



FAIR WORK
AUSTRALIA

24 December 2010

Mr. D. Smith
Branch Secretary
Australian Municipal, Administrative, Clerical and Services Union
Queensland Services Branch

Email: info@asuqld.asn.au

Dear Mr. Smith

Financial report of the Australian Administrative, Clerical and Services Union - Queensland Services Branch for the year ended 30 June 2010 (FR2010/2735)

Receipt is acknowledged of the financial report of the Australian Municipal, Administrative, Clerical and Services Union - Queensland Services Branch for the year ended 30 June 2010. The documents were lodged in this office on 15 December 2009.

I also acknowledge receipt of the operating report of the branch for the year ended 30 June 2010 which was lodged in this office on 16 December 2009. It should be noted that as the operating report forms part of the "full financial report" it should be lodged with those documents, not separately.

The financial report has been filed.

[Section 252](#) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act) places obligations upon organisations to *keep* financial records. Under section 252(4) an organisation may *keep* the financial records for its membership subscriptions on a *cash* basis. This is distinct from the obligation under [section 253](#) to *prepare* a general purpose financial report (GPFR). Section 253 requires that '...a reporting unit must cause a general purpose financial report to be *prepared*, in accordance with the Australian Accounting Standards, from the financial records kept under subsection 252(1) in relation to the financial year...'. Paragraph 27 of AASB 101 states that 'an entity shall prepare its financial statements, except for cash flow information, using the accrual basis of accounting'.

When read together sections 252 and 253 of the RO Act require that, while some financial records may be *kept* on a cash basis, a GPFR must be *prepared* on an accrual basis whether or not records were kept on a cash or accrual basis.

The auditor in his report provides a qualification stating that membership subscriptions are recorded in the accounting records on a cash receipts basis. In future the GPFR should be prepared on an accrual basis. It is further noted that this will result in a change of accounting policy that will need to be disclosed in accordance with AASB 108 (Accounting Policies, Changes in Accounting Estimates and Errors). You may need to discuss this with your auditor.

I direct your attention to the following comments concerning the above report and the financial reporting obligations under the Fair Work (Registered Organisations) Act 2009 (the RO Act). Please note that these matters are generally advised for assistance in the preparation of future financial reports. No further action is required in respect of the subject documents.

1. Auditor's Report

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 the RO Act and on the assumption that the branch will account for membership subscriptions on an accrual basis in future years, it is not intended that any further action be taken in respect of this matter.

2. Loans, Grants and Donations

Thank you for forwarding a statement in accordance with subsection 237(1) of the RO Act in relation to the financial documents of the branch for year ended 30 June 2010 which was lodged in this office on 17 December 2009.

The contents of your statement have been noted.

The statement has been placed on a file which is not available to the public.

Inspection of the Statement of Income and Expenditure indicates a disclosure "Donations" of \$4,243 whereas the section 237(1) statement indicates donations totalling \$13,273.02. I note the difference between the two amounts is attributable to donations paid to the ALP. If the donations were affiliation fees paid to a political party they should be disclosed as such in accordance with item 11(d) of the Reporting Guidelines otherwise they should be disclosed as donations in accordance with item 11(f).

It should be noted that section 237(1) statements should be lodged in this office within 90 days after the end of the financial year.

3. Required disclosures

The statement of income and expenditure contains an item of disclosure entitled "Affiliation & Other Fees". As mentioned earlier item 11 of the Reporting Guidelines requires separate disclosures for, among other things, affiliation fees paid to political parties and industrial bodies (item 11(d)), contributions paid to another reporting unit of the organisation (item 11(b)) and fees and compulsory levies imposed on the reporting unit (item 11(e)). Where appropriate, separate disclosures in accordance with item 11 need to be made.

4. References

I note the financial report contains a number of references to the RAO Schedule, and the Workplace Relations Act. The RAO Schedule and the Workplace Relations Act are now the Fair Work (Registered Organisations) Act 2009. Also, the reference to the "RAO Regulations" in the Committee of Management Statement should refer to the Fair Work (Registered Organisations) Regulations 2009 (the RO Regulations). I also note a reference to "Industrial Registrar" and "Registrar". This reference should be to the General Manager, Fair Work Australia.

Future financial reports should reflect these changes.

5. Timescale Requirements

As you know the financial reports should be prepared, audited, supplied to members, presented to a meeting and lodged with Fair Work Australia within certain timescale requirements.

It should be noted that the full report, accompanied by a Designated Officer's Certificate, must be lodged with Fair Work Australia within 14 days of its presentation to an appropriate meeting.



Discuss any of the matters raised in this letter, I may be contacted on (03)
I at larry.powell@fwa.gov.au.



Larry Powell
Tribunal Services and Organisations

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
CLERICAL AND SERVICES UNION
QUEENSLAND SERVICES BRANCH
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2010**

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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QUEENSLAND SERVICES BRANCH**

**SURPLUS AND DEFICIT APPROPRIATION
FOR THE YEAR ENDED 30 JUNE 2010**

	Note	2010 \$	2009 \$
Operating Surplus/(Deficit)		236,253	379,788
Accumulated General Fund Balance at the beginning of the financial year		1,960,606	1,580,818
		2,196,859	1,960,606
Aggregate amounts transferred from/(to) Reserves			
Motor Vehicle Replacement Reserve		-	-
Equipment Reserve		-	-
Computer Reserve		-	-
		-	-
Accumulated General Fund Balance at the end of the financial year		2,196,859	1,960,606

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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QUEENSLAND SERVICES BRANCH**

BALANCE SHEET AS AT 30 JUNE 2010

	Note	2010 \$	2009 \$
ACCUMULATED FUNDS			
Reserves		775,053	775,053
General Fund		2,196,859	1,960,606
Balance 30 June 2010		2,971,912	2,735,659
Represented by:			
CURRENT ASSETS			
Cash and cash equivalents	2	2,291,994	1,877,233
Trade and other receivables	3	214	2,385
Total Current Assets		2,292,208	1,879,618
NON-CURRENT ASSETS			
Property, plant and equipment	5	1,642,100	1,676,926
Security deposit	4	198	198
Total Non-Current Assets		1,642,298	1,677,124
Total Assets		3,934,506	3,556,742
CURRENT LIABILITIES			
Trade and other payables	6	149,835	107,646
Provisions – employee entitlements		741,127	656,983
Total Current Liabilities		890,962	764,629
NON CURRENT LIABILITIES			
Provisions – employee entitlements		71,632	56,454
Total Non Current Liabilities		71,632	56,454
Total Liabilities		962,594	821,083
NET ASSETS		2,971,912	2,735,659

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2010**

	Accumulated Funds \$	General Reserve \$	Asset Revaluation Reserve \$	Total \$
Balance at 1 July 2008	1,580,818	191,000	584,069	2,355,887
Operating surplus	379,788	-	-	379,788
Revaluation increment	-	-	(16)	(16)
Balance at 30 June 2009	1,960,606	191,000	584,053	2,735,659
Operating surplus	236,253	-	-	236,253
Revaluation increment	-	-	-	-
Balance at 30 June 2010	2,196,859	191,000	584,053	2,971,912

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from members		5,281,760	4,946,262
Other income		90,367	200,938
Payments to suppliers and employees		(4,964,871)	(4,685,237)
Interest received		84,211	93,289
Net Cash provided by (used in) Operating Activities	10	491,467	555,252
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		30,000	37,727
Purchase of property, plant and equipment		(106,706)	(153,087)
Net Cash provided by (used in) Investing Activities		(76,706)	(115,360)
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from borrowings		-	-
Repayment of borrowings		-	-
Net Cash provided by (used in) Financing Activities		-	-
Net increase (decrease) in cash held		414,761	439,892
Cast at beginning of year		1,877,233	1,437,341
Cash at end of year	2	2,291,994	1,877,233

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

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, Australian Accounting 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 entity is registered under Australian industrial relations legislation and domiciled in Australia.

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

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.

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.

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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 Branch 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.

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%
Motor Vehicles – Regional	25%

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.

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**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

Note 1: Statement of Significant Accounting Policies (Continued)

d. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid, 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.

g. Financial Instruments

Recognition and Initial Measurement

Financial instruments, incorporating financial assets and financial liabilities, are recognised when the entity becomes a party to the contractual provisions of the instrument.

Financial instruments are initially measured at fair value plus transactions costs where the instrument is not classified at fair value through profit or loss. Transaction costs related to instruments classified as at fair value through profit or loss are expensed to profit or loss immediately. Financial instruments are classified and measured as set out below.

De-recognition

Financial assets are de-recognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed is recognised in profit or loss.

Classification and Subsequent Measurement

(i) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the entity's intention to hold these investments to maturity. They are subsequently measured at amortised cost using the effective interest rate method.

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**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

Note 2: Cash and Cash Equivalents

	2010	2009
	\$	\$
Cash in hand	1,020	1,020
Cash at bank	930,045	1,354,995
Short-term deposit	1,360,929	522,238
	<u>2,291,994</u>	<u>1,877,233</u>

The effective interest rate on short term deposits was 5.41%; these deposits have an average maturity of 116 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	2,291,994	1,877,233
	<u>2,291,994</u>	<u>1,877,233</u>

Note 3: Trade and Other Receivables

CURRENT

Other Receivables	214	2,385
	<u>214</u>	<u>2,385</u>

Note 4: Non Current Assets

Security Deposits Held	198	198
	<u>198</u>	<u>198</u>

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**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

Note 5: Property, Plant and Equipment

	2010	2009
	\$	\$
Buildings 32 Peel St South Brisbane (50% interest):		
Independent valuation 2005	768,400	768,400
Accumulated depreciation	115,260	92,208
	653,140	676,192
Land 32 Peel St South Brisbane (50% interest):		
Independent valuation 2005	642,600	642,600
	642,600	642,600
Computers		
At cost / officer valuation	70,333	70,333
Accumulated depreciation	69,736	68,642
	597	1,691
Office Furniture & Equipment		
At cost / officer valuation	225,536	190,738
Accumulated depreciation	152,599	143,506
	72,937	47,232
Motor Vehicles		
At cost / officer valuation	418,234	442,135
Accumulated depreciation	150,800	138,316
	267,434	303,819
Library		
At cost / officer valuation	5,392	5,392
	5,392	5,392
Total Property, Plant and Equipment	1,642,100	1,676,926

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

Note 5: 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	676,192	642,600	1,691	47,232	303,819	5,392	1,676,926
Additions	-	-	-	34,997	71,709	-	106,706
Disposals	-	-	-	-	23,832	-	23,832
Depreciation expense	23,052	-	1,094	9,292	84,262	-	117,700
Balance at the end of year	<u>653,140</u>	<u>642,600</u>	<u>597</u>	<u>72,937</u>	<u>267,434</u>	<u>5,392</u>	<u>1,642,100</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 2010 and 30 June 2009 using a combination of cost and officer valuations plus additions at cost since those dates.

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**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

Note 6: Trade and Other Payables

	2010 \$	2009 \$
CURRENT		
Payable to ASU Social Club	2,137	1,039
Payable to ASU Staff – Purchase of Leave	3,846	1,185
Sundry Creditors and Accrued Expenses	143,852	105,422
	<hr/>	<hr/>
	149,835	107,646
	<hr/>	<hr/>

Note 7 Reserves

General Reserve

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

Asset Revaluation Reserve

The asset revaluation reserve records revaluation of financial assets.

Note 8 Events after the Balance Sheet Date

The financial report was authorised for issue on 17 September 2010.

Note 9 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 2010 was \$344,474 (2009: \$311,304).

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

Note 10 Cash Flow Information

	2010	2009
	\$	\$
Reconciliation of Cash Flow from Operations with Operating Surplus/(Deficit)		
Operating surplus/(deficit)	236,253	379,788
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit		
- Depreciation	117,700	119,628
- Net Gain/(loss) on disposal of property, plant and equipment	(6,168)	(10,375)
Changes in assets and liabilities		
- (Increase)/decrease in asset revaluation reserve	-	(16)
- (Increase)/decrease in receivables	2,171	(930)
- Increase/(decrease) in payables	42,189	(45,729)
- Increase/(decrease) in employee benefits	99,322	92,136
	491,467	555,252

At 30 June 2010 and 30 June 2009 the Branch did not have any credit stand-by arrangements or credit facilities with a financial institution.

Note 11 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 accounts payable.

The Branch does not have any derivative instruments at 30 June 2010.

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.

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NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

Note 11 Financial Instruments (Continued)

ii. Financial Risks

The main risks the Branch 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.

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 Branch.

Price risk

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

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE,
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NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009
(Continued)**

Note 11 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:

	Weighted Average Effective Interest Rate		Fixed Interest Rate Maturing						Non-interest Bearing	
			Floating Interest Rate		Within 1 Year		1 to 5 Years			
	2010 %	2009 %	2010 \$	2009 \$	2010 \$	2009 \$	2010 \$	2009 \$	2010 \$	2009 \$
Financial Assets:										
Cash and cash equivalents	4.67%	3.58%	930,045	1,354,995	-	-	-	-	-	-
Short-term Deposits	5.41%	8.29%	1,360,929	522,238	-	-	-	-	-	-
Total Financial Assets	-	-	2,291,994	1,877,233	-	-	-	-	-	-

	Weighted Average Effective Interest Rate		Fixed Interest Rate Maturing						Non-interest Bearing	
			Floating Interest Rate		Within 1 Year		1 to 5 Years			
	2010 %	2009 %	2010 \$	2009 \$	2010 \$	2009 \$	2010 \$	2009 \$	2010 \$	2009 \$
Financial Liabilities:										
Lease Liabilities	-	-	-	-	-	-	-	-	-	-
Total Financial Liabilities	-	-	-	-	-	-	-	-	-	-

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**NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009
(Continued)**

Note 11 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.

D Sensitivity Analysis

Interest rate risk

The entity has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in this risk.

As at 30 June 2010, the effect on profit and equity as a result of changes in the interest rate, with all other variables remaining constant, would be as follows:

	2010	2009
	\$	\$
Change in profit		
— Increase in interest rate by 2%	33,798	30,423
— Decrease in interest rate by 2%	(33,798)	(30,423)
Change in equity		
— Increase in interest rate by 2%	33,798	30,423
— Decrease in interest rate by 2%	(33,798)	(30,423)

This sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

No sensitivity analysis has been performed for foreign exchange risk, as the entity is not exposed to fluctuations in foreign exchange.

Note 12 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

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Note 13 Office Bearers

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

Robert Ball	William Batten	Malcolm Case
Lynette Henson	Debbie McDonald	Damian Power
David Smith	Henrietta Moran	Marianne Ryan
Philip Whittaker	Ben Thompson	Wendy Turner
Ian Buckley	Jennifer Thomas	Penelope Carr
Margaret Evans		

Aggregate remuneration received or receivable by office bearers during the year ended 30 June 2010 was \$320,839 (2009: \$108,253). Not all office bearers received remuneration during the year. Honorariums were received by some office bearers whilst three (originally one) full-time elected office bearers 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 2010 was \$49,666 (2009: \$18,803).

Note 14 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 272, which reads as follows:

- (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).

Note 15 Segment Reporting

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

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STATEMENT BY MEMBERS OF COMMITTEE

On 17/09/2010 the Committee of Management of Australian Municipal, Administrative, Clerical and Services Union Queensland Services Branch passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 30 June 2010.

The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the Industrial Registrar;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - i. meetings of the committee of management were held in accordance with the rules of the Union 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 Union 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.
 - iv. 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. No requests have been sought, by any member of the reporting unit or a Registrar duly made under section 272 of the RAO Schedule; and
 - vi. No orders have been made by the Commission under section 273 of the RAO Schedule during the period.
- (f) There has been no recovery of wages undertaken by the reporting unit during the year ended 30 June 2010.

For Committee of Management: David Smith
Title of Office held: Branch Secretary

Signature:



Date:



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

**STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2010**

	2010 \$	2009 \$
INCOME		
Members' Subscriptions	5,257,098	4,946,262
Levies Charged	24,662	-
Interest Received	84,211	93,289
Gain/(Loss) on the sale of Fixed Assets	6,167	(10,375)
Sundry Income	88,196	201,868
	<hr/>	<hr/>
Total Income	5,460,334	5,231,044
EXPENDITURE		
Accounting and Audit Fees	6,991	10,591
Affiliation & Other Fees	136,838	180,839
Bank Charges	37,987	31,038
Branch Executive Committee of Management Campaign	53,518	99,347
Campaign	17,065	-
Campaign – Asset Sales	116,825	-
Capitation Fees	344,474	311,453
Cleaning	23,452	22,443
Collection and Recruitment Expenses	94,351	-
Depreciation	117,700	119,628
Donations	4,243	4,801
Electricity	12,695	11,998
Honoraria	10,225	9,400
Insurance	82,449	74,406
Legal & Industrial Expenses	111,279	102,504
Library	12,274	10,717
Maintenance and Repairs Computer	39,101	37,404
Maintenance Equipment, Building, etc.	38,647	54,250
Motor Vehicle Expenses	86,004	81,282
Office Supplies and Contingencies	84,693	98,861
Payroll Tax and FBT	162,319	151,016
Postage	32,916	38,363
Printing and Publications	151,249	99,558
Publicity	8,188	13,502
Refund Subscriptions (Rule 32)	15,296	15,255
Rent	15,450	14,376
Salaries:		
Holders of Office	320,839	108,253
Employees	2,291,908	2,410,872
Staff Uniforms	9,065	8,505
Scholarships and Bursaries	1,500	1,500
Staff Entitlements	99,321	92,136
Sub-Division Expenses	700	600
Superannuation	425,421	366,053
Telephones	68,375	77,258

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

**STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2010
(Continued)**

	2010	2009
	\$	\$
EXPENDITURE (Continued)		
Training	33,929	34,341
Travelling	129,144	144,564
Union Shopper	23,105	9,597
Workers Health Centre	4,545	4,545
	<hr/>	<hr/>
Total Expenditure	5,224,081	4,851,256
	<hr/>	<hr/>
OPERATING SURPLUS/(DEFICIT)	236,253	379,788
	<hr/>	<hr/>

**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**

We have audited the accompanying financial report of the Australian Municipal, Administrative, Clerical and Services Union, Queensland Services Branch which comprises the balance sheet as at 30 June 2010 and the statement of income and expenditure, surplus and deficit appropriation, statement of changes in equity and cash flow statement for the year ending on that date, a summary of significant accounting policies, other explanatory notes, and the statement by members of committee.

Committee's Responsibility for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Workplace Relations Act 1996*. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, 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 report 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 the committee, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

INDEPENDENT AUDIT REPORT (Continued)

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.

Qualified Audit Opinion

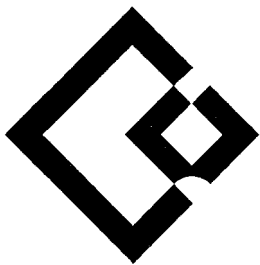
In our opinion, except for the effects on the financial statements of the matter referred to in the qualification paragraph, the financial report is presented fairly in accordance with applicable Australian Standards and the requirements imposed by Part 3 of Chapter 8 of Schedule 1 of the *Workplace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

Bentleys

Bentleys
Brisbane Partnership
Chartered Accountants

Stewart Douglas

Stewart Douglas
Partner – Holder of Public Practice Certificate issued by The Institute of Chartered Accountants in Australia.
Brisbane
17 September 2010



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

Assistant Branch Secretary:
Jenny Earl

14th December, 2010

Mr Larry Powell
Tribunal Services and Organisations
Fair Work Australia
GPO Box 1994
MELBOURNE VIC 3001



Dear Mr Powell,

Re: ASU Queensland Services Branch Operating Report

I herewith lodge the ASU Queensland Services Branch Operating Report for 2009/2010 in compliance with s265 and s266 of Schedule 1 of the Fair Work (Registered Organisations) Act 2009.

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 david@asuqld.asn.au or therese@asuqld.asn.au respectively.

Thank you for your assistance in this regard.

Yours faithfully

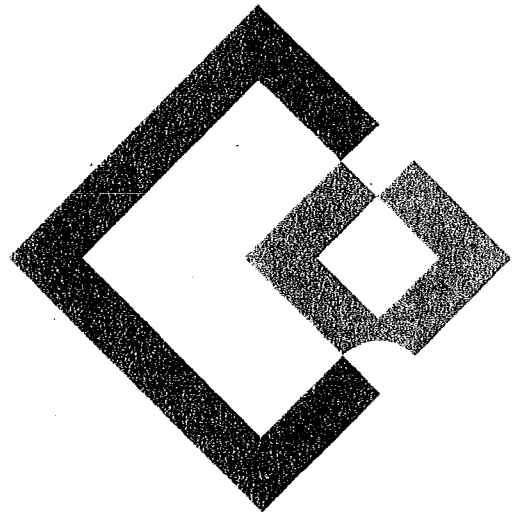
**DAVID SMITH
BRANCH SECRETARY**



Q.S.U

ABN 13 540 483 194

Australian Municipal, Administrative, Clerical and Services Union



A • S • U

**ASU Queensland Services Branch
Annual Operating Report
2009/2010**

David Smith
Branch Secretary



Robert (Bob) Ball
Branch President



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Introduction

We are pleased to present our Annual Operating Report in compliance with Schedule 1 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 lodged on our website made available to interested members.

Part 1 – General Report

Audited Financial Statement for Year Ending 30th June, 2010

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. The Financial Statements were made available to members on the Union's website in September, 2010.

Branch Membership

The membership numbers based on industry are as follows:

Industry	30 June 2009	30 June 2010
Local Authorities	5876	6039
Rail	1577	1512
Energy	1999	2008
SACS	2116	2603
BCC	1506	1648
Ports & Private Sector	391	397
Total	13465	14207

This is a net growth of 742 members during the 2009/2010 year.

Number of Employees

The number of employees in the reporting unit during the year 2009/2010 was 40.

Trustees of Superannuation Entities

David Smith

ESI Superannuation: 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.

Membership Training and Seminars Program for 2009/2010

Training courses were conducted for the membership of the union during 2009/2010 as follows:

Date	Location	Course	Length	Participants
21/22 July 2009	Rockhampton	ASU/QSU Delegate Training	2 days	13
23/24 July 2009	Cairns	ASU/QSU Delegate Training	2 days	11
5/6 August 2009	South Brisbane	SACS Delegate training	2 days	8
2/3 September 2009	South Brisbane	Local Government Delegate Training	2 days	10
21/22 October 2009	South Brisbane	SACS Delegate training	2 days	6
10/11 November 2009	South Brisbane	Local Government Delegate Training	2 days	8
17/18 November 2009	South Brisbane	GOC Delegate Training	2 days	8
20 November 2009	South Brisbane	SACS Employment Focus Group Training	2 days	15
9 December 2009	South Brisbane	GOC Delegate Training 'Water'	½ day	14
10 February 2010	South Brisbane	BCC – QSU EBA Update Training	1 day	45
4 March 2010	South Brisbane	ASU staff training	2 days	40
16/17 March 2010	South Brisbane	SACS Delegate Training	2 days	12
20/21 April 2010	South Brisbane	GOC Delegate Training	2 days	9
27/28 April 2010	South Brisbane	LG Delegate Training	2 days	9
25/26 May 2010	Townsville	ASU/QSU Delegate Training	2 days	10

TOPIC: (as per DELEGATE training registration form & certificate)

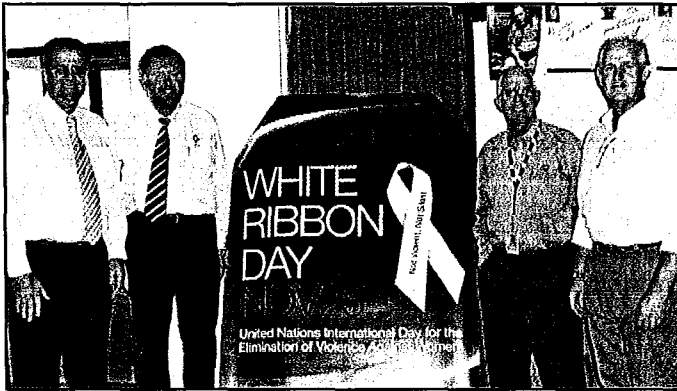
- Mapping
- Role of the Delegate
- Communication Skills/Strategic Questioning
- Organising your Workplace/Capacity Building
- Identifying and Mentoring Delegates/Activists
- Handling members problems (Grievances)
- Resolving issues through Organising (Campaigns)
- Report Writing
- One to One Recruitment (Handling Objections)

Women's Officer Report 2009/2010

Reclaim the Night 2009

ASU women joined the annual rally and march which took place on the last Friday night in October in 2009. Reclaim the Night is an internationally observed event which protests sexual violence against women and children.

White Ribbon Day 2009



Senator Mark Furner; ASU Branch Secretary, David Smith; QR CEO, Lance Hockridge and Phil Parker, DV Connect

November 25th 2009 saw ASU participate in the largest effort by men across the world, working in partnership with women, to end men's violence against women. They wore white ribbons to encourage all men to speak out against violence towards women and as a personal pledge never to commit, condone or remain silent about violence against women.

Emma Miller Awards 2009



Barbara Crossing (R) receives her award

Barbara Crossing received the QCU Emma Miller Award 2009 for her contribution to the ASU Pay Equity campaign in 2009. Barb was actively involved in all campaign activities including the rally, made a witness statement for the QIRC case, and ensured all workers at her workplace were in the union and up to date with the progress of the case.

Year of Women in ASU 2010



It was decided to celebrate 2010 as the Year of Women in ASU. This project was launched in February 2010. The calendar of events was agreed to allow for maximum participation by women in their union throughout the year.

IWD

International Women's Day was celebrated in Brisbane with a rally and a march. ASU Assistant Secretary addressed the crowd and gave an update on the ASU Pay Equity case. ASU members from Women's House/Shelta, Immigrant Women's Support Service, Boystown and BRIC Housing attended.



Anna Gilet, BRIC

Anna Stewart Project 2010



ASU's Ronnee Meachen (R) receives her certificate from QCU Assistant Secretary Amanda Richards

The Anna Stewart Memorial Project ran from 31st May to 11th June and Ronnee Meachen from Ergon Energy in Townsville spent her first week with ASU and the second week with the ETU. ASU hosted Jess Stephens from the AMWU in the second week. This program is designed as an affirmative action program, to assist women to participate in their union.

National Pay Equity Campaign



10th of June National Day of Action for Pay Equity, Brisbane

The National Day of Action for Pay Equity was celebrated around the country with massive turnout in all major cities. ASU attracted very favourable media coverage for this event. The case was filed on 11th March in Fair Work Australia and continues during 2010. By the end of March 2010 the campaign had attracted more than 2000 virtual kisses through the Pay Up website and 1680 facebook fans. The YouTube site where members can upload videos of their kiss to Julia Gillard has been extremely popular, and innovative videos can be viewed there.

One hundred years ago, Theodore Roosevelt said:

"Much can be done by law towards putting women on a footing of complete and entire equal rights with man - including the right to vote, the right to hold and use property, and the right to enter any profession she desires on the same terms as the man."... "Women should have free access to every field of labor which they care to enter, and when their work is as valuable as that of a man it should be paid as highly."

His comments are no less relevant today.

Paid Parental Leave

29,000 petitions, wrapped in colourful blue and pink ribbons, riding regally in prams, and gathered in just 4 weeks by the Australian union movement, were presented to Kevin Rudd on DATE by Sharran Burrows and other union women's representatives. Soon after, it was announced that the bill had passed the Senate and the scheme would be introduced on 1st January 2011, providing 18 weeks of paid leave for primary care givers.

The union movement now has a clear campaign goal of achieving a top up of wages to 100% of usual for women who earn more than \$570 per week, which is the Federal Minimum Wage payable. Another important goal will be to achieve superannuation payments on the paid parental leave.

The objectives of the paid parental leave scheme include

improving maternal and child health and development, encouraging workforce participation, and promoting gender quality and work-family balance. With the introduction of the first national Paid Parental Leave scheme, Australia has finally caught up with the rest of the developed world.



In May the QCU Women's Committee collected signatures in Queen Street Mall in Brisbane, and activists were visited by Sharran Burrows, who spoke to local women about the scheme.

General

The Union commenced production of Youth specific newsletters and investigated other avenues and technology to raise awareness among youth members.

ASU Social Networking & Online Videos

In February we launched the "ASU Qld Services Branch" Facebook Page, providing our union with a new way to stay in touch with members and supporters and to help promote our campaigns, particularly the "Qld Not For Sale" campaign and the "Pay Up" Pay Equity campaign. The page had about 70 fans at the end of June and has been growing steadily since its creation.

The page has been particularly helpful in cross-promoting the national "Pay Up Kissing Booth" YouTube channel set up by the ASU national office to allow members in the SACS industry to send video "kisses" to Julia Gillard. The union office has been able to upload videos of SACS members to the YouTube channel and then post the video on the Facebook page. In addition, a short video of the SACS National Day of Action was edited and posted on the ASU national YouTube channel.

Having a presence on Facebook and a growing online collection of online activism and resources makes the union more accessible in the spaces that younger workers use to communicate and inform themselves. This accessibility and presence is essential to engaging workers of all ages and demonstrating the ongoing work and relevance of the ASU and its members.

facebook Email Password Login
Keep me logged in Forgot your password?

Sign Up ASU Qld Services Branch is on Facebook
Sign up for Facebook to connect with ASU Qld Services Branch.

ASU Qld Services Branch Like

Wall Info Causes Links Events Photos >>

Detailed Info

Website: <http://www.asuqld.asn.au/>
Company Overview: The Australian Services Union Qld Services Branch / Queensland Services Union is a trade union for Queenslanders employed in:
- Local Authorities (includes BCC, Water & Local Authorities)
- Rail
- Energy
- Social & Community Services (includes employment services, crisis assistance & family day care)
- Ports and Private Sector (includes IT, shipping, travel, engineering services & commercial travel)

Mission: Members of the ASU / QSU work collectively for their rights at work; for fairer conditions and pay in their workplaces and industries; for fair industrial legislation and protections and for a fairer society.

Facebook Page: <http://www.facebook.com/ASUQldServicesBranch>

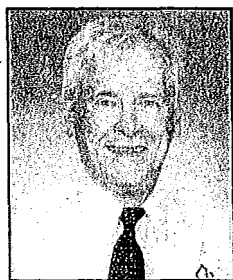
92 People Like This

Zach Walsh Miranda Donohue Ross Jochheim
Paul O'Connor Jace Mitchell Michael Wheeler

Favorite Pages
6 of 9 Pages See All

Multicultural Development Association (MDA)
gal Centre
Australian Services Union

Part 2 - Servicing/Industrial Issues



Deputy Secretary, Ian Buckley

Overview

One of the primary objectives for the union was, and remains to be, an increase in union membership. The issue of density in each of our workplaces has become even more important when it comes to maintaining the terms and conditions gained through enterprise bargaining negotiations with employers. Modern Awards which came into existence in January of 2010 only provide the minimum conditions of the National Employment Standards (NES) and the lowest common denominators from the previous pre-reform awards. The collective power of a group of workers to resist a sub standard agreement is greatly diminished when they are unable to speak with one voice through the union. We mentioned in previous reports that the Right of Entry provisions made it harder to obtain access to potential members in new worksites where there was resistance from employers to allow employees access to unions. While that has eased somewhat under Fair Work Australia (FWA) provisions it is still hard to obtain access to employees if the employer wishes to construct a less than equitable agreement without union involvement.

In non unionized worksites they have bent over backwards to keep their operations union free. However, in most existing workplaces we were able to organise around any obstructionist measures put in place by the employer and use their resistance to our advantage. The message being, "What are they afraid of? Why do they want to keep us out?" The simple answer is that agreements made in unionized work places deliver consistently higher returns to the employees than those made at work sites where the union is absent.

We intend to continue with our object to remain relevant and provide an exceptional service to members. We have, along with other unions, raised industrial issues at the political and government level insisting that they must consult prior to announcing change in a platform or policy. Such demands went so far as to see the ASU helping to mount a Federal Court challenge to the QR decision to split its operations without due consultation with its employees. A mistake that has cost QR a penalty of \$660 000 when judgment was made against it.

We have continued to improve technological systems and developed procedures in the Contact Centre to more efficiently respond to and record member enquiries and to improve the manner in which advice is provided to members. The gathering of data and information has been utilised, as appropriate, to identify areas and issues around which members may be better serviced and supported.

ASU Connect



ASU Connect Team
Tneka Springett, James Mattner and
Keith Neilson. (Absent: Denis Ball and
Gerard O'Gorman)

ASU Connect contact centre has continued to upgrade its technological systems, operating procedures and personnel since its initial conception. In the early part of 2010 a new telephonic operating system was installed to alleviate the time members were on hold waiting to speak to a relevant officer. This has resulted in the continuing process of highlighting specific training needs being identified to Industrial Officers to improve their skills when performing their roles of first point of contact with members calling in, often in a very distressed state. James Mattner is now in the Supervisor's role and his team comprises Tneka Springett, Gerard O'Gorman, and Denis Ball. These are all experienced Industrial officers who have the knowledge to deal with members inquires, grievances or disputes as they come to hand. If the matters are complex, or require specialist input, they have the discretion of referring the case to a Senior Industrial Officer for resolution.

The focus of the union continues to be membership growth by establishing improved member networks and delegate structures. The primary role of the union's organisers is to come face to face with employees at the work sites, speak with existing members and recruit those not in the union. ASU Connect is being used as the conduit to identify issues on which the organisers can build a rapport. ASU Connect continued to be provided, in addition to direct contact with the organisers, access to union services. This encompasses a wide range of issues which go to award and agreement advice and interpretation, WorkCover, anti discrimination matters, Workplace Health and Safety, Union Law and Union Shopper referrals etc.

The plans to formally implement the review of ASU Connect operations and commence the outbound calling capacity of the unit, such as to increase service provisions to members, conduct surveys and follow up resignations and bad debts, have been implemented with Industrial Officer Denis Ball assuming the outbound calling role as the major part of his duties.

Rail

A major campaign against the privatisation and sale of QR assets is underway to resist the proposals announced by the state government to divest itself of QR because of budget requirements brought about by the global economic crisis. The original scheme to divide QR in to multiple entities was abandoned and in an arbitrary move QR announced that it intended to divide QR in to QR National and QR Passenger. The former being put up for sale in a stock market float and the latter being retained. This led to a scenario where current employees were allocated to one or other of the new entities, with little or no consultative process being undertaken by QR, for which they have received a penalty from the Federal Court of \$660 000 for breaching the agreed process.

While this is fine the real business of securing industrial protection of ASU member's jobs has been intense and extremely complicated. Once again the task of ensuring that the content in the wording of EBA's which are up for renewal and will follow the employees in to one or other of the new entities has fallen to Senior Industrial Officer, Kath Nelson, to negotiate and frame. In situations such as these it is imperative that the unions members show support to prevent the types of conditions that would have prevailed if QR had been allowed to get away with what they originally intended. Kath Nelson has done a wonderful job in achieving a better than expected outcome in difficult circumstances.

QR will continue to be a high demand area for the ASU as management intends to introduce a raft of new industrial changes which will mean the old QR ways of operating are fundamentally changed for ever. While Kath Nelson is involved in developing the new agreements Senior Industrial Officer Justine Moran continues to handle the bulk of the everyday servicing work which, because of the huge changes occurring within QR, is a challenging and demanding task.

Energy

Significant work completed in this industry included the implementation of enterprise agreements across just about all the distribution retailers and generators through out the state. As usual there was also a requirement for a continuing review of policies, classification reviews and the management of restructuring programs resulting from the above.

Senior Industrial Officer Rebecca Smith has spent considerable time on the road visiting as many sites as possible ensuring that the provisions agreed to with management under the current agreements were adhered to. When issues have been identified that have not been able to be resolved through direct negotiations with the industry we have referred the matter to FWA for formal resolution in most cases. The ASU has also sought to prepare itself for the next round of bargaining which will commence this year. Surveys of members have been conducted and an analysis made of their content to limit the formal Log of Claims to realistic and manageable proportions.

Energy utilities were also identified in the past as being considered for privatisation by the state government. This appears to have been deferred for the time being but only because there is a view that they will not realise their true value in the current economic climate. A campaign to preserve these organisations (including QR) as public assets is continuing to be pursued to prevent the state government disposing of them in the future.

Local Government

The major exercise to determine the continuation of industrial instruments to be applied in amalgamated councils was completed with the Local Government Workforce Transition Code of Practice being adopted in to legislation. Overall the benefits of creating a Code of Practice have delivered greater job security over the period it has been in operation. We know from the comments from individual councils and the LGAQ that they would have pursued a

different approach to staff retention if the safeguards had not been demanded by the union. The moratorium on making employees redundant in the amalgamated councils ceases in March 2011 and we expect serious consequences in areas of local government where councils have not made any plans to reduce staff through natural attrition in the intervening period. Amendments to the Local Government Act and Regulations have passed through the parliament and among others provide the protections of local government member's interests and award entitlements. A similar situation is continuing in the restructure of Bulk, Distribution and Retail water boards by Local Authorities. There are now three retail entities in water formed around the previous local council water boards. The ASU is in the process of determining how employees of the new water entities can best be represented within the Queensland Branch structure of Industry Divisional Committees.

Other significant work completed, or still in progress, and contributed to by Senior Industrial Officer's Richard Tarnawski, Michelle Robinson and Kath Nelson included the following:

- Leading the negotiations for SEQ Water Reform Framework
- Submissions on amendments to the Local Government Act and Regulations
- Submissions on the restructuring of Water entities
- Reclassification disputes
- Termination negotiations and settlements
- Unfair Dismissal applications
- Dispute representation
- Wages recovery
- Workplace agreement negotiations and advice
- Local Government Appeals
- Management of restructuring programs

BCC

The BCC Enterprise Agreement was renegotiated and a successful outcome achieved.

In respect to BCC the state government determined that BCC would fall in with the rest of local governments in Queensland and be considered as a non constitutional corporation. That places BCC within the jurisdiction of the Queensland Industrial Relations Commission for the resolution of any future EBA's or dispute which may arise within its area of operations. A new City of Brisbane Act is being amended by the state government to correct any ambiguities between it and the rest of local government.

Other significant work completed, or in progress and headed up largely by Senior Industrial Officer Richard Tarnawski, included the following:

- Submissions on amendments to the City of Brisbane Act
- Brisbane Water being subsumed in to Urban Utilities
- Brisbane Best Value submissions
- Organisational reviews
- Reclassification disputes
- Termination negotiations and settlements
- Unfair Dismissal applications
- Dispute representation
- Wages recovery
- Workplace Agreement advice
- Management of restructuring programs

SACS

The QSU's major victory in its application to the QIRC to make a new award for the SACS and CASH non constitutional corporations in Queensland which resulted in pay equity adjustments of up to 37% didn't go unnoticed by the rest of SACS members in other states around Australia. This achievement will provide the benchmark for similar pay equity adjustments federally. The federal award application is following a similar pattern to Queensland with a generally consensus approach being adopted between the union, Queensland employer groups and the federal government

who have indicated that they would be bound by any decision handed down by Fair Work Australia. Unfortunately the employer groups from other states are taking a harder line than their Queensland counterparts and a high degree of opposition is expected from them.

Senior Industrial Officer Michelle Robertson has contributed a vast amount of knowledge and personal input in to the preparation of the federal case which includes submissions from every state and territory.

Port Authorities

Both Cairns and Mackay airports were sold to the same private operator in December of 2008. The sale process was underpinned by the framework agreement negotiated between the union, employers and the state government that ensured that employee's interest and award conditions would continue and be protected over the three years following the sale going through. So far the agreement has held together reasonably well. Once again the union expects major organizational changes when the moratorium period runs out. A similar process to the above has followed the restructure of Queensland Ports which was underpinned by a Framework Agreement negotiated by the ASU.

Gladstone Ports Corporation is expanding on a massive scale and has completed a new enterprise agreement. North Queensland Bulk Ports is in the process of negotiating a new agreement with the ASU which will combine the former Mackay Ports Corporation and Ports Corporation Queensland agreements in to a single document.

This sector has also been identified as one subject to privatization. The state government has announced that it will put the Port of Brisbane up for sale. While we have no membership interests in this facility that require our immediate intervention it does not auger well for our other port areas where we have significant membership. It is our intention to run similar campaigns in all ports to those planned for QR and Energy if the proposal is followed through.

Modern Awards

The making of Modern Awards in FWA, reached its final stages with modern awards being implemented as from 1 January 2010. Most of our members will not be affected by these awards due to existing enterprise bargaining agreements and awards being in force. The exception to this will be members in SACS who remain highly Award reliant. However, the Modern Awards created so far are not the models we believed they should be and contain only the base rates and conditions of the NES. Much of the particular conditions applicable to a states individual application have disappeared. An example is district allowances that will only apply in the N.T. and W.A. There is no logical explanation for many of the determinations arrived at by the AIRC/FWA in this exercise and we suspect that they may have been driven by expediency to achieve the time of completion set by the government rather than exercising a considered deliberation of the impact much of these changes will have in the workplace.

Some provisions have been introduced to protect employees who are now covered by Modern Awards and whose take home pay has been reduced as a result of their introduction. The ASU has also sort protections for members under what are termed 2B awards.



ASU Servicing Team: Ian Buckley, Michelle Robertson, Rebecca Smith, Richard Tarnawski, Justine Moran and Kath Nelson.

Part 3 - Organising Issues



Assistant Secretary, Jennifer Thomas

Overview

As the Assistant Branch Secretary of the union I am currently co-ordinating with the support of a great team of organisers and delegates all of the major campaigns for the union. 2009/2010 was again a big year for our union. Members have an opportunity to be involved in a number of key campaigns across the branch during 2009/2010.

Queensland Assets Not for Sale
Equal Pay for Equal Work
SEQ Water Reform

Brisbane City Council EBA
Local Government Award review
Gold Coast City Council EBA and industrial action

Members involved in the Queensland Assets Not for Sale Campaign including Queensland Rail members, our Community Services members supporting the Equal Pay for Equal Work campaign and Gold Coast City Council members all have had an opportunity to participate in a day of action or industrial action to support their campaigns.

Following our 2009 ASU State Delegates conference 'Back to Basics' the organising team has focused in 2009/2010 on delegate development back in the workplace. Organisers are working with five delegates during 2009/2010 to build upon those delegates existing skills. This program has been supported by delegates training. I have carried out a review of our delegates training program in 2010 following our 2009 conference and have developed a new back to basics 2 day delegates program for new delegates to the branch which commenced in early 2010. This focus on delegates will again be a major focus for our branch in 2010 as we prepare for another State Delegates conference in September. The theme of the 2010 conference is 'investing in our futures'.

The branch also in 2010 has initiated an improved communication plan with new and existing members to the union via outbound calling a new function to our already well functioning ASU Connect service. The outbound function allows the branch to contact all new members to the union, work on contacting members during key campaigns in our industries and follow up on our resignations.

Organising Campaigns

WorkChoices: Whatever the name, never again Campaign Update 2009/10

The ASU has again participated in the ACTUs national Workchoices: Whatever the name, never again Campaign which was established in early 2010. This campaign has been launched in the lead up to the federal election aimed at exposing the Federal Oppositions plans to take Australia back to WorkChoices. The union campaign revives the key issue of the last Federal election and highlights the danger to working Australians and their families posed by the Opposition being led by Tony Abbotts commitment to hardline industrial relations policies.

Operationally our union has participated in this campaign by distributed to our delegates and members the ACTU campaign material and fact sheets, participated in phone polling our members as we did during the 2007 election. We have phone polled in the Queensland seats of Dickson, Brisbane and Dawson. During this campaign delegates and members can nominate to become community activists and participate and assist in the ACTU campaign. Finally, our union will participate in the ACTU program similar to as we did during the 2007 campaign during the final weeks in the lead up to the election holding stalls and handing out information on the campaign.

2010 ASU Year of Women

2010 is the year of Women for our ASU Branch. 2010 provided ASU women an opportunity to participate and promote the advancement of women into leadership positions of the union. A calendar of events has been developed in support of the year of women and can be viewed on our website www.asuqld.asn.au. Our branch selected a GOC, Ergon Energy Delegate Ronnie Meachen to participate in the Anna Stewart program for 2010. Ronnie has had the opportunity through this program to work with the branch during June 2010. Ronnie worked in our branch for one week and with the ETU for the second week of the project. Ronnie has also participated in a mentoring program the ASU and ESI Super to shadow the CEO of ESI Super, Robyn Petrou's and work on public speaking and as part of 2010 year of women in the ASU.

2010 Year of Women in Local Government

The ASU is additionally playing a key stakeholders role both statewide and nationally in the 2010 Year of Women in Local Government. Nationally, Kath Nelson represents the ASU on the national committee. The ASU will be formally recognizing a women ambassador for Local Government at our 2010 State Delegates Conference.

Local Government and BCC

The union has run a number of state based campaigns in Local Government over 2009/2010 following the amalgamation of Council in 2007 and implementation of the new boundaries changes in 2008. Two very large campaigns we ran supported outcomes of Enterprise bargaining at the Gold Coast City Council and Brisbane City Council. The Gold Coast City Council EBA campaign which occurred in 2009 resulted in collective industrial action by members supporting their claims for wages and conditions that were in line with surrounding South East Queensland Councils. This campaign generated an increase in new members at Council but more importantly collectivism of membership about improving their council and work conditions. The BCC EBA campaign occurred in 2010 with a great EBA outcome with no action required to be taken. After a number of roll over agreements this agreement resulted in some real industrial changes for Council and members which members did support at a ballot in June 2010.

A further campaign that was lead by our branch in 2009/2010 was for local government members in South East Queensland impacted by the changes of the Queensland State Government regarding the distribution and retail of water which lead to the establishment of three local government owned statutory authorities.

Our branch was a key stakeholder in the negotiations with the Queensland State Government and SEQ Councils in establishing the SEQ Distribution and retail water reform workforce framework 2009. The negotiations carried through from 2009 through till 2010. At the start of 2010 the SEQ Local Government organising team have established new delegate structures for the new water entities and carried out training with these delegates as well as jointly with Council and carried out information sessions on site at each Council. The team has also focused on growing the density of union members that will be transferring over to the new water entities to prepare them for the bargaining they will have to carry out after 1 July 2010.

To support achieving the outcome of the branch for the Local Government areas, particularly in South East Queensland our union has taken on an organising works trainee in 2010 to support the SEQ Local Government Team, Kirk Rostock.

Local government jobs remaining in the state system

By the end of 2009 the branch was lobbying the State Government and the Commonwealth that BCC, Local Government owned corporations and Local Government controlled entities were all in the state system. This occurred on the 1 January 2010.

QSU call for code to be extended beyond March 2011

Members from affected amalgamated Council that are concerned about the financial position of their Council started the chant for an extension of the codes employment security provisions during 2009/2010. The QSU has formally begun to raise this with the Government. In 2009, 24 Councils made submissions to Government for additional

financial support. Members are concerned that whilst efforts are being made by their Councils with the support of employees to attain improvements and efficiencies, an injection of strategic planning and thinking is needed to ensure that jobs are not on mass slashed in March 2011 when the code ends. To date the State Government has not extended the code.

Local Government Act and City of Brisbane Act Review

During 2009/2010 the branch has again participated in discussions with the State Government as a key stakeholder to the Local Government Act and City of Brisbane Act review and the establishment of regulations to the act.

A key win for our union members in Local Government which our branch progressed successfully is for the portability of LSL.

As a consequence of years of lobbying the State Government, both long before and during this water reform process, the QSU has been successful in having the state government agree to legislate by way of a regulation to the new Local Government Act to make Long Service Leave accrual portable for employees who:

- Change employment from a Council (including BCC) to a Water Business;
- Change employment from a Water Business to a Council (including BCC);
- Change employment from a Council to Brisbane City Council;
- Change employment from Brisbane City Council to a Council;
- Change employment from and to any of the above to a local government owned and controlled entities.

QSU Award application lodged in April 2010

Our union did lodge our variation application of our award in April 2010 following consultation with a number of large Councils and the LGAQ. The deputy Secretary will address this application in his report.

SACS

Pay Equity campaign

Our Queensland Pay Equity Campaign became a National Pay Equity Campaign at the end of 2009 when successful negotiations were concluded with the Commonwealth Government regarding the establishment of a heads of agreement for the ASU and trade union movement to run a national pay equity case on the basis of the Queensland decision which our branch won. Our branch by the end of 2009 had determined a calendar of events to support the pay equity campaign in 2010 when we would launch our campaign and commence the national case in Fair Work Australia. One of the key events that would occur was a national day of action which occurred on the 10th June 2010. The national rally events in Queensland took place in Brisbane, Cairns, Townsville, Mackay, Moronbah, Rockhampton and Toowoomba. The rally is a part of a national campaign by our union to bring equal pay back to Australian women workers in the community sector. Over 800 supporters of pay equity participated in this day of action in Queensland and over 15 000 participated nationally. In the ASU year of women 2010 this day of action is significant. It is significant because in 2010 ABS data released this year shows that across Australia women earn 18% less than men or about \$1 million dollars less over a lifetime. This is an increase on last years figures, which showed the national average pay gap as 17.3% between men and women. To match the earnings of their male counterparts, women would have to work an extra 66 days a year.

Our members working in the community sector provides one of the starkest examples of the shocking undervaluing of industries dominated by women. Our state and federal pay equity case and this day of action allows our union, the union movement and community service workers to take up the challenge to maintain a skilled workforce that is essential to us as a society that is properly valued and to put a dent in the 18%.

To support this activity the branch set up local organising committees in regions and focused on key activities including:

- Signing a national petition which we handed over to the federal government on the day of action, we collected 3, 500 signatures in Queensland supporting our pay equity case and government funding for the decision;
- Establishment of a lobbying kit which will allow delegates and members the opportunity to lobby local members of parliament after the day of action;

- National lobbying, we sent a delegation to Canberra to directly meet with ministers and members of parliament about our pay equity case;
- Promote and participate in our National day of action – the branch was seeking members to pledge their support to participate in the day of action and seeking their employers support to release staff to attend or attend the day of action as well;
- The branch ran a State delegates conference on pay equity during May with over 20 delegates participating;
- The branch in August 2010 will also be sending a Queensland;
- Growing the union membership and participation.

During this time, on the 1st January 2010 legislation was effective regarding the new modern awards and transitional awards as well as moving the SACS sector into the federal system. The branch is continuing to work with both the State and Federal Government in terms of follow up work that is required to meet the terms of the Head of Agreement. To support this work, in March 2010 we contacted 450 organisations to complete the work we have to do to assist the Commonwealth in the establishment of a regulation to protect those employers and employees roped into the CASH and SACS award entitlement to the Queensland Decision. These final lists have been sent to both the state and federal government now to complete this work.

On a state basis during December 2009 we ran an implementation survey across the industry to assess how our Queensland Pay Equity Decision was being implemented. We had 350 participants respond by Christmas time. We provided the initial results to relevant state government Ministers.

The branch also sent correspondence to all over 1000 SACS employers to assess who received monies from communities seeking information about how they have used these funds towards wage increases. Across the state we have continued to carry out workplace visits. We have broadened our organising team within the branch to support these outcomes and our campaign. The SEQ Local Government team have in 2010 commenced work to support the pay equity case in the north and south coast of SEQ allowing the current SEQ SACS organisers to focus on the Brisbane region. Regional organisers continue to carry out sacs work site visits in their patches. The SEQ SACS team also has benefited from Stuart Maggs being placed in this team from January – June 2010 as a part time organiser supporting this campaign and its outcomes. Further, the Branch Executive endorsed the use of an external membership development service Workpartner to assist with the growth of membership in this sector. It is anticipated that this investment will result in a growth of 600 additional members to the industry during 2010.

Job Services Australia Project

From approximately October 2009 to March 2010 the branch was able to employ Jo Lowry on project work via funding from the Federal Government to complete the JSA project. The JSA project was about contacting and gaining feedback from members and employees affected in the employment sector of Social and Community Services that lost, gain or transitioned employment as a result of the federal government changes to this sector and the providers of this service.

Government Owned Corporations (GOC)

The largest campaign our GOC organising team and the branch has participated in statewide is the Queensland Not for Sale campaign. This campaign has run during 2009/2010. The events of the campaign have been wide and varied offering members an opportunity to participate in rallies, online activities and lobbying. The events of the campaign include:

- Members surveys;
- TV and Radio advertising against the sale of assets;
- Academic Research;
- Lobbying State members of parliament;
- Local rallies;
- Letterboxing in local members electorates;
- Weekend information stalls;
- Petitions against the sale of assets;
- Online activities;
- A state day of action on the 9th March 2010. This was supported by an increase of radio and tv advertising;
- Members meetings and information sessions.

During 2010 the joint rail unions also ran a federal court case against QR for breaching the consultation provisions of their current union collective agreements relating to the sale and associated changes to members employment. The Unions were successful in their court action which resulted in QR paying \$660 000 relating to the breaches.

To support achieving the outcome of the branch for the GOC areas our union has taken on an organising works trainee in 2010 to support the GOC team, Zach Walsh.



Local Government Team: Tim Foss, Andrew Murray, Alvin Hering and Kirk Rosack



Regional Organisers: Janet Kelly, Sonia Rodgers, Peter Ryan and Jo Muraki



GOC Team: Justine Moran, Zach Walsh, Mick Cosgrove, Terry Middleditch and Rebecca Smith

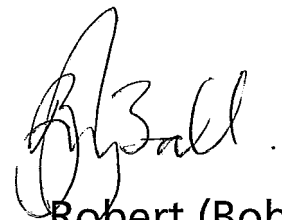
Part 4 – Membership of Branch Executive Committee

The members of the Branch Executive Committee for the financial year 2009/2010 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 - until September 2009 Ms Penelope (Penny) Carr - from November 2009
Vice President (Brisbane City Council)	Ms Henrietta Moran - until September 2009 Ms Margaret Evans - from November 2009
Vice President (Energy)	Mr Philip Whittaker
Vice President (Ports and Private Sector)	Ms Debbie McDonald
Vice President (Rail)	Mr William (Bill) Batten
Vice President (Women)	Ms Marianne Ryan
Vice President (Youth)	Mr Ben Thompson
Treasurer	Mr Damian Power
Secretary	Mr David Smith



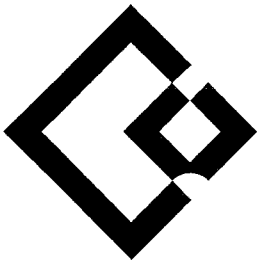
David Smith
Branch Secretary



Robert (Bob) Ball
Branch President

Dated:

17th September
2010



A•S•U

**Australian
Services
Union**

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**Queensland
Services Branch**

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Branch Secretary:
David Smith

Assistant Branch Secretary:
Jenny Earl

14th December, 2010

The Deputy Industrial Registrar
Fair Work Australia
PO Box 5713, Central Plaza
BRISBANE QLD 4001



Dear Registrar,

**RE: AUDITED STATEMENTS OF ACCOUNTS:
FINANCIAL YEAR ENDED 30 JUNE 2010**

Please find enclosed copy of the required documentation in respect of the accounts and audit in respect of registered organisations – s. 265 and 266 of Schedule 1 of the Fair Work (Registered Organisations) Act 2009.

- Audited Statement of Accounts for the year ended 30 June 2010.
- Copy of Minutes of the Branch Executive Committee meeting of 26th November, 2010 adopting the Financial Statements for the year ended 30th June, 2010.
- 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 26th November, 2010.

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

Yours faithfully

**DAVID SMITH
BRANCH SECRETARY**

enc.



Q•S•U

ABN 13 540 483 194

Australian Municipal, Administrative, Clerical and Services Union

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

I, David Charles Smith, being the 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, 2010 and presented to the Branch Executive Committee on 26 November, 2010.

BRISBANE, 14th December, 2010



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DAVID SMITH
BRANCH SECRETARY