workers from most unions attended a Queensland Council of Unions "Workers' Breakfast" on March 29, to protest against the enactment of the Howard government's Work Choices laws.

The crowd heard from former *Big Brother* contestant Tim Brunero, who asked where the fairness was in 16-year-old employees negotiating individual contracts with older, more powerful executives. The QCU's, Grace Grace also spoke, stressing the need to support the ALP at the next federal election.

Labour Day 2006-35 000 say no to federal government's IR laws

Over 35 000 workers, their families and concerned citizens joined with unions on Labour Day to voice their disapproval at the federal government's new workplace changes. Federal Opposition Leader, Kim Beazley and ACTU President, Sharan Burrow joined union leaders and state politicians in the biggest Labour Day march ever witnessed in Brisbane.

Second National Day of Protest-28 June

The second National Day of Protest was held on Wednesday 28 June with thousands turning out to say "no" to John Howard's industrial relations laws. ACTU Secretary, Greg Combet, addressed the crowd at Roma St Parklands.

Membership Training and Seminars Program for 2005/2006

Training courses were conducted for the membership of the union during 2005/2006 as follows:

5 th & 6 th Of April	Brisbane
11 th & 12 th Of April	Townsville
9 th & 10 th Of May	Rockhampton
7 th & 8 th Of June	Ipswich
4 th & 5 th Of July	Mackay
24 th – 28 th Of July	Member Organiser Training: Brisbane
2 nd & 3 rd Of August	Sunshine Coast
9 th & 10 th Of August	Brisbane
19 th & 20 th Of September	Gold Coast
4 th & 5 th Of October	Brisbane
10 th & 11 th Of October	Cairns
1 st & 2 nd Of November	Gladstone

Statewide Delegates Training:

2 nd of May	Gold Coast
2 nd of May	Toowoomba
3 rd of May	Brisbane City
3 rd of May	Gympie
4 th of May	Brisbane City
4 th of May	Maroochy
5 th of May	Ipswich
8 th of May	Maryborough
9 th of May	Townsville
10 th of May	Rockhampton
10 th of May	Brisbane (North)
11 th of May	Gladstone
11 th of May	Cairns
11 th of May	Brisbane (South)
16 th of May	Mackay

ASU Branch Council Workshop 2005

Branch Council met on the 9th of September, 2005 to review the priorities for the Branch over the next year to September, 2006.

The Branch goals and objectives were reviewed and endorsed.

Outcomes of Workshop – September 2005

Port Authorities

Membership Growth	Industrial Outcomes	Membership Development & Training	Political and Community Lobbying
<p>Cairns – increase membership Aim to raise density to 60% Mackay – limited growth – 98% density Townsville – watching brief Bundaberg CQ Ports– take density from 85% to 90% Tactic – same a last objective statement and campaign around issues. EBA etc, “Rights at work”</p>	<p>Same outcomes as last statement Emphasis on maintaining current entitlements – incorporate in EBA’s or common law deeds. All Ports are GOC’s – Constitutional Corporations.</p>	<p>Increase Delegate structure and activism at ports. Encourage attendance at Union training and courses. Delegates to ‘groom’ and identify replacements. Closer interaction between ASU Organisers and employees (BBQ’s etc.)</p>	<p>Increase personal contact with State and Federal Politicians via internet, email etc. Social contact opportunities- talk to friends, neighbours and spread the word. Encourage everyone to participate at rallies, marches, protests etc for “Your Rights at Work”.</p>

Social & Community Services

Membership Growth	Industrial Outcomes	Membership Development & Training	Political and Community Lobbying
<ul style="list-style-type: none"> • CASH Award • Fill all casual vacancies on IC • Include Organiser in looking for IC members. • Training in identifying activists. • Agreement by employers to not offer AWA's. • More education in Schools, Universities and TAFE colleges 	<ul style="list-style-type: none"> • CASH Award variation re lost SNA • Identify whether organisations are constitutional organisations or not. Delegates and research officers to be briefed on what constitutes a Constitutional Corporation. • Promote CA's and EBA's based on at least Award conditions. • Pro-forma to decline AWA's to be developed and distributed by Union. • Continue strategy of getting EB's to cover at least 5 organisations in every region over a given period. 	<ul style="list-style-type: none"> • Improve number of Delegates. • Increase in membership ? • More industrially specific training eg: <ul style="list-style-type: none"> • Strategies • Lack of choice • Declining AWA's • Use of local media • Working collectively in the community. 	<p>Continue PLSL campaign</p> <p>Bombard DEWR about constitutional status of organisations.</p> <p>Offering of AWA's as contingent for approval of funding</p> <p>Meetings with State Ministers regarding ongoing funding.</p> <p>QCOSS to be approached for involvement in education of Management Committees.</p> <p>High level of involvement in "day of action"</p> <p>Involvement in "Welfare to Work" - all IC's to collaborate.</p>

