



10 December 2015

Mr Neil Henderson
Branch Secretary
Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch
32 Peel Street
SOUTH BRISBANE QLD 4101

via email: neil.henderson@theservicesunion.com.au

Dear Mr Henderson

Australian Municipal, Administrative, Clerical and Services Union, Queensland (Services and Northern Administrative) Branch Financial Report for the year ended 30 June 2015 - [FR2015/313]

I acknowledge receipt of the financial report of the Australian Municipal, Administrative, Clerical and Services Union, Queensland (Services and Northern Administrative) Branch (the reporting unit). The documents were lodged with the Fair Work Commission (FWC) on 1 December 2015.

The financial report has now been filed.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under s.253, s.265, s.266 and s.268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under s.268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and Reporting Guidelines have been complied with. A primary review does not examine all disclosure requirements.

Please note that the financial report for the year ending 30 June 2016 may be subject to an advanced compliance review.

I make the following comments to assist you when you next prepare a financial report. You are not required to take any further action in respect of the report lodged, except for the requirements under the sub-heading *Statement of Loans, Grants and Donations*. The FWC will confirm these concerns have been addressed prior to filing next year's report.

Statement of comprehensive income

Disclosure of grants or donations

Reporting Guideline 16(e) requires that where grants or donations have been paid, the total amount paid is to be disclosed as follows:

- (i) grants that were \$1,000 or less;
- (ii) grants that exceeded \$1,000;
- (iii) donations that were less than \$1,000; and
- (iv) donations that exceeded \$1,000

Note 4E discloses that \$1,826 was paid in grants and donations but does not distinguish the total amounts paid as described above.

Statement of Loans, Grants and Donations

A Loans, Grants and Donations statement for the reporting unit was lodged with the FWC as required under subsection 237(1) of the RO Act on 25 September 2015. A figure for donations

that exceeded \$1,000 was also supplied in the financial report however this figure for donations is different to the figure supplied on the Loans, Grants and Donations Statement.

Can you please confirm that the figure report in the Loans, Grants and Donations statement is correct, and if not, submit an amended statement.

Statement of financial position

Disclosure of payables in respect of legal costs

Reporting Guideline 20(b) requires a payable in relation to legal costs to be disclosed by litigation and by other legal matters. The Note 7B discloses this liability but does not distinguish based on the categories indicated above.

Reporting Requirements

On the FWC website a number of factsheets in relation to the financial reporting process and associated timelines are available. The most recent copy of the Reporting Guidelines and a model set of financial statements can also be found. The FWC recommends reporting units use this model as it will assist in ensuring compliance with the RO Act, the s.253 Reporting Guidelines and the Australian Accounting Standards. Access to this information may be obtained via [this link](#).

Should you wish to discuss this letter, or if you require further information on the financial reporting requirements of the Act, I may be contacted on 03) 8656 4681 or by email at joanne.fenwick@fwc.gov.au.

Yours sincerely



Joanne Fenwick
Financial Reporting Specialist
Regulatory Compliance Branch

Australian Services Union

ABN 86 351 665 653

1 December 2015

The Industrial Registrar
Fair Work Commission
GPO Box 1994
Melbourne VIC 3001

By email: orgs@fwc.gov.au

Dear Industrial Registrar,

Re: Full Financial Report 2014/2015 – Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch for year ended 30 June 2015.

In accordance with s268 of the *Fair Work (Registered Organisations) Act 2009* I lodge the Full Financial Report of the Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch for year ended 30 June 2015.

Queensland
(Services and Northern
Administrative) Branch

Ground Floor
32 Peel Street
South Brisbane
QLD 4101

PO Box 3347
South Brisbane
QLD 4101

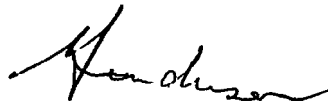
Tel: (07) 3844 5300
Fax: (07) 3846 5046

W: theservicesunion.com.au

Branch Secretary:
Neil Henderson

Assistant Secretary:
Jennifer Thomas

Yours faithfully,



Neil Henderson
Secretary

Designated Officer's Certificate

s268(c) *Fair Work (Registered Organisations) Act 2009*

I, Neil Henderson being the Branch Secretary of the Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch certify:

- that the documents lodged herewith are copies of the full report for the Australian Municipal, Administrative, Clerical and Services Union, Queensland (Services and Northern Administrative) Branch for the period ended 30 June 2015 referred to in s268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on 21 September 2015; and
- that the full report was presented to a meeting of the committee of management of the reporting unit on 27 November 2015 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.



Neil Henderson
Branch Secretary

Date: 27 November 2015

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND
SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE)
BRANCH

GENERAL PURPOSE FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2015

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
Members' Subscriptions		5,757,994	6,251,673
Transfers from QSU		800,000	-
Gain/(Loss) on the sale of Fixed Assets		16,543	1,995
Capitation fees	3A	-	-
Levies	3B	61,675	127,021
Interest	3C	181,323	157,784
Grants or donations	3D	8,800	17,400(*)
Service Agreements		292,023	108,482
Sundry Income		65,047	105,424
Total revenue		<u>7,183,405</u>	<u>6,769,779</u>
Administration expenses	4D	144,529	171,415
Affiliations	4C	201,270	184,554
Audit and Consultancy		60,314	27,196
Bad Debts		344,700	114,498
Campaigns		330,385	188,354
Capitation Fees	4B	407,869	441,806
Communication		175,398	198,674
Depreciation and Amortisation	4F	169,306	170,080
Elected Structures		27,201	76,546
Employees Expenses	4A	3,310,178	4,138,337
Finance		61,281	63,795
Grants or Donations	4E	1,826	3,187
Legal Costs	4G	57,409	93,879
Membership		49,285	50,287
Other Expenses	4H	-	-
Repair and Maintenance		109,091	100,073
Support Services		4,421	16,598
Travel		165,589	127,389
Vehicles		114,107	122,651
Total expenses		<u>5,734,159</u>	<u>6,289,319</u>
Surplus/(deficit) before income tax		<u>1,449,246</u>	<u>480,460</u>
Income tax expense	1(a)	-	-
Surplus/(deficit) for the year		<u>1,449,246</u>	<u>480,460</u>
Other comprehensive income		-	-
Total comprehensive income for the year		<u>1,449,246</u>	<u>480,460</u>
Surplus/(deficit) attributable to members of the entity		<u>1,449,246</u>	<u>480,460</u>
Total comprehensive income attributable to members of the entity		<u>1,449,246</u>	<u>480,460</u>

(*) Reclassified

The accompanying notes form part of these financial statements.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

	Note	2015 \$	2014 \$
CURRENT ASSETS			
Cash and cash equivalents	5A	5,794,740	4,728,611
Trade and other receivables	5B	261,868	284,211
Total Current Assets		6,056,608	5,012,822
NON-CURRENT ASSETS			
Property, plant and equipment	6	3,154,228	3,056,072
Intangibles	6	29,985	49,865
Security deposit		598	598
Total Non-Current Assets		3,184,811	3,106,535
Total Assets		9,241,419	8,119,357
CURRENT LIABILITIES			
Trade Payables	7A	105,024	354,578
Other Payables	7B	106,217	140,382
Employee Provisions	8A	788,726	803,192
Total Current Liabilities		999,967	1,298,152
NON CURRENT LIABILITIES			
Employee Provisions	8A	23,189	52,188
Total Non Current Liabilities		23,189	52,188
Total Liabilities		1,023,156	1,350,340
NET ASSETS		8,218,263	6,769,017
EQUITY			
Reserves		1,245,048	1,436,048
Retained Earnings		6,973,215	5,332,969
		8,218,263	6,769,017

The accompanying notes form part of these financial statements.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2015**

	Retained Earnings \$	General Reserve \$	Asset Revaluation Reserve \$	Total \$
Balance at 1 July 2013	4,852,509	191,000	1,038,329	6,081,838
Operating surplus	480,460	-	-	480,460
Revaluation increment	-	-	206,719	206,719
Balance at 30 June 2014	5,332,969	191,000	1,245,048	6,769,017
Net surplus/(deficit)	1,449,246	-	-	1,449,246
Transfer of Reserves	191,000	(191,000)	-	-
Revaluation increment	-	-	-	-
Balance at 30 June 2015	6,973,215	-	1,245,048	8,218,263

The accompanying notes form part of these financial statements.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

**RECOVERY OF WAGES ACTIVITY
FOR THE YEAR ENDED 30 JUNE 2015**

	<u>2015</u>	<u>2014</u>
	\$	\$
Cash assets in respect of recovered money at beginning of year	-	-
Receipts		
Amounts recovered from employers in respect of wages etc.	-	-
Interest received on recovered money	-	-
Total receipts	-	-
Payments		
Deductions of amounts due in respect of membership for:		
12 months or less	-	-
Greater than 12 months	-	-
Deductions of donations or other contributions to accounts or funds of:		
The reporting Unit:		
name of account	-	-
name of fund	-	-
Name of other reporting unit of the organisation:		
name of account	-	-
name of fund	-	-
Name of other entity:		
name of account	-	-
name of fund	-	-
Deductions of fees or reimbursement of expenses	-	-
Payments to workers in respect of recovered money	-	-
Total payments	-	-
Cash asset's in respect of recovered money at end of year	-	-
Number of workers to which the monies recovered relates	-	-
Aggregate payables to workers attributable to recovered monies but not yet distributed	-	-
Payable balance	-	-
Number of workers the payable relates to	-	-
Fund or account operated for recovery of wages	-	-

The accompanying notes form part of these financial statements.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from members		6,210,734	6,615,686
Receipts from related parties		800,000	-
Payments to suppliers and employees		(5,894,889)	(6,102,376)
Interest received		181,323	157,784
Other receipts		-	-
		<hr/>	<hr/>
Net Cash provided by (used in) Operating Activities	12	1,297,168	671,094
		<hr/>	<hr/>
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		33,090	22,912
Purchase of property, plant and equipment		(264,129)	(166,180)
		<hr/>	<hr/>
Net Cash provided by (used in) Investing Activities		(231,039)	(143,268)
		<hr/>	<hr/>
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from borrowings		-	-
Repayment of borrowings		-	-
		<hr/>	<hr/>
Net Cash provided by (used in) Financing Activities		-	-
		<hr/>	<hr/>
Net increase (decrease) in cash held		1,066,129	527,826
Cast at beginning of year		4,728,611	4,200,785
		<hr/>	<hr/>
Cash at end of year	5A	5,794,740	4,728,611
		<hr/>	<hr/>

The accompanying notes form part of these financial statements.

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH**

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

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 Fair Work (Registered Organisations) Act 2009

The financial report of the Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch as an individual entity complies with all Australian equivalents to International Financial Reporting Standards (AIFRS) in their entirety. The entity is registered under the Fair Work (Registered Organisations) Act 2009.

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 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 as indicated less, where applicable, any accumulated depreciation and impairment losses.

(i) Land and Building

Asset Recognition Threshold

Purchases of land and buildings are recognised initially at cost in the Statement of Financial Position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Revaluations—Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

Note 1: Statement of Significant Accounting Policies (Continued)

(b) Property, Plant and Equipment (Cont.)

(ii) Plant and Equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses.

The carrying amount of plant and equipment is reviewed annually by the committee members 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 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.

(iii) Depreciation

The depreciable amount of all fixed assets including building and capitalised lease assets but excluding freehold land, 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.

(iv) Derecognition

An item of land, buildings, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

(c) Intangibles

Website design and creation is recorded at cost. Software has a finite life and is carried at cost less accumulated amortisation and any impairment losses. It has an estimated useful life of four years. It is assessed annually for impairment.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(Continued)

Note 1: Statement of Significant Accounting Policies (Continued)

(d) 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.

(e) 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.

(f) Revenue

Revenue is measured at the fair value of the consideration received or receivable.

Donation income is recognised when it is received.

Interest revenue is recognised on an accrual basis using the effective interest method.

All revenue is stated net of the amount of goods and services tax (GST)

Revenue from subscriptions is accounted for on an accrual basis and is recorded as revenue in the year to which it relates.

(g) Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from donors and membership subscriptions. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(h) Accounts Payable and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

(i) Financial Instruments

(i) 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.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(Continued)

Note 1: Statement of Significant Accounting Policies (Continued)

(i) Financial Instruments (Cont.)

(ii) Classification and Subsequent Measurement

Finance instruments are subsequently measured at fair value, amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value.

Amortised cost is the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the *effective interest method*.

(i) *Financial assets at fair value through profit or loss*

Financial assets are classified at "fair value through profit or loss" when they are held for trading for the purpose of short-term profit taking, or where they are derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in fair value (ie gains or losses) being recognised in profit or loss.

(ii) *Loans and receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

(iii) *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.

(iv) *Available-for-sale financial assets*

Available-for-sale financial assets are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

They are subsequently measured at fair value with changes in such fair value (ie gains or losses) recognised in other comprehensive income (except for impairment losses and foreign exchange gains and losses). When the financial asset is derecognised, the cumulative gain or loss pertaining to that asset previously recognised in other comprehensive income is reclassified into profit or loss.

(v) *Financial liabilities*

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

Note 1: Statement of Significant Accounting Policies (Continued)

(i) Financial Instruments (Cont.)

(iii) Impairment

At the end of each reporting period, the committee members assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in profit or loss. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified to profit or loss at this point.

No impairment has been recognised in respect of the branch's financial instruments.

(iv) 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.

(i) Impairment of Assets

At the end of each reporting period, the committee members assesses whether there is any indication that an asset may be impaired. The assessment will consider both external and internal sources of information. If such an indication exists an impairment test is carried out on the asset by comparing the recoverable amount of that asset, being the higher of the asset's fair value less costs to sell and value-in-use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is immediately recognised in profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the branch estimates the recoverable amount of the cash-generating unit to which the assets belong.

(k) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from or payable to the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

(l) Provisions

Provisions are recognised when the branch has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

Note 1: Statement of Significant Accounting Policies (Continued)

(m) Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Where the branch has retrospectively applied an accounting policy, made a retrospective restatement or reclassified items in its financial statements, an additional statement of financial position as at the beginning of the earliest comparative period will be disclosed.

(n) Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimation of useful lives of assets

The branch determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortization charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Long service leave provision

The liability for long service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

(o) New Accounting Standards for Application in Future Periods

AASB has issued new and amended accounting standards and interpretations that have mandatory application dates for future reporting periods. The branch has decided against early adoption of these standards. The committee have considered the likely impact of these standards to be immaterial.

Note 2 Events after the reporting period

There were no events that occurred after 30 June 2015, or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch.

The financial report was authorised for issue on 12 September 2015.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

	2015	2014
	\$	\$
Note 3 Income		
Note 3A: Capitation fees		
Total capitation fees	<u>-</u>	<u>-</u>
Note 3B: Levies		
Anti Privatisation	61,675	127,021
Total levies	<u>61,675</u>	<u>127,021</u>
Note 3C: Interest		
Deposits	181,323	157,784
Loans	-	-
Total levies	<u>181,323</u>	<u>157,784</u>
Note 3D: Grants or donations		
Grants	8,800	17,400
Donations	-	-
Total grants or donations	<u>8,800</u>	<u>17,400</u>

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(Continued)

	2015 \$	2014 \$
Note 4 Expenses		
Note 4A: Employee expenses		
Holders of office:		
Wages and Salaries	272,310	410,273
Superannuation	59,795	77,958
Leave and other entitlements	6,607	5,263
Separation and redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses holders of office	338,712	493,494
Employees other than office holders:		
Wages and Salaries	2,273,657	2,666,167(*)
Superannuation	476,409	542,873(*)
Leave and other entitlements	(50,072)	(171,917)
Separation and redundancies	82,344	361,755
Other employee expenses	189,128	245,965
Subtotal employee expenses employees other than office holders	2,971,466	3,644,843
Total employee expenses	3,310,178	4,138,337
(*) Reclassified- During the year the Union reclassified \$161,449 from Wages and Salaries to Superannuation		
Note 4B: Capitation fees		
Australian Municipal, Administration, Clerical and Services Union National Office	397,869	431,806
Brisbane Alliance	10,000	10,000
Total Capitation fees	407,869	441,806
Note 4C: Affiliation fees		
Australian College of Community and Disability Practitioners	5,916	-
Australian Labor Party	91,864	76,193
Queensland Council of Unions	85,235	84,679
Union Shopper	18,255	17,182
Workers Health Centre	-	6,500
Total Affiliation fees	201,270	184,554
Note 4D: Administration expenses		
Consideration to employers for payroll deductions	-	7,707
Compulsory Levies	-	-
Office expenses	144,529	163,708
Fees/allowances – meeting and conferences	-	-
Conference and meeting expenses	-	-
Total administration expense	144,529	171,415

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(Continued)

	2015 \$	2014 \$
Note 4E: Grants or donations		
Grants	-	-
Donations	1,826	3,187
Total grants or donations	<u>1,826</u>	<u>3,187</u>
 Note 4F: Depreciation and Amortisation		
Depreciation		
Land and Buildings	35,100	38,745
Property, plant and equipment	114,327	111,367
Total Depreciation	<u>149,427</u>	<u>150,112</u>
Amortisation		
Intangibles	19,879	19,969
Total Amortisation	<u>19,879</u>	<u>19,969</u>
 Total Depreciation and Amortisation	 <u>169,306</u>	 <u>170,081</u>
 Note 4G: legal costs		
Litigation		
Other legal matters	57,409	93,879
Total legal costs	<u>57,409</u>	<u>93,879</u>
 Note 4H: Other expenses		
Penalties – via RO Act or RO Regulations		
Total other expenses	<u>-</u>	<u>-</u>

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

	2015	2014
Note 5 Current Assets		
Note 5A: Cash and Cash Equivalents		
Cash at bank	5,793,717	4,727,588
Cash on hand	1,023	1,023
Total cash and cash equivalents	<u>5,794,740</u>	<u>4,728,611</u>
 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	<u>5,794,740</u>	<u>4,728,611</u>
	<u>5,794,740</u>	<u>4,728,611</u>
 Note 5B: Trade and Other Receivables		
Receivables from other reporting units	-	-
Total receivables from other reporting units	<u>-</u>	<u>-</u>
Less provision for doubtful debts	-	-
Total provision for doubtful debts	<u>-</u>	<u>-</u>
Receivable from other reporting units (net)	<u>-</u>	<u>-</u>
 Trade Receivables		
Membership Subscription Receivable	46,878	183,284
Less Provision for Doubtful Debts	(5,659)	(50,502)
Total Trade Receivables:	<u>41,219</u>	<u>132,782</u>
 Other receivables:		
GST receivable from the Australian Taxation Office	5,158	2,578
Other trade receivables	86,925	23,136
Prepayments	12,105	10,954
Term Deposit	116,461	114,761
Total other receivables	<u>220,649</u>	<u>151,429</u>
Total trade and other receivables (net)	<u>261,868</u>	<u>284,211</u>

Provision for Doubtful Debts

A provision has been recognised for doubtful debts when membership subscription fees owing has been given to a third party for collection or where full recoverability is unlikely.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(Continued)

	2015 \$	2014 \$
Note 6 Property, Plant and Equipment		
Buildings 32 Peel St South Brisbane (50% interest):		
Independent valuation 2014	670,975	670,975
Improvements	79,025	79,025
Accumulated depreciation	(28,110)	(5,610)
Building 485 Flinders Street, Townsville		
Independent valuation 2014	163,412	163,412
Improvements	256,588	256,588
Accumulated depreciation	(15,741)	(3,141)
	<u>1,126,149</u>	<u>1,161,249</u>
Land 32 Peel St South Brisbane (50% interest):		
Independent valuation 2014	1,325,000	1,325,000
Land 485 Flinders Street, Townsville		
Independent valuation 2014	200,000	200,000
	<u>1,525,000</u>	<u>1,525,000</u>
Computers		
At cost / officer valuation	160,470	103,471
Accumulated depreciation	(84,960)	(76,152)
	<u>75,510</u>	<u>27,319</u>
Office Equipment and Furniture		
At cost / officer valuation	281,377	279,286
Accumulated depreciation	(213,066)	(200,263)
	<u>68,311</u>	<u>79,023</u>
Motor Vehicles		
At cost / officer valuation	560,638	471,877
Accumulated depreciation	(206,772)	(213,788)
	<u>353,866</u>	<u>258,089</u>
Library		
At cost / officer valuation	5,392	5,392
	<u>5,392</u>	<u>5,392</u>
Intangible Asset – Website		
At cost / officer valuation	79,517	79,517
Accumulated amortisation	(49,532)	(29,652)
	<u>29,985</u>	<u>49,865</u>
Total Property, Plant and Equipment	<u>3,184,213</u>	<u>3,105,937</u>

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(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 & Improvements	Land	Computers	Office Furniture & Equipment	Motor Vehicles	Library	Intangible	Total
	\$	\$	\$	\$	\$	\$	\$	\$
Balance at the beginning of year	1,161,249	1,525,000	27,319	79,023	258,089	5,392	49,865	3,105,937
Additions/Revaluation	-	-	56,999	2,091	205,039	-	-	264,129
Disposals	-	-	-	-	(16,547)	-	-	(16,547)
Depreciation expense	(35,100)	-	(8,808)	(12,803)	(92,715)	-	(19,880)	(169,306)
Balance at the end of year	<u>1,126,149</u>	<u>1,525,000</u>	<u>75,510</u>	<u>68,311</u>	<u>353,866</u>	<u>5,392</u>	<u>29,985</u>	<u>3,184,213</u>

- (a) In April 2014, the land and buildings at 32 Peel Street, South Brisbane were valued by Mr Geoff Trivett of G.D Trivett & Associates Pty Ltd. The amount presented in the financial statements represents half of the valuation value for land and buildings as provided in this valuation, in accordance with the company's ownership interest in these assets.
- (b) In April 2014, the land and buildings at 485 Flinders Street, Townsville were valued by Mr Chris Coleo of Taylor Byrnie Pty Ltd

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(Continued)

	2015	2014
	\$	\$
Note 7 Current Liabilities		
Note 7A: Trade payables		
Payable to ASU Social Club		856
Payable to ASU Staff – Purchase of Leave	431	6,170
Trade creditors and accruals	104,593	347,552
Operating lease rentals		
Subtotal trade creditors	105,024	354,578
Payables to other reporting units	-	-
Subtotal payables to other reporting units	-	-
Total trade payables	105,024	354,578
Note 7B: Other payables		
Wages and salaries	-	-
Superannuation	-	-
Consideration to employers for payroll deductions	-	-
Legal costs	6,511	-
Prepayments received/unearned revenue	20,764	36,286
GST payable	75,972	104,096
Other	-	-
Resigned Members Owed Fees	2,970	-
Total other payables	106,217	140,382
Total other payables are expected to be settled in:		
No more than 12 months	106,217	140,382
More than 12 months	-	-
Total other payables	106,217	140,382

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

	2015	2014
	\$	\$
Note 8 Provisions		
Note 8A: Employee Provisions		
Office Holders:		
Annual Leave	42,426	67,737
Long Service Leave	58,920	67,978
Seperations and redundancies	-	-
Other	-	-
Subtotal employee provisions office holders	<u>101,346</u>	<u>135,715</u>
Employees other than Office Holders:		
Annual Leave	248,679	256,562
Long Service Leave	461,890	463,103
Seperations and redundancies	-	-
Other	-	-
Subtotal employee provisions-employees other than office holders	<u>710,569</u>	<u>719,665</u>
Employee Provisions		
Current	788,726	803,192
Non Current	23,189	52,188
Total Employee Provisions	<u>811,915</u>	<u>855,380</u>

Provision for Employee Entitlements

A provision has been recognised for employee entitlements relating to annual leave and long service leave. The measurement and recognition criteria relating to employee benefits have been included in Note 1(d) to these financial statements.

Note 9: Capital and Leasing Commitments

Operating Lease Commitments

Non-cancellable operating leases contracted for but not recognised in the financial statements

Payable – minimum lease payments

	2015	2014
	\$	\$
not later than 12 months	7,661	8,772
later than 12 months but not later than 5 years	14,538	2,924
greater than 5 years	-	-
	<u>22,199</u>	<u>11,696</u>

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

Note 10: 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 11A: 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 2015 was \$397,869 (2014: \$431,806).

The branch received \$800,000 (2014: \$0) from the Queensland Services, Industrial Unions of Employees during the year.

Note 11B: Key Management Personnel Remuneration for the Reporting Period

	2015 \$	2014 \$
Short Term Employee Benefit		
Salary (including Annual Leave Taken)	272,310	410,273
Performance bonus	-	-
Total short-term employee benefits	272,310	410,273
Post-employment benefits:		
Superannuation		
Total post-employment benefits	59,795	77,958
	59,795	77,958
Other long-term benefits:		
Long-service leave	22,013	16,739
Total other long-term benefits	22,013	16,739
Termination benefits	-	-
Total	354,118	504,970

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

	2015	2014
	\$	\$
Note 12 Cash Flow		
Note 12A: Cash Flow Reconciliation		
Reconciliation of operating surplus/(deficit) to net cash from operating activities		
Operating surplus/(deficit)	1,449,246	480,460
Adjustments for non-cash items		
Depreciation/amortisation	169,306	170,080
Net (Gain)/loss on disposal of property, plant and equipment	(16,543)	(1,995)
Changes in assets/liabilities		
(Increase)/decrease in receivables and prepayments	24,043	19,734
(Increase)/decrease in Short Term Deposit	(1,700)	(114,761)
Increase/(decrease) in supplier payables	(283,719)	284,231
Increase/(decrease) in other payables	-	-
Increase/(decrease) in employee provisions	(43,465)	(166,655)
Increase/(decrease) in other provisions	-	-
	1,297,168	671,094
	1,297,168	671,094

At 30 June 2015 and 30 June 2014 the Branch did not have any credit stand-by arrangements or credit facilities with a financial institution.

Cash flow information from/to Reporting/Controlled Entity

Cash inflows from Queensland Services, Industrial Union of Employees	800,000	-
Total cash inflows	800,000	-
Cash outflows to Queensland Services, Industrial Union of Employees	-	-
Total cash outflows	-	-
	-	-

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(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 accounts payable.

The Branch does not have any derivative instruments at 30 June 2015.

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 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, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(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:

	Weighted Average Effective Interest Rate		Floating Interest Rate		Fixed Interest Rate Maturing				Non-interest Bearing	
					Within 1 Year		1 to 5 Years			
	2015 %	2014 %	2015 \$	2014 \$	2015 \$	2014 \$	2015 \$	2014 \$	2015 \$	2014 \$
Financial Assets:										
Cash and cash equivalents	3.23%	3.48%	5,794,740	4,728,611	-	-	-	-	-	-
Short-term Deposits	3.29%	2.67%	116,461	114,761	-	-	-	-	-	-
Total Financial Assets	-	-	5,911,201	4,843,372	-	-	-	-	-	-

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

Note 13: Financial Instruments (Continued)

B Interest Rate Risk

	Fixed Interest Rate Maturing									
	Weighted Average Effective Interest Rate		Floating Interest Rate		Within 1 Year		1 to 5 Years		Non-interest Bearing	
	2015 %	2014 %	2015 \$	2014 \$	2015 \$	2014 \$	2015 \$	2014 \$	2015 \$	2014 \$
Financial Liabilities:										
Lease Liabilities	-	-	-	-	-	-	-	-	-	-
Total Financial Liabilities	-	-	-	-	-	-	-	-	-	-

C Net Fair Values

The fair values of financial assets and financial liabilities can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgment and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded. In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the company. Most of these instruments, which are carried at amortised cost (ie accounts receivables, loan liabilities), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the company.

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

Note 13: Financial Instruments (Continued)

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 2015, 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:

	2015	2014
	\$	\$
Change in profit		
— Increase in interest rate by 2%	105,234	89,294
— Decrease in interest rate by 2%	(105,234)	(89,294)
Change in equity		
— Increase in interest rate by 2%	105,234	89,294
— Decrease in interest rate by 2%	(105,234)	(89,294)

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 14: Branch Details

The principal place of business is:

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

AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015
(Continued)

Note 15: Office Bearers

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

Christopher Mellersh	Kenneth Feltham	Penelope Carr
Debbie McDonald	Lorraine Walter	Peter Duffy
Jennifer Thomas	Lynette Henson	Rita Fitton
Jessie Westaway	Margaret Evans	Veronica Meachen
Justine Moran	Marianne Ryan	Tehanne Denham-Jarvis
Kathleen MacDonald	Neil Henderson	

Aggregate remuneration received or receivable by office bearers during the year ended 30 June 2015 was \$272,310 (2014: \$410,273). Not all office bearers received remuneration during the year. Honorariums were received by some office bearers whilst three full-time elected office bearers received remuneration in the form of a salary at stages during the year (four during 2014).

Aggregate of amounts paid to a superannuation plan in conjunction with the full time elected office bearers during the year ended 30 June 2015 was \$59,795 (2014: \$77,958).

Note 16: Information to be provided to Members or General Manager, Fair Work Australia.

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, 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 General Manager, Fair Work Australia, 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 17: Segment Reporting

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

**AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION
QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH**

STATEMENT BY MEMBERS OF COMMITTEE

On 12 September 2015 the Committee of Management of Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) 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 2015.

The Committee of Management declares in relation to the GPFR of the Queensland (Services and Northern Administrative) Branch for the financial year ending 30 June 2015 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 General Manager of Fair Work Australia;
- (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 Fair Work (Registered Organisations) Act 2009 and the Fair Work (Registered Organisations) Regulations 2009 (the RO Regulations); and
 - (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 General Manager of Fair Work Australia duly made under section 272 of the *Fair Work (Registered Organisations) Act 2009*; and
 - (vi) No orders have been made by the Fair Work Australia or FWA under section 273 of the *Fair Work (Registered Organisations) Act 2009* during the period; and
 - (vii) There has been no recovery of wages undertaken by the reporting unit during the year ended 30 June 2015.

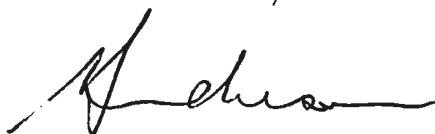
For the Committee of Management:

Neil Henderson

Title of Office held:

Branch Secretary

Signature:



Date:

12 September 2015

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

We have audited the accompanying financial report of the Australian Municipal, Administrative, Clerical and Services Union Queensland (services and northern administrative) branch which comprises the statement of financial position as at 30 June 2015 and the statement of comprehensive income, 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 *Fair Work (Registered Organisations) Act 2009* and the *Fair Work (Registered Organisations) Regulations 2009 (the RO Regulations)*. 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.

Audit Opinion

In our opinion, the financial report:

- is presented fairly in accordance with applicable Australian Accounting Standards;
- reports recovery of wages activity properly and fairly;
- is presented fairly in accordance with the requirements imposed by Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009*.

Other

We have concluded that management's use of the going concern basis of accounting in the preparation of the reporting unit's financial statements is appropriate.



Bentleys Brisbane (Audit) Pty Ltd
Chartered Accountants



Stewart Douglas
Director
Holder of Public Practice Certificate issued by The Institute of Chartered Accountants in Australia
Brisbane
12th September 2015

ANNUAL REPORT

2014/15



BE PART OF A REAL CHANGE

www.theservicesunion.com.au

WELCOME -

"What an incredibly different environment we find ourselves in this year compared with the circumstances prevailing at the publication of the Annual Report this time last year. Our aims and objectives have not changed. If anything the results of the last 12 months have shown us that workplace leadership and a network of committed members who can and do participate actively in our Union is the key to success.

This year's Annual Report will show that we have experienced a bit of a battering in the last twelve months as redundancies and the changes to membership payment methods continued to wash through our membership. However, the opportunities presented to our members to participate and the ongoing engagement which we are constantly striving for has given us a base on which to build.

Our renewed efforts in Local Government to repair the damage done particularly last year, are paying off as are our efforts to give a voice to thousands of Social and Community Sector (SACS) workers.

The Real Change we have all committed to is what is guiding us and our focus remain fixed on member participation and engagement. Our recent experience with the Not4Sale Campaign has shown us that our members have a voice and want to be heard. We will continue to do everything we can to ensure that you are heard.

This is our commitment."

NEIL HENDERSON - SECRETARY

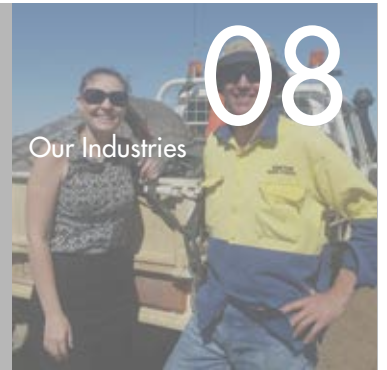
JENNIFER THOMAS - ASSISTANT SECRETARY





06

Not4Sale Campaign



08

Our Industries



16

Delegate and Activist Training



18

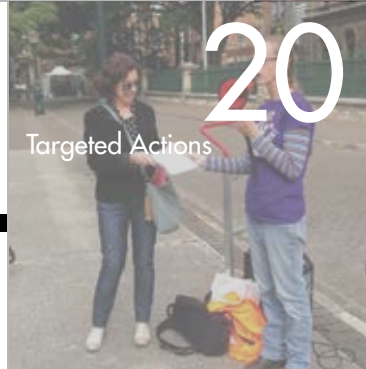
Rights and Representation



19

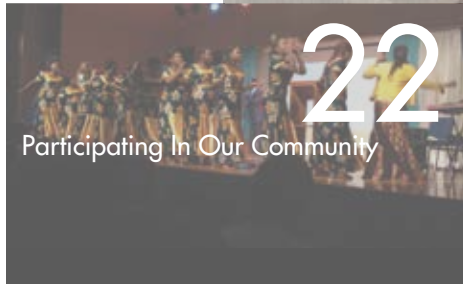
Youth

CONTENT



20

Targeted Actions



22

Participating In Our Community



24

Elected Structures



26

Life Members and Partners

INTRODUCTION

2014-2015 Annual Operating Report of the Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch.

The Services Union is committed to Real Change to make Australia a more just place to live and work. We do this by acting as professionals providing community and public services.

We do this through our commitment to making our industries stronger and more responsive to the community. We strive to improve the wages and working conditions of our members and to make our workplaces fairer and more respectful.

The following is the Annual Operating Report of our Union for 2014 - 2015. It sets out the activities of our Union over this period.

In 2014, members of our Union elected to our Executive and Council, met to discuss the priorities of our Union. They identified that for our Union to continue to achieve Real Change we need to continue to progress our Objectives set at the 2012 Delegates Conference which are: Visibility, Representation, Delegates and Youth.

We have also concentrated on the two Objectives set at our 2013 Delegates Conference: Leadership and Participation.

Objective: Leadership

Our Representatives decided: the key to union success is having well trained, well supported and empowered Workplace Delegates to be leaders of our Union.

In 2014, our Branch Council reflected on this and decided that greater emphasis should be placed on developing this capacity within our Union.

We identified as an Objective that we will consciously build the current and next generation of our workplace union leaders through:

- Adopting a targeted delegate to new Delegate mentoring strategy;
- Opening up positions for new Activists and Delegates to take





- up formal leadership roles in our union; and
- Building workplace organising committees that ensure we have a breadth of workplace union leaders and that cater for generational change.

Strategies we have implemented to achieve this objective are:

- Designating the role of Development Organisers who have particular responsibilities to identify and develop Delegates;
- Putting particular effort into filling vacancies with our Branch structures with new activists or Delegates;
- Creating opportunities for those who have completed our Activist Development Program to take up formal roles within our Branch structures;
- Utilising the Youth Committee to target greater engagement with the next generation of union Delegates and Activists; and
- Within workplaces, examining the health of our workplace organising structures, mapping members and carrying out delegate audits to identify where opportunities for regeneration exist.

Objective: Participation

Our Representatives decided we must emphasise the role of our Union in advancing the interests of members within their workplaces and also building greater awareness of the important role of our Union in making our community better and fairer for all.

Strategies that the Branch Council identified to achieve this included:

1. In our conversations we will consciously listen to and engage with workers and the community about what is important to them;
2. Build the skills within our Union so that our members, delegates and activists, feel confident in workplace and community organising and engagement;
3. Build on the legacy of our retired members by consciously involving them in our strategies; and
4. Adopt a multitude of innovative ways of connecting members to each other, to the union office and reaching out to the community in order to facilitate engagement and participation.

We have been working to advance these Objectives over the last twelve months. Details about our progress are contained in this Report and will be discussed at the Delegates Conference in September 2015.

PARTICIPATION: A ONE TERM GOVERNMENT OUR MEMBERS PARTICIPATE IN REAL CHANGE

NOT4SALE CAMPAIGN

The Not4Sale Campaign against the privatisation of Queensland's energy assets continued into the 2014/2015 financial year. Members across industries participated in a large range of activities in their workplaces and their communities across Queensland.

We specifically targeted a number of seats (from the onset) coordinated by local teams. Some of these activities included:

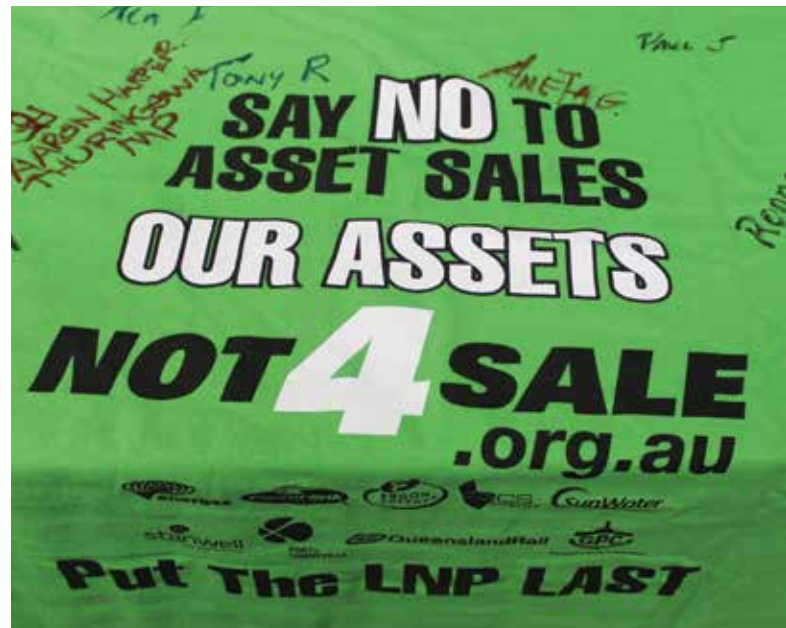
- A community forums;
- Visibility blitzes;
- Ongoing workplace visits across Energy, Ports, Local Authorities and Social and Community Services; and
- Rallies.

A snap Queensland State Election was then called for 31 January 2015.

During the election campaign period, members again participated in a range of Not4Sale activities including visibility blitzes, letterboxing, doorknocking, phoning fellow union members about the election and volunteering to help out at pre-polling and on Election Day.

This level of member participation was a positive experience for many Services Union members. They were part of a Real Change - which was to change a one term Liberal National Party (LNP) Government with a privatisation agenda!

Our Union's leadership team also gained media coverage regarding the Not4Sale Campaign in The Morning Bulletin, Townsville Bulletin, Queensland Times, Cairns Post, ABC Radio, Brisbane Times, Daily Mercury and Regional



Commercial Radio.

These activities were also enhanced by the ongoing workplace activities in the Energy Industry, with Ergon, Energex and Powerlink all taking proposed Enterprise Bargaining Agreements (EBAs) to ballot in November 2014.

All three EBAs were successfully voted down. This was due to the tireless activism, work and leadership of our Workplace Delegates. This outcome demonstrated that our members across the Energy Industry were not prepared to see their workplaces privatised.

Members who participated in the Not4Sale Campaign learnt much from their active participation. Many cited they now have a new knowledge about the complexities of campaigning.

Leadership skills of Workplace Delegates were further developed during this campaign.

Feedback from members about the Not4Sale Campaign has included:

"I learnt how to engage with the community... Together we stand, and we win."

"I learnt how to hand pamphlets at a polling booth out. If you told me 10 years ago I'd be doing that, I wouldn't have believed it. But getting out of my comfort zone and interacting with the community was fantastic. Be confident, spread the message, have the conversations."

"We can make a difference, even when the sceptics say we can't. We can, and we did."

Congratulations to all members who actively participated in the Not4Sale Campaign.

As one member said; *"We can make a difference, even when the sceptics say we can't. We can, and we did."*



PARTICIPATION AND LEADERSHIP IN OUR INDUSTRIES

LOCAL AUTHORITIES INCLUDING BRISBANE CITY COUNCIL

OVER THE LAST 12 MONTHS, OUR UNION CONTINUED TO FOCUS ON RETAINING MEMBERS' WORKING CONDITIONS IN LOCAL AUTHORITIES.

There was an attack not only on working conditions but also wages. These attacks came from a number of directions as a result of amendments made to the Queensland Industrial Relations Act by the Newman Government. Members whose wages and conditions were regulated by the Award only were affected first as there were significant cuts to conditions which commenced on 1 January 2015.

The most significant outcome of the Award modernisation process was the introduction of a wages structure containing 21 levels. This was the result of seeking to integrate the existing 19 Local Government Award wage structures into one.

The implications of these changes and the creation of one modern Award for Councils (when combined with the mandatory exclusion from Certified Agreements of job security and decent redundancy pay when Councils then sought to bargain) were significant. Many

Councils utilised the introduction of the 21 level wages schedule as an opportunity to decrease the rates of pay they would offer to new employees. This saw the creation of a two tiered wage system.



TAKING THE STEPS TO KEEP OUR CONDITIONS CAMPAIGN



THE TAKING THE STEPS TO KEEP OUR CONDITIONS CAMPAIGN CONTINUED DURING THIS PERIOD. MEMBERS SIGNED ONLINE PETITIONS CALLING ON THEIR EMPLOYERS TO SIGN A MEMORANDUM OF UNDERSTANDING

(MOU) WITH A FAIR WAGE INCREASE.

Members at Livingstone Regional Council and Ipswich City Council were successful in their campaigns. While members at Sunshine Coast Council ran a successful 'No Vote' campaign to ensure their conditions were protected.

After the 2015 Queensland election, a number of Councils agreed to their employees' requests and paid a decent wage increase. This was a significant win for employees in workplaces such as Logan City Council and Rockhampton Regional Council. However, there were Councils who despite the obvious promises made by the newly elected Queensland Government, opted to try to have Agreements

made under the standing laws which would see their workers worse off. Two such Councils were Fraser Coast and South Burnett Regional Councils.

Members lobbied (with a campaign postcard) the newly appointed Minister for Local Government Jackie Trad MP, asking her to ensure the Labor Party's election promise of restoring fair bargaining, was kept.





BRING ON THE VOTE CAMPAIGN

THE TREASURER AND MINISTER FOR INDUSTRIAL RELATIONS CURTIS PITT MP INTRODUCED THE INDUSTRIAL RELATIONS (RESTORING FAIRNESS) BILL, IN MAY 2015. OUR MEMBERS PARTICIPATED WITH MEMBERS FROM TOGETHER UNION IN THE BRING ON THE VOTE CAMPAIGN.

Members lobbied State MPs, made submissions to the Parliamentary Review Committee, sent emails, attended rallies, handed out flyers at train stations, attended Tele Town Halls and participated in social media events.

Our Union was represented at the public hearing into the Bill by Vice President of our Local Government Industry Division Committee (IDC), Kate MacDonald and Brisbane City Council IDC member Mark Taylor, (pictured right).

Members' efforts paid off with the Bill being voted up 46 to 42, effective from 11 June 2015.

Councils also saw merit in the actions taken, with Bundaberg Regional Council and Central Highlands Council seeking to negotiate interim wages with their employees.

With fairness restored to the IR Act, we now await the review of the Modern Award with the hope that conditions lost will be restored. Where members' wage increases are yet to be paid, our Union continues to advocate on their behalf.



OUTSOURCING - A REAL CONCERN

Mackay Regional Council members have not only had to endure the attack on their conditions but also the uncertainty of continued employment with their Council, which has entered into a partnership with the Northern Australia Service (NAS).

Our Union has gained assurances that existing employees will remain on their existing employment arrangements. However, we are remaining vigilant about keeping these arrangements particular as a new Agreement will be negotiated, early next year.

Our Union will continue to advocate for members in regard to the NAS ensuring there is consultation and transparency.



WATER - A TOUGH YEAR

Queensland Urban Utilities, Unity Water and Seqwater had a very difficult 2014 due to the impact of amendments to the Industrial Relations Act brought in by the Newman Government which removed job security and allowed employees to be forced out of their jobs.

2015 has also been a difficult year. The decision of the High Court in the Union case that Queensland Rail was a constitutional corporation, clarified the law. It emerged that these water entities were also corporations and subject to Federal industrial law. Our hardworking Delegates have been working with members to inform them of the importance of these changes and are taking steps to maintain their wages, conditions and entitlements. In many respects, it only means that new Agreements must be negotiated, which is something that was long overdue and which had been held up by Newman's laws.

Seqwater is presently in discussions to develop a Memorandum of Understanding to deal with the change in jurisdiction. Negotiations for new Agreements with the other two entities are high on our agenda and the certainty of new Agreements before the end of 2015 is the goal.

SOCIAL AND COMMUNITY SECTOR- INVESTING FOR THE FUTURE

MEMBERS WORKING IN THE SOCIAL AND COMMUNITY SECTOR (SACS) WERE EXTREMELY ACTIVE DURING THE STAND FOR QUEENSLAND AND NOT4SALE CAMPAIGNS. THIS PARTICIPATION HELPED DELIVER A NEW STATE GOVERNMENT WHO IMMEDIATELY REMOVED THE 'GAG CLAUSES', ENSURING SACS ORGANISATIONS COULD ADVOCATE ON BEHALF OF CLIENTS. THIS WAS A GREAT WIN FOR SACS WORKERS.



INVESTING IN QUALITY COMMUNITY SERVICES CAMPAIGN

Our Union's key objective in SACS over the last 12 months has been establishing a strong presence in targeted workplaces. Members have struggled to deliver quality services to clients over the last few years with State and Federal funding cuts.

As a result, our Investing in Quality Community Services Campaign has had a renewed focus. Our Union has been and will continue to work with members to highlight what the SACS Industry requires to be which is a sustainable and professional industry.






MAKING THE NDIS
THE BEST IT CAN BE




PREPARING FOR THE NATIONAL DISABILITY INSURANCE SCHEME (NDIS)



OVER THE COURSE OF 2014, WE IDENTIFIED A NEED FOR OUR MEMBERS TO BECOME READY FOR THE CHANGES THE NDIS WILL BRING.

We began with information flyers to engage with workers. Delegate Mike Clare as part of his Activist Training project, developed 'Lunch and Learn' sessions. These sessions are aimed at determining the needs of workers to be NDIS ready.

We have placed the roll out of the NDIS firmly on our national Union agenda and have developed a comprehensive campaign which will continue to roll out in 2015/16.

AUSTRALIAN COLLEGE OF COMMUNITY AND DISABILITY PRACTITIONERS



Our Union's work on the establishment of The Australian College of Community and Disability Practitioners (ACCDP) is now coming to fruition.

The ACCDP is the only practitioner led independent professional body and is open to all people working in the sector. Members of our Union are automatically issued membership to the ACCDP.

The College has commenced the development of a code of ethics for the profession. Beyond that, the College will develop a comprehensive set of industry standards which will cover skills, competencies and practices to assist practitioners and employers to describe the full extent of the work performed in the sector.

ENERGY INDUSTRY - PARTICIPATION PAYS OFF!

MEMBERS IN THE ENERGY INDUSTRY SHOULD BE PROUD OF THEIR ACHIEVEMENTS IN THE LAST 12 MONTHS.

Not only were members successful in maintaining their employment conditions they also participated heavily in the successful Not4Sale Campaign.

When bargaining commenced across the Industry in 2014, prospects did not look good. The Government Owned Corporations (GOCs) were hell-bent in delivering the Newman agenda of stripping away conditions and setting up the industry for privatisation. What the government and the GOCs had not anticipated was the resolve and dedication of members in the Industry. Our members were not going to sit idly by and watch their Industry dissipate.

They stood collectively and fought against the proposed changes. All Agreements that were being negotiated under the former Liberal National Party (LNP) wages policy have now been finalised under the Palaszczuk wages policy.

With the exception of the Ergon Energy Retail Agreement, all agreements have retained their conditions and received a three per cent per annum wage increase. This is a tremendous result when you look at what members were fighting against. The Services Union has also been in discussions with Ergon Retail about their Agreement and what the future holds.



WITH THE CHANGE IN GOVERNMENT CAME A CHANGE IN DIRECTION FOR THE ELECTRICITY INDUSTRY.

A MERGER OF ERGON ENERGY, ENERGEX AND POWERLINK IS IMMINENT AND CONSULTATION WITH OUR UNION AND THE QUEENSLAND GOVERNMENT HAS COMMENCED.

OUR UNION WILL BE WORKING CLOSELY WITH THE OTHER ENERGY INDUSTRY UNIONS TO ENSURE A SMOOTH TRANSITION FOR OUR MEMBERS TO THE NEW ENTITY.

THIS WILL BE ACHIEVED THROUGH HIGH LEVEL CONSULTATION WITH THE GOVERNMENT AND LOCAL LEVEL CONSULTATION WITH OUR MEMBERS. WE WILL BE ASKING ALL MEMBERS TO ACTIVELY PARTICIPATE IN THIS PROCESS TO ENSURE WE GET THE BEST OUTCOME FOR MEMBERS.



RAIL INDUSTRY - MEMBERS REMAIN STRONG AGAINST INDUSTRIAL ATTACKS

THE LAST 12 MONTHS HAS BEEN A TUMULTUOUS TIME FOR OUR MEMBERS IN THE RAIL SECTOR. IN BOTH QUEENSLAND RAIL (QR) AND AURIZON, MEMBERS HAVE HAD THEIR EMPLOYMENT CONDITIONS AND WAGES AGGRESSIVELY ATTACKED.

QUEENSLAND RAIL

The threat for members at QR was brought about by radical changes to the Queensland Industrial Relations Act rushed into place by the former Newman Government.

These changes meant that members in QR:

- Saw a new Award rushed through the 'modernisation' process of the Queensland Industrial Relations Commission (QIRC), with limited opportunity for the Union to seek improvements;
- Were the first workers in Queensland to start negotiating for new Certified Agreements under the changed laws;
- Were shown minimal respect by their management during the negotiations for new Certified Agreements (CA), with QR arbitrarily disputing what could and could not be included in the new Agreements; and
- Forced into an arbitration process unlike any seen previously in Queensland, following their decision to overwhelmingly reject a sub-standard CA drafted by QR.

This was brought to an initial stop with the outcome of the 2015 State Election. A permanent stop then followed, with the High Court of Australia ruling in favour of our Union's case that QR actually came under the Federal Fair Work Act, and therefore not subject to the Queensland legislation at all.

Negotiations for new Agreements under the Federal Legislation have since commenced. Our Union is advocating for an outcome which protects the conditions of members and provides a fair pay increase.



AURIZON

The attack on Aurizon workers via their management continued over the past 12 months.

They pursued a relentless campaign to reduce the working conditions of workers. In difficult negotiations for new Enterprise Agreements (EAs), Aurizon management remained steadfast in its efforts to force through changes.

When they realised that they could not negotiate the type of changes that they wanted, they took the extraordinary step of applying to the Fair Work Commission (FWC) to have the current EAs cancelled.

This strategic move worked for management. Even before the FWC agreed to cancel the existing fourteen EAs early in 2015, the threat of cancellation helped Aurizon convince a sufficient number of employees to support one of their three proposed EAs.

Similarly, even though we are still fighting in the Federal Court to have the FWC cancellation decision overturned, Aurizon has continued to pursue significant changes in the EA negotiations.

PORTS AND PRIVATE INDUSTRY - GET ACTIVE

WORKPLACE DELEGATES AND MEMBERS AT GLADSTONE PORT CORPORATION WERE VERY ACTIVE DURING THE Not4Sale AND STAND FOR QUEENSLAND CAMPAIGNS.

GLADSTONE PORT CORP

Workplace Delegates and members at Gladstone Port Corporation were very active during the Not4Sale and Stand For Queensland Campaigns.

Knowing that privatisation of the Port was a real threat for the local community in regard to jobs and the economy, members participated in a wide range of activities such as:

- Visiting local Members of Parliament;
- Attending rallies; and
- Signing petitions.

Especially in the lead up to the Queensland election, this participation helped convince local communities that privatising the local Port would only provide a short term monetary gain and job losses.



NORTH QUEENSLAND BULK PORTS

The threat of possible privatisation was also a concern for our members at North Queensland Bulk Ports (NQBP). Unfortunately, the constraints placed on management at NQBP by the previous Newman Government led to difficult negotiations in 2014.

However, the change of State government has provided confidence that members' employment conditions, including job security, remain guaranteed. It has also enabled members at NQBP to negotiate a far better outcome in their long running Enterprise Agreement (EA) negotiations. This included a reasonable pay increase and the retention of nearly all the existing employment conditions.



NORTH QUEENSLAND CLERICAL AND ADMINISTRATIVE - PROVIDING DIRECTION FOR THE FUTURE

THE NORTH QUEENSLAND CLERICAL AND ADMINISTRATIVE INDUSTRY DIVISION COMMITTEE CONTINUES TO MEET REGULARLY AND PROVIDE THE DIRECTION NEEDED TO ACHIEVE OUR STRATEGIC GOALS IN THE CHALLENGING ENVIRONMENT THAT IS THE PRIVATE SECTOR AS PART OF THE TRANSPORT AND NORTHERN ADMINISTRATIVE INDUSTRY COMMITTEE.

QANTAS

Issues about recruitment and non-advertising of vacancies arose again this year.

The actions of QANTAS in seconding employees to positions instead of calling for expressions of interest has seen our Union return to the Fair Work Commission (FWC) this year. Our Union continues to advocate on the behalf of members and is confident QANTAS will have to adopt fair practice.



LINFOX ARMAGUARD

A new Enterprise Agreement (EA) is being negotiated and management is seeking to reduce conditions such as:

- Penalty rates;
- Extending the spread of hours;
- Increased time worked before a break can be taken; and
- Offering only a 1.4 per cent pay increase.

Workplace Delegates presented their Log of Claims which seeks to retain conditions for a decent wage increase from their profitable employer. They continue to be stoic in their resolve to get a positive outcome for employees. There has been little progress on the classification review and the Consultative Committee has been put on hold until the EA is finalised.

JETSTAR

Delegates and members at Jetstar continued to stand collectively even in the face of adversity over the past 12 months. After protracted negotiations and when back pay had been paid from 1 April 2015, Enterprise Bargaining Agreement (EBA) 5 received a 'yes' vote of almost 85 per cent. A dispute about the level of payment for workers required to change their rosters with less than 48 hours notice was won by our Union in the Fair Work Commission (FWC).

In Cairns, the Queensland Council of Unions (QCU) Delegate of the Year, Adam Thompson resolved a dispute to ensure increased pay was received if Jetstar releases rosters inside the required seven day period. You can read more about Adam's achievements in the Delegate of the Year section of this report.



QUEENSLAND COUNTRY CREDIT UNION

Negotiations are underway for a new Enterprise Agreement (EA), with the current Agreement having a nominal expiry date of 30 September 2015.

Workplace Delegates continue to be very active in the negotiations. The negotiating parties are investigating a new method of calculating wage increases to provide clarity and certainty, and it is anticipated this will be of benefit to members.

LEADERSHIP -

DELEGATE AND ACTIVIST DEVELOPMENT



During the last financial year, The Services Union's Delegates' education courses have been well attended. A total of 86 Workplace Delegates have participated in a range of courses including:

- The basic Introduction to Trade Unions course (50 delegates),
- The Activist course (15 delegates),
- Effective Bargaining (9 delegates); and
- The new Representing a Member course (12 delegates).

Out of the eighty six trained delegates, a total of 46 from regional areas have attended, both in their own centres in Rockhampton, Cairns and Townsville, and as participants in courses run in Brisbane.

Feedback from Delegates has been positive, and their comments indicate that the training allows them to act confidently and proficiently in their role in the workplace.

INTRODUCTION TO TRADE UNIONS

New Delegates and the more experienced enjoy networking and comparing conditions in strongly unionised workplaces with less organised workplaces and industries within our coverage.

As an introduction to the basics of organising in the workplace, the course content includes one-on-one conversation practise, mapping and how to identify others who will help build our Union. It helps Delegates identify the skills and knowledge required to successfully perform the Delegate's role, and exposes them to various strategies which are ideal for getting others actively involved in our Union.



EFFECTIVE BARGAINING

Delegates explored the minefield of bargaining under the Newman Government's Industrial Relations Act, devised strategies to preserve and protect their conditions, and practised the skills they needed to use to be able to talk to members and non-members about the risks involved in a regular round of bargaining.

REPRESENTING A MEMBER

The idea behind this newly introduced course is for Delegates to learn about how the relationships between employees and employers are regulated by legislation and regulation.

More importantly, Delegates acquire considerable insight and practice into how to make use of the legislation to ensure that members are treated fairly at work and are able to raise issues and grievances effectively with the support of their Delegate.

This course aims to assist Delegates to:

- Foster a cooperative, productive and harmonious approach to negotiating outcomes in grievances, disputes or bargaining; and
- Build the skills required to effectively represent members, communicate efficiently with members and employers, and resolve issues professionally and competently, in a timely manner which is satisfactory to all parties concerned.



APHEDA GLOBAL JUSTICE PARTNERS

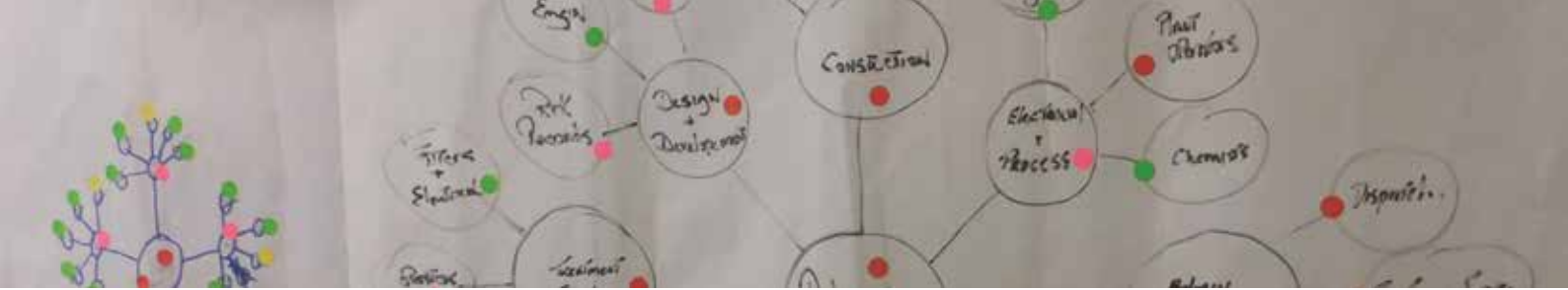


Every course run by The Services Union includes the promotion of APHEDA Union Aid Abroad, the overseas humanitarian aid agency of the ACTU. APHEDA places workers' rights at the centre of its work, giving overseas workers education and skills through vocational, livelihood and technical programs to earn a living with dignity and respect.

Global Justice Partners make regular and ongoing donations to APHEDA to fund the 45 overseas projects in 16 countries. A total of 36 Services Union members have signed up as new APHEDA Global Justice Partners during the last financial year.

2014 July – December: 10 Services Union members signed up as new APHEDA Global Justice Partners.

2015 January – June: 26 Services Union members signed up as new APHEDA Global Justice Partners.



ACTIVIST COURSE



Delegates produced some creative and successful projects as part of the Activist Course, consistent with our Union's campaign activity at the time, including: public asset sales; the introduction of new funding strategies for disability service provision; and building workplace power to resist government attacks on working conditions. Project ideas included:

"To address the issue of Asset Sales within the work place and within the wider community, and to engage members in the scheduled community Forum." **Lucas Garretty Ergon Rockhampton.**

"I would like to see collective advocacy amongst MBRC Union members that promotes engagement, builds our membership, and fosters a strong dynamic network that develops activists and future Work Place Delegates." **Sian O'Callaghan Moreton Bay Regional Council.**

"Heightened engagement of Disability Support Workers in relation to the workforce implications of the National Disability Insurance Scheme, and a commitment from management that working conditions will not be eroded post NDIS implementation." **Michael Clare Uniting Care Community.**

Participants completing the Activist Course often discover that activism does not stop after the project comes to an end, and they find themselves embarking on subsequent phases of their projects well after the course itself has concluded.

In 2015, the Activist Course trialled the use of webinar technology to run a follow up session. Delegates reported that this strategy was helpful, convenient and useful, enabling them to maintain a connection outside the training room.

DELEGATE OF THE YEAR - ADAM THOMPSON

Adam joined our Union in February 2010 and he quickly became a Workplace Delegate.

Adam got active straight away when workmates raised the issue about the Disability Allowance, an allowance covered in the EBA, not being paid during the redevelopment of Cairns Airport. This redevelopment made conditions at Cairns Airport uncomfortable to work in and Adam decided that he would sort this situation out. A dispute was lodged in relation to the non-payment of the disability allowance with Jetstar. There were many discussions and letters exchanged and eventually our Union went to the Commission.

Adam organised members to draw up witness statements in case the issue went to arbitration. A small amount of \$150 was offered to the members early in the piece and after Adam discussed this with the members they rejected this amount. Jetstar offered \$200 which again was rejected by the members. Finally, after Adam organised meetings and spoke to the members a counterclaim of \$500 per person was put to Jetstar. Jetstar finally agreed to pay this amount to the affected members. During this campaign not only did Adam implement it, he also set up a communication network as all the members were part-time.

Adam has also helped increase the membership density at Jetstar to almost 100 per cent and continues to sit at all negotiations.

From the onset, Adam got involved by attending the National Airlines Divisional Council and becoming a member of the Jetstar employee negotiating team. Adam has also worked hard as a representative on the National Negotiating Team.

On an ongoing basis Adam also represents members. He is sensible in his approach and tries to resolve the issues so that all involved can continue to work together without any animosity. Adam also sits on the quarterly National Consultative Committee. Adam also won the Queensland Council of Unions (QCU) 2015 Delegate of The Year Award.



RIGHTS AND REPRESENTATION

SERVICES CONNECT AND UNION LAW

SERVICES CONNECT IS OUR UNION'S CENTRALISED MEMBER SERVICE, HANDLING MEMBER ENQUIRIES.

Services Connect provides our members with telephone industrial advice, as well as ongoing industrial advocacy and representation.

The types of issues that are dealt with by Services Connect are vast and varied and include advice regarding worker entitlements, as well as more complex matters such as workplace harassment, unfair dismissal and workers' compensation.

In the period 1 July 2014 to 30 June 2015 Services Connect has received over 7,163 member enquiries. During this period, our work has recovered over \$1,036,098.80 for our members.

Monies "recovered" include all money which the Union has been able to recoup (but does not include guaranteed entitlements such as annual and long service leave).

Members can contact Services Connect on (07) 3844 5300 (Selection 3) or by emailing industrial@theservicesunion.com.au



OUR UNION HAS ALSO CONTINUED TO PROVIDE OUR UNION LAW SERVICE.

Through this service, our members are entitled to a referral to Hall Payne Lawyers for a free consultation on any non workplace legal issue. Workplace issues are primarily handled in Services Connect before any referral to Hall Payne.

The types of issues that members have sought advice on include, personal injury and common law workers' compensation claims, family law, property and insurance, as well as some very interesting questions in other areas of law.

Further engagement of the Union Law service beyond the initial consultation is at the member's own cost.

Members are also able to obtain a simple will, free of charge. This feature of the Union Law service is frequently accessed by our members.

In the last financial year, 266 referrals were made through our Union law service.

Area of Law	2014/5 Referrals	2014/5 Files opened
PI Workers Comp	78	11
Wills	98	24
Employment/Industrial	25	7
Property	11	2
Family	32	7
Other	13	1
Crime	9	0





TARGETED ACTIONS

YOUTH

ELECTION OF A NEW VP



Former Vice President of Youth, Jessie Westaway, has taken up a position in our Union as an Industrial Officer. Our Union would like to thank Jessie for her tireless work in the community sector and for her work campaigning for young workers.

The Youth Committee elected a new Youth Vice President, Rita Fitton. Rita works for the Queensland Working Women's Service and is a passionate advocate for the rights of working women. She is a strong believer in collectivism and has been an important and highly active member of our Youth Committee. Rita brings a strong sense of optimism, specialised experience and a developed set of skills to

ensure that our Union continues to be relevant to our younger members.

WINNER! MOST ACTIVE AND EFFECTIVE WORKPLACE COMMITTEE

Our Youth Committee again claimed the top prize for Most Active and Effective Workplace Committee at the 2015 Queensland Council of Unions (QCU) Labour Day Dinner Awards.

The prize was awarded to the Committee based on their initiatives including the launch of The Change Collective blog, the Youth Seminar and University/TAFE programs.

The Award also recognised member participation with regard to the implementation of activities which focused on recruitment and growing union culture in workplaces and industries.



YOUNG WORKER SEMINAR



On 24 April 2015, the Youth Committee hosted an inaugural Young Workers Seminar.

The Seminar was designed for students undertaking studies in social work and human services. Student members were provided with specialised advice about how to successfully pursue a career in the Social and Community Services Sector.

Topics ranged from successful interview techniques to putting together an effective curriculum vitae. Participants found it particularly useful to hear directly from industry leaders about the types of qualities they look for in prospective employees. The keynote speakers were Kerrin Benson, CEO of Multicultural Development Association and Peter Selwood, Executive Director of Centacare. Both Kerrin and Peter provided very practical advice about how participants should go about applying for roles in the community sector including at the organisations they lead. Our Union looks forward to future seminars and other opportunities to further enhance the career prospects of our student members.

THE CHANGE COLLECTIVE

The Youth Committee launched an online blog, The Change Collective (www.thechangecollective.com.au) to further enhance and compliment the online activism of our youth members.

Its purpose is to:

- Share inspiring stories about people who have made a Real Change and believe in social justice;
- Discuss workplace issues affecting young Australians;
- Discuss issues affecting young people and their place in society, both nationally and globally; and
- Encourage readers to take positive action in their workplaces and communities by being participants rather than spectators.

We launched The Change Collective blog in early 2015. Youth members, Delegates, together with State Government MPs including the Minister For Women Shannon Fentiman, Member For Ipswich Jennifer Howard, Member For Sringwood, Mick De Brenni, Member for Brisbane Grace Gurner and Member for Ferney Grove Mark Furner attended the celebrations in Brisbane.

UNI/TAFE STRATEGY

Our focus has been on engaging students studying community services at SouthBank TAFE and Griffith University. We have been able to develop effective relationships with faculty staff to facilitate visits to students during lecture time and to be a host employer for students completing their placement program. Over the past 12 months, our Union has hosted two student members at our office in South Brisbane.



TARGETED ACTIONS

WOMEN

INTERNATIONAL WOMEN'S DAY 2015

International Women's Day was celebrated in Brisbane on 5 March 2015 at a women's only event hosted by The Services Union and other unions to raise money and awareness of Union Aid Abroad (APHEDA). Entry to the event was by gold coin or donation of household items for Assist a Sista, an organisation which assists women to re-establish a home after relocating due to domestic violence.

ANNA STEWART MEMORIAL PROJECT



The Anna Stewart Memorial Project ran from 21 July – 1 August 2014. The Services Union proudly nominated Kate Flynn from Queensland Working Women's Service (QWWS), who is employed as an Industrial Officer. Kate is also studying law.

The State and Federal Pay Equity cases provided Kate with many opportunities for activism, and she ensured her workplace was involved in the rallies, lobbying, petitioning and other campaign activities.

Kate completed Delegates Training in January 2012, was formally endorsed as a Delegate in June 2012, and completed the Activist Development Training course in 2013. Since November 2013, Kate has continued to make a valuable contribution by participating as a member of the Social and Community Services Industry Division Committee.

WOMEN'S COMMITTEE APRIL 2015

In April 2015, The Services Union's Women's Committee was addressed by guest speaker Diane Mangan, CEO of Domestic Violence Connect and Convenor of Red Rose Rallies.

The Red Rose Rallies are an activity of the Domestic Violence Death Review Action Group, made up of services and individuals advocating to have the high rate of domestic violence deaths addressed.

It was resolved to support the rallies and to include the Ending Violence Against Women (EVAVV) candle lighting event in the annual women's calendar. Rallies are held in Townsville, Mackay, Caboolture and the Gold Coast.

The Services Union and the Australian Union Movement is advocating for the inclusion of domestic violence leave provisions in awards as a worker right and to have it as a National Employment Standard.



EMMA MILLER AWARD

Lindy Henson is the 2014 recipient of the Emma Miller Award for The Services Union. Lindy is also first woman to hold the Branch President position of our Union.

Lindy has been a Delegate for 22 years at the Townsville City Council and was the first female Vice President of The Services Union's Local Government Industry Committee in 2002. Lindy has been involved in all Townsville City Council EBA negotiations as either the sole negotiator, Co-ordinator of the Single Bargaining Unit, or by actively encouraging members to participate in the process.

Lindy is well known in her workplace and the broader union movement as someone who works diligently for her fellow employees, assisting others to face the current challenges such as insecure work, and laws which are stripping our rights and entitlements. She is also passionate about engaging and educating young workers about the union movement and its achievements.

WICKED PICKETS PROTEST GROUP



Wicked Pickets was formed in July 2014 by member of The Services Union Anna McCormack in response to Sydney woman Paula Orbea's Australia-wide petition that called on Wicked Campervans to remove its misogynist van slogans.

More than 127,000 Australians signed Orbea's petition with Senator Larissa Waters, supported by Senator Claire Moore, moving a motion in the Australian Senate condemning the Wicked Camper slogans.

Many complaints have been made to the Advertising Standards Bureau (ASB) about the slogans. Presently, the ASB has no power to require the removal of the slogans or to impose penalties. The group held a picket in August 2014 at the company's Woolloongabba head office, a rally at Raddacliffe Place in Brisbane on 11 April 2015 and met with the Queensland Attorney General's staff on 15 April 2015.

They have collected and sent letters to the Federal Minister Assisting the Minister for Women, Senator Michaelia Cash, and Queensland Premier Anastacia Palaszczuk requesting that anti-discrimination laws be changed to include protection against vilification based on sex.



PARTICIPATING IN OUR COMMUNITY

THE SERVICES UNION CONTINUES TO BE ACTIVE AND VISIBLE IN QUEENSLAND COMMUNITIES

LABOUR DAY 2015

Members, families and friends celebrated Labour Day 2015 on the traditional first weekend in May. Members united across the communities of Brisbane, Bundaberg, Cairns, Gladstone, the Gold Coast, Ipswich, Mackay, Rockhampton, and Townsville to celebrate the success of the Not4Sale Campaign.



STAND FOR QUEENSLAND CAMPAIGN



The Services Union was an active participant in the Queensland Council of Unions (QCU) Stand for Queensland Campaign which helped defeat a one term Liberal National Party Government. This campaign linked our union values with important community values such as commitment to quality public services, the development of public infrastructure the expansion of publicly funded education and safer and fairer workplace laws. We had active

member participation at rallies and regional community forums across the State. Members also participated in other campaign activities such as visiting local Members of Parliament, signing petitions and holding workplace meetings.



AUSTRALIAN UNIONS CAMPAIGNS

Our Union has also been an active participant in the Australian Council of Unions (ACTU) Build A Better Future, Save Our Weekend and Save Paid Parental Leave Campaigns.

Our living standards are what make Australia a great place to live and now they are under significant attack. Our members want a different Australia, one where our living standards are protected and have been active in their workplaces across Queensland in their support of this campaign.

We are calling on cross-bench Senators to also stand up for Australian families and vote against the unexpected cuts to Paid Parental Leave. We have also been supporting the Queensland Council of Unions (QCU) in their paid Parental Leave Campaign.

Due to the Federal Government's platform to scrap penalty rates,

The Services Union has also supported the Save Our Weekend Campaign.





PARTICIPATING IN OUR COMMUNITY

QUEENSLAND COMMUNITY ALLIANCE

The Services Union continued its work with the Queensland Community Alliance.

During the past year our members have participated in Table Talk discussions which are deliberate, small group discussions organised to get to the heart of the concerns of community members.

The goal of these talks is to share experiences around community issues such as transport, housing or safety. Members have attended Table Talks in areas such as Inala, Ipswich, Logan and Brisbane.

STUDENT BURSARIES

Each year our Union awards Student Bursaries (to children of our members) as part of our commitment to the broader community. This year the Bursaries were awarded to two students: Sebastian Baker son of member Gerard Baker and Skye MacGregor, daughter of member Robert MacGregor.

Skye is studying a Bachelor of Science at James Cook University in Townsville and Sebastian has started a Bachelor of Science in Mechanical Systems at the University of Melbourne.



SPONSORSHIP - MEMBER RAYLENE SMYTH

Our Union is a proud sponsor of member Raylene Smyth who was chosen to play for the Australian Indigenous National Netball Team. From Mackay, Raylene is participating at the Kurangaituku Netball Tournament in New Zealand in late 2015.

Raylene said to be selected into this team has been her greatest netball achievement. *"To be able to represent the Australian Aboriginal community, the Mackay and Queensland community is a huge privilege."*



DOCTOR ROBERT (UNCLE BOB) ANDERSON AWARD

Workplace Delegate Lindsay Morton was presented with a QCU Dr Robert (Uncle Bob) Anderson Highly Commended Award. The Award is given to unionists who demonstrate exceptional abilities and who follow in Uncle Bob's tireless work in maintaining and promoting reconciliation.



OUR FINANCES AND PROCESSES

GOVERNANCE

Sound governance is the highest priority of our Union. At a time when the financial performance and behaviour of Unions is under the microscope, our Union is determined to ensure members have the utmost confidence that The Services Union complies with all legal requirements and is run according to proper management and accounting principles.

The legal requirements are set out in the Industrial Relations Act (Queensland) and Regulations for the Queensland Services Industrial Union of Employees and the Fair Work (Registered Organisations) Act and Regulations for the Australian Municipal, Administrative and Clerical Services Union Queensland Services and Northern Administrative Branch.

The Services Union operates in both the Queensland and the Australian industrial systems to ensure all our members' rights are protected. This means however, the Union must comply with two systems of regulation which are similar, but not the same.

All officers of The Services Union who hold positions in either the State Union or the Federal Union have participated in training required under legislation.

The financial accounts of both entities are audited annually in accordance with the requirements of the legislation and general audit principles.

The audited financial reports for both entities can be found on the Services Union website (www.theservicesunion.com.au) under Governance. The website also publishes the returns which must be published as a requirement of legislation. These returns contain details of the highest paid officers of the Union and any interests (of these officers) which are required to be published. Our membership figures as of 1 July 2015 were 11,846. This is 1,248 members less than at 30 June 2014. This is due to retirement of members, redundancies and the affect of changes in State Government legislation.

Details of the financial operations of the national union - the Australian Municipal, Administrative and Clerical Services Union can be found on the national website (www.asu.asn.au). Rules of the national union and the Queensland Services Industrial Union of Employees can be found on the national website.

During the year covered by this report Neil Henderson was re-elected as Secretary of the Queensland Services Industrial Union of Employees and Branch Secretary of the Queensland (Services and Northern Administrative) Branch. Jennifer Thomas was also re- elected as Assistant Secretary of both entities.

Our Union's first female President, Lynette (Lindy) Henson who is an employee of the Townsville City Council was re-elected as President and Veronica (Ronnie) Meacham was elected to the position of Deputy President. Ronnie works for Ergon Energy and is also located in Townsville.

Our Treasurer Peter Duffy who works at Energex was also re-elected. Having an honorary treasurer position provides a further layer of scrutiny for our Unions' accounting and finance operations.

RESIGNATION

It is a requirement of our reporting that we include a statement regarding how members may resign from the union. This matter is covered by the union's rules. Rule 32 states 32 - Resignation

a. A member may resign membership of the Union by written notice addressed and delivered to the 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 2 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 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 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 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, to a clearance certificate in the prescribed form.

ELECTED REPRESENTATIVE STRUCTURES

EXECUTIVE

Penelope (Penny) CARR - Vice President Social and Community Services Sector
 Tenhanne DENHAM-JARVIS - Deputy President and Vice-President Rail
 Peter DUFFY - Treasurer
 Margaret (Marg) EVANS-Vice President Brisbane City Council
 Ken FELTHAM - Vice President Energy (from 26/3/15)
 Rita FITTON - Vice President Youth (from 2/3/15)
 Neil HENDERSON - Secretary
 Lynette (Lindy) HENSON - President
 Kathleen (Kate) MACDONALD - Vice President Local Authorities
 Debbie MCDONALD - Vice-President Ports and Private Sector
 Veronica (Ronnee) MEACHEN- Deputy President, Vice-President Women
 Christopher (Chris) MELLERSH-Vice-President Energy (7/8/12 - 26/3/15)
 Marianne RYAN-Vice-President Local Authorities
 Jennifer THOMAS - Assistant Secretary
 Lorraine WALTER - Vice-President North Queensland Clerical and Administrative (From 13/9/13)
 Jessie WESTAWAY - Vice President Youth (6/6/14 - 25/2/15)

BOARDS AND COMMITTEES

Neil Henderson - Australian Services Union National Executive