Brisbane City Council

Membership Growth	Industrial Outcomes	Membership Development & Training	Political and Community Lobbying
<ul style="list-style-type: none"> • Electronic copies of IR Legislation, Rights @ Work • Maximise attendance at rallies (15/11/05) • Stickers on Wheelie Bins "Rights at Work" • Availability of merchandise and taking of orders • Regular quarterly IC meeting • Foyer display of merchandise • Set milestones for campaign • Ongoing 2 year campaign – make staff aware • Delegate meeting to reinforce term of campaign • "Rights@Work" breakdown document to "sound bites". Including implications for BCC workers particularised. • <u>Right of Entry</u> • Charter – presented to council as an EB issue • Ensure union access to BCC workers <p>Membership Growth:</p> <p>Negatives and positives of the new legislation; Of what the union can do for us – Unity and strength Smart cartoons and catch phrase Collectivism not individualism when bargaining Send complete form to anna@asuqld.asn.au to ensure services branch get all their members. ASU membership officers to reconcile \$\$ Membership target 8% increase 2005 = 1561 2006 = 1684 By Division and Branch targets New starters to all Delegates</p>	<p>Competency progression Bands 1 – 4 collapsing 5 – 7.</p> <p>Not dividing structure into <100so they can apply redundancy and dismissal laws</p> <p>Collective not individual bargaining</p>	<p>Award attached to EB Maintain gross staff numbers Reduce contract/agency staff Overhaul of trainee program 1 week extra leave after 5 years CD/DVD Handbook Training on union & delegate structure Delegate at every worksite Retention/maintenance of award conditions Award issues to commission in next 6 months. Tailored courses on rights etc DVD (Council policies)</p>	<p>Portability of LSL Salary Sacrifice - transport Community lobbying – media used to lift union profile.</p>

Energy

Membership Growth	Industrial Outcomes	Membership Development and Training	Political and Community Lobbying
<ul style="list-style-type: none"> • 10% growth over 2 years. • Monitor mapping and include as agenda item on IC. 	<ul style="list-style-type: none"> • Paid Maternity Leave • Increase from 6 – 12 weeks • Family Leave entitlement to be same as sick leave. • Superannuation – increase multiplier for those on defined benefit from .195 to .21. • Increase employer contribution from 10.5% to 12.75% • Review of trustee so members can have choice of defined benefit or accumulation • Prevent ongoing rolling contracts • Limit agency temps to 6 months • Increase in union leave achieved now want to increase to include accommodation and travel (make consistent across industry) 	<p>Maintain all old provisions.</p> <p>Advanced delegate training course which includes specifics of industry, particularly grievance and dispute policy and how they apply to employee.</p>	<p>Delete first point</p> <p>Get list from Peter S</p> <p>Lobby Energy and IR Ministers on proposed changes to the electricity grid and how retailing is going to be done etc.</p>

Rail

Membership Growth	Industrial Outcomes	Membership Development and Training	Political and Community Lobbying
<ul style="list-style-type: none"> • 1800 – 180 10% • .5% per year – 2006 • .5 per year – 2007 • SEQ – RC1/2 – target new employees • Maintain membership • Gender imbalance – very few women delegates/activists – no women on IC • Organiser to visit a least twice per year. • Potential for growth SEQ – must concentrate on these areas. • Emphasis on getting younger employees active in union 	<ul style="list-style-type: none"> • EB7 reach agreement • Renegotiate subsidiary agreements. • Superannuation – to go to 12% - log of claims – member concerns. • Reduce fixed term contracts • Auto progression after 2 years at top of band 	<ul style="list-style-type: none"> • Delegates to rotate through Brisbane Office for 1 – 2 weeks per year. • Identify local delegates. • QSU uniform shift for Delegates • Industry specific information kits. • Gender imbalance to be addressed with women and young people to be encouraged to participate in union activities • Organisers to visit regional centres once every six months. • Organisers to identify new delegates. • Motivate members to become delegates/activists. • Provide benefits as an incentive to delegates. • Regional conferences (cross industry) • Site specific 6 monthly meetings RC1 & RC2 	<ul style="list-style-type: none"> • Be proactive at start of reviews. • Use media to inform community • Petition community • Reply paid questionnaire about issues (from 6 monthly agreement)

Local Authorities

Membership Growth	Industrial Outcomes	Membership Development and Training	Political and Community Lobbying
<ul style="list-style-type: none"> • 2 year growth target = 7.5% • 2% of 7.5% to be 18 – 30 year olds. • Continue to reach 65% membership density in major councils –aim for another 4. Nominate these and concentrate on them. • Every existing delegate to identify and mentor a new delegate 	<ul style="list-style-type: none"> • Identify which LA's are constitutional corporations. • Identify which LA's have less than 100 employees. • Do CA's with councils with less than 100 employees that include protection and remedies for dismissed and redundant workers. • Continue with program of lead negotiator supported by organisers at large councils,,,, • Develop a strategy on ASU position on AWA's. (to be continued) • Classification and wages from Award to be protected by including them in CA's. • Ensuring that the QLGA is used in Qld as a benchmark. • Revise industry standards. 	<ul style="list-style-type: none"> • Encourage more activists in the workplace, particularly juniors. • Promote and develop delegate training to an advanced standard • Develop a generic ASU induction tool CD DVD or internet. 	<ul style="list-style-type: none"> • Expand and improve the profile of the ASU within the community. • Involvement in charity events wearing readily identified clothing. • Iron on transfers, tattoos etc. • Continue lobbying of government in relation to legislative changes to the LG Act. • Lobbying Councils around budget time for new staff

Combined issues – Lisa Heap – ASU Industrial Officer

Making choices about where we choose to spend the union’s resources
Align our resources to our strategies – don’t just do things because “we always have”

Union membership Growth	Industry outcomes/Strategy	Membership Development	Lobbying
<ul style="list-style-type: none"> • Raising density-set targets • Target a % of 18-30 year olds • Develop networks • Use EB to recruit • Union “Your Voice” survey • Move from complacency to action • Stickers on wheelie bins campaign • Break messages down to be simple and frequently sent • Map delegates and contacts by division and location • Systematic approach to new starters • Put recruitment and mapping on the agenda of IC 	<ul style="list-style-type: none"> • Use IR campaign to raise ASU profile • Maintain what we’ve got – EB & Deeds of agreement. • Make award variations quickly while we can – eg SACS CASH Award. • Need a branch policy re how we handle AWA’s and individual contacts – can we afford the resources to be involved in these? How do we support without undermining collectivity? • Constitutional Corporations – delegates / organizers etc. need to know how to assess this. • Reduce contract/agency staff. 	<ul style="list-style-type: none"> • Use delegate secondments • Strengthen delegates as a priority • Get delegates trained!!! • Grooming and mentoring delegates • Use social opportunities to connect people • Using Industry Divisions as key form to develop industry strategies. • Training to be tailored to support specific strategies in particular industries. • Town meetings-start bonding together. • Educate delegates and contacts and members about current rights. • Seek delegates rights and entitlements including training nights. • Advances delegates course. • AWU induction kit for new workers • Encourage gender balance on IC’s and encourage women and youth to get involved. 	<ul style="list-style-type: none"> • Personal contacts with local members • Pursue IR campaign with all people in our lives. • Make 15 November a priority for action • Getting message out to students • Put the pressure on state ministers particularly re approach to federal government funds. • Links with peak community organizations eg QCOS, churches. Make connections with others affected by federal government initiatives eg. Welfare reform groups. • Participate in community events.

Women's Officers Report 2005/2006

QR Women's Reference Group

A delegate represents the union on the QR Corporate Wellness Committee this committee looks at all Queensland Rail's Equity and Diversity issues. Brenda Brett will work with Jane Lennis and look at setting up an informal regular coffee meeting for female members at QR. This would give our QR female members access to the corporate Wellness Committee through our nominated delegate. Our aim is to also set up an e-mail network that can meet and to use this group to discuss industrial issues that affect our female members at QR.

Queensland Working Women's Service

The Women's Officer attended the monthly management meetings representing the ASU. The QWWS is currently tendering for the Young Workers Advisory Service contact, the tenders are yet to be confirmed and YWAS is still being auspiced by QWWS on a short term basis. The AGM was held in November and was well attended. The speaker was Alex Haynes from the 'Security4Women'; Alex was involved with the What Women Want Report. Alex gave a great overview on the new IR reforms and why they will impact on women disproportionately. QWWS and Griffith University are holding a joint conference in Brisbane. The conference theme was "Our Work ... Our Lives" and will be held on the 12 – 14 July at Rydges Hotel South Bank. The format was a combination of plenary sessions, a hypothetical, interactive workshops and academic research. QWWS also applied for and received a grant from the Office of Women to provide assistance and advocacy to women in relation to discrimination and sexual harassment complaints.

Focus on Women

The Committee had an excellent article in the Organiser about the 2005 State Women's Conference. Our first meeting in 2006 will look at what articles we will focus on, this included some regular articles on women and superannuation/finance and women and the IR legislation. The next addition of the Organiser will be in September, we are looking at running articles on Women and superannuation – focus on Marie-Anne Ryan's new role on the Local Government Super Board. Anna Stewart Project. BCC work and family forum and an article on Michelle Robertson's presentation at the "Our work our lives" conference in July.

QCU Women's Committee

The Emma Miller Dinner Awards were held in November and the ASU/QSU nominated Henrietta Moran. Henrietta has been an integral part of the ASU, right back to the MOA days. Henrietta has been a dedicated activist for the ASU and the Qld Women's Committee. Congratulations to Henrietta! The QCU Women's Committee has only met a few times this year and these meetings have mostly been about organising the Anna Stewart Project which is run by the QCU this year there are 9 participants.

Anna Stewart Project

This year we had two nominations for the project they were Carleigh Minon Energex and Margi Evans BCC (unfortunately Margi has had to pull out of the project due to work commitments). The project ran from the 22nd May to the 2nd June 2006. Carleigh spent the first week of the project with the ASU and the second week with the ETU.

Child Employment Bill

The Child Employment Bill was introduced into parliament on Tuesday 29 November 2005. The bill incorporates two sections. The first is legislation developed in response to recommendations of the review of Child Labour (2004). The second part of the bill makes a number of amendments to the

Industrial Relations Act 1999. These amendments result from an AIRC decision in the Family Provisions test case. The bill can be viewed on the state government web site or contact the ASU office for a copy.

ASU National Women's Committee

A national women's committee teleconference was held on the 10 February and the issues discussed were: International women's day, Public Services International Asia Pacific Women's committee meeting (Jo Justo going as the ASU representative), and ACTU Women's committee meetings. It was agreed by the meeting that the national women's officer would try and coordinate a face to face meeting of the ASU women's committee in Sydney to coincide with the PSI Asia Pacific women's committee meeting in April. There have been no further teleconferences since earlier this year. I am also unaware of the details of National Women's Conference which is due to be held this year. It is usually held in conjunction with National Conference which is to be held at the end of November.

Youth Officers Report 2005/2006

It has been just over a year since the federal government won control of the Senate and introduced, despite overwhelming opposition from the community, churches and unions, their new industrial relations laws for all Australian workers. Young workers are most exposed to the effects of this terrible legislation as they are more likely to be employed in casual and low paid jobs and less likely to have the experience, knowledge and confidence to negotiate better pay and working conditions with employers. In addition to these changes, the federal government recently amended the Act governing electoral enrolments which will mean the day the federal election is announced, (officially known as the day the writs are issued) will be the day the rolls close, effectively disenfranchising thousands of young Australians who, in previous years, would have had two weeks to enrol to vote.

Over the past year the Youth Committee has been actively organising and participating in a range of actions supporting the **Your Rights at Work** campaign as well as working on strategies to improve youth union membership in our industries and encourage workers to get politically motivated.

As part of this year's national Youth Week celebrations, the Committee organised a concert to promote the **Your Rights at Work** campaign to young workers in April. Promoted as **Rock for Your Rights at Work**, the gig was held in Brisbane in conjunction with a New South Wales organisation that promotes young unsigned bands, called MusicOz. The night was a great success with over 200 people attending, including the General Secretary of the QCU, Grace Grace and the President of the Queensland Council of Unions, John Battams. The event was also attended by a number of State and Federal MPs who mingled with the crowd. As the Union's Youth Coordinator and the event organiser, I worked closely with the staff at MusicOz, the Young Unionist Movement, (YUM) and other unions to finalise acts, coordinate promotion between unions and the broader community and encourage other union members involved in the organisation process. The event featured live music, excerpts from a short film on unfair dismissals that was produced by the LHMU and highlights from the day of action. We also had a stall with t-shirts, information and other materials as well as union staff interacting with punters and encouraging them to join a union.

Our Union's effort in organising this event was acknowledged when we won a highly commended at the 2006 Labour Day Media Awards. The Queensland Teachers Union, (QTU) later organised and funded a second concert as part of the National Day of Action (28 June 2006). I am now working with the Queensland Council of Unions, (QCU) the Electrical Trade Union, (ETU) and the National Union of Workers, (NUW) to organise a large scale outdoor event on October. Called **Rock the Vote** the one-day outdoor event aimed at connecting with young Australians and promoting the **Your Rights at Work** campaign to the 17-30 year old age group and encouraging those who attend to enrol to vote. Peter Garrett has been confirmed as the MC and we are in talks with a range of national artists to take part.

The Committee identified the need to educate students on the role of unions at a secondary school level and I have since completed a series of school talks at Moreton Bay College and Queensland TAFE institutions. I have also held discussions with the QCU and the Australian Council of Trade Unions, (ACTU) to formalise a training pack to be used at schools.

The Committee has been keen to promote the right of all young people to vote and we are currently formalising strategies to be implemented in the lead-up to the next federal election. Following my discussions with officials at the QTU, the Union's branch Secretary, John Battams wrote to the Director General of Education Queensland, Ken Smith and later received an undertaking that the Director would communicate to every secondary school principle and inform them of the changes to the electoral act. In addition, Mr Smith stated that during Terms 3 and 4 in 2006 he would post a message to principals of schools with secondary students via one of the weekly electronic regular update messages encouraging discussions with Year 12 students about their eligibility they have to enrol to vote before their 18th birthday. Principals will now also be encouraged to place a relevant notice in their school newsletters. I have also written articles on the issue for the magazines of the Queensland Teachers Union and the Queensland Independent Education Union and these were received by teachers across the State.

Part 2 - Servicing/Industrial Activities

Overview

One of the primary objectives for the union was, and remains to be, to continue to increase union membership. The issue of density in each of our workplaces has become even more important under WorkChoices legislation. In order to achieve this, a parallel objective for the period of 2005/2006 was to provide professional service, advice and support to members and to continue to develop the Contact Centre to more efficiently respond to and record member enquiries and to improve the manner in which advice is provided to members.

This information was then utilised, as appropriate, to identify areas and issues around which a recruitment campaign could be developed.

Contact Centre

The Contact Centre has continued to update its systems and personnel over the past 12 months to improve the provision of advice to members on a consistent basis. This has resulted in specific training programs being provided to Industrial Officers to improve their knowledge to fill the roles of Contact Centre Officers. The focus of the union is membership growth by establishing improved member networks, which is the primary role of the union's organisers with the Contact Centre being the conduit to identify issues. The Contact Centre provided another avenue, in addition to direct contact with the organiser, for members to access union services, particularly the provision of industrial advice.

Industry Specific Achievements

Rail

Significant work completed in this industry included the following:

- Implementation of several certified agreements and impacts on then relating to WorkChoices
- Major review of policies
- Classification reviews
- Management of restructuring programs

Energy

Significant work completed in this industry included the following:

- Changes to industrial practices as a result of WorkChoices and implementation issues
- Negotiation of certified agreements
- Major review of policies
- Classification reviews
- Management of restructuring programs

Local Government

An application to appeal a variation to the Queensland Local Government Officers Award 1998 was heard by a full bench in the Australian Industrial Relations Commission. A favourable decision dismissing the majority of the Local Government Association of Queensland's grounds was obtained. However the introduction of WorkChoices has introduced uncertainty into many local authorities without any identifiable benefits. The legislation has been deemed too complex and burdensome by most employers.

Other significant work completed included the following:

- Reclassification disputes
- Termination negotiations and settlements
- Unfair Dismissal applications
- Dispute representation
- Wages recovery
- Certified agreement negotiations and advice
- Local Government Appeals
- Management of restructuring programs

BCC

A continuing review of issue related to the Brisbane City Council federal award conditions continued coupled with new issues resulting from WorkChoices. Other significant work completed included the following:

- Brisbane Best Value submissions
- Organisational reviews
- Reclassification disputes
- Termination negotiations and settlements
- Unfair Dismissal applications
- Dispute representation
- Wages recovery
- Certified Agreement advice
- Local Government Appeals
- Management of restructuring programs

SACS

Roping in of employees into one of the Union's major awards covering an industry where employees are disparate, the Social and Community Services (Queensland) Award 2001 was completed prior to March 27, 2006. Also of significance is the negotiation of numerous (first) certified agreements in the same industry to have them registered prior to the above deadline date. SACS industry workplaces have become extremely vulnerable because of their small sizes and employing fewer than 101 people. The issue of their constitutional status is also a major factor.

Other significant work completed included the following:

- Reclassification disputes
- Termination negotiations and settlements
- Unfair Dismissal applications
- Dispute representation

Part 3 - Organising Activities

Organising Coordinator

Jen Carman coordinated the Organising unit and has been involved in:

- Development of various in house training
- Development of training sessions delivered throughout Queensland
- Monitoring the content of Enterprise Bargaining Agreements for all but the 20 largest councils which has involved contacting delegates, CEO's Organisers etc. where changes are required.
- Assisted in the development of organiser's six monthly plans
- Monthly teleconference with organisers;
- Development of training for all organisers when in Brisbane on a quarterly basis;
- Member of the National SACS Committee;
- Member of the National IR Campaign Committee;
- Member of the QCU Campaign Committee;
- Negotiation of various enterprise bargaining agreements.
- Development of model agreements for the social and community services sector
- Development of a Resource manual for negotiating agreements in the SACS Industry

Enterprise Bargaining

During the 2005/2006 financial year, Jen Earl continued to negotiate agreements on behalf of members at the 20 largest Councils with the same level of success experienced in the 2004/2005 period. Wage increases in most cases have been around 4%+ per annum and in many cases, the agreements negotiated reflect the majority of issues contained in the ASU log of claims.

Commencement of activities around negotiation of Agreements has continued 12 months out from the expiry date of the agreement. These activities involved:

- Distribution and collection of surveys
- Development of networks
- Attendance at meetings in various towns and cities throughout Queensland
- Facilitating Feedback meetings
- Writing Regular newsletters
- Site mapping etc.

Where these campaigns were run, we did experience a substantial increase in membership.

In the run up to the introduction of the changes to the Federal Industrial Relations Legislation, Jen Earl began experiencing difficulty in getting Councils to commit to negotiating agreements in the terms sought by the Union. (For example, we required all working conditions as stated in the Award to be attached to the agreement as "Part 2 – Working Conditions". Just prior to the implementation of the changes, councils were being advised by the LGAQ not to enter into any agreements until they knew what the implications of the new legislation would be.

Since the changes have come into affect we are experiencing difficulties with Councils committing to retain all current working conditions (as per the Award) for the period of the agreement.

Problems with regard to access have also arisen with Rockhampton and Mackay denying the Union the access to workers that we previously enjoyed.

The task undertaken by Jenny Earl in negotiating agreements for the top 20 councils has involved a great deal of travel on Jen Earl's part and she has, and continues to devote time and energy over and above what could normally be expected.

Lead Organiser

Silven Simmons was seconded from the QCU in January 2005 and became a permanent employee of the ASU from July 2005.

Silven has used his vast training experience to:

- Conduct training sessions throughout Queensland for delegates
- Train organisers "on the job"
- Determine priorities of the External Organising Team
- Develop and deliver "in house" training on the organising model
- Assist organisers with setting monthly work plans

Where Silven trains Organisers and members "on the job" we have experienced substantial growth in membership.

Feedback regarding Silven from course participants has been extremely positive and Silven has the ability to re-energise and motivate members.

External Organisers

External Organisers have been working with Jen Earl and with Regional and Brisbane based organisers as required. Where the need for a blitz is identified, these organisers are able to hit the floor running. Danny Reeves (previously an external organiser) has now taken up a position as the North Coast Regional Organiser and Stuart Maggs and Chris Doyle now comprise the external organising team.

This team organises across all industries including:

- Local Government
- Queensland Rail
- Energy
- Social and Community Services
- Ports

Organising Works Trainees

Stuart Maggs and Sharon Large completed their traineeships in November 2005 and have been a very valuable addition to the Union.

Stuart spends a great deal of his time working with the South Coast Organiser, Andrew Matters and with Jen Earl where there are major EB negotiations underway. Stuart has connections in the Social and Community Sector which compliment the skills of Andrew Matters in the Local Government Sector. Workplans were developed for organising in Rail in conjunction with Jane Lennis.

Sharon Large has been instrumental in the negotiation and development of many agreements in the Social and Community Services Industry and her organising skills have resulted in a significant increase in SACS membership.

The employment of these trainees has been very positive and the Union would be looking to participate in any future training programmes.

Training

The changes to the Federal Industrial Relations Act has necessitated the development and delivery of in house training sessions on the impact of the changes. Workshops have also been held on prioritizing worksites and developing and implementing strategy.

This training was held over a two day period on February 21 & 22, 2006 and June 20 & 21, 2006.

Organisers and Industrial Officers also attended Government delivered training sessions on the changes to the Federal IR Legislation and training sessions delivered by the QCU and/or ACTU.

Union Campaigns

The ASU entered into the massive campaign organised by the ACTU and the movement generally. The following activities have been undertaken:

- Organisers in attendance at the majority of venues throughout Queensland on the National Day of Action, November 15, 2005.
- During May 2005, information sessions were held in all regional areas regarding the changes to the Federal IR Legislation.
- Post card campaign.
- Organisers in attendance at the majority of venues throughout Queensland on the national Day of Action, June 28, 2006.
- Distribution of campaign materials to delegates etc.
- Jen Carman was on the National Campaign Committee for the ASU and the QCU Campaign Committee.

Day to Day Organising

Commencing in November 2005, Organisers were asked to map all Local Government workplaces and communicate with relevant CEO's to obtain the following information and provide it to the Brisbane Office on a pro-forma document:

- Date of visit
- Whether a Deed of Agreement has been agreed to
- Whether a Memorandum of Agreement has been agreed to
- Attachment of "conditions of employment" to any new agreement;
- Assessment of risk
- Requirement for a visit by Branch Secretary

Organisers were also asked to update all delegate and contact details and provide this information to the Brisbane Office on a pro-forma document.

At the training held in February 2006, the Organisers attention was directed to the 37 largest workplaces to maintain the high visibility of the union, and again to assess any "at risk" Organisations.

In June 2006, in house training was conducted on all aspects of the IR reforms, information sheets were finalised and strategy revisited.

Carrying out the abovementioned tasks has been very time consuming for all organisers concerned and has involved excess travel for regional organisers. These tasks have been carried out on top of the day to day organising tasks usually performed by Organisers.

Part 4 - Membership of Branch Executive Committee

The members of the Branch Executive Committee for the financial year 2005/2006 were:

President	Mr Robert Ball
Vice President	
(Local Government & Deputy President)	Mr Malcolm Case
Vice President (Local Government)	Ms Lynette Henson
Vice President	
(Social and Community Services)	Ms Wendy Turner
Vice President (Brisbane City Council)	Ms Henrietta Moran
Vice President (Energy)	Mr Rodney Iszlaub (until September, 2005)
	Mr Philip Whittaker (from September, 2005)
Vice President (Ports)	Mr Edwin (Ted) Michel
Vice President (Rail)	Mr William (Bill) Batten
Vice President (Private Sector)	Vacant
Vice President (Women)	Ms Marianne Ryan
Vice President (Youth)	Ms Verena Mette (until September, 2005)
	Mr Ben Thompson (from September, 2005)
Treasurer	Mr Brian Sullivan
Secretary	Mr David Smith

David Smith
BRANCH SECRETARY

Robert Ball
BRANCH PRESIDENT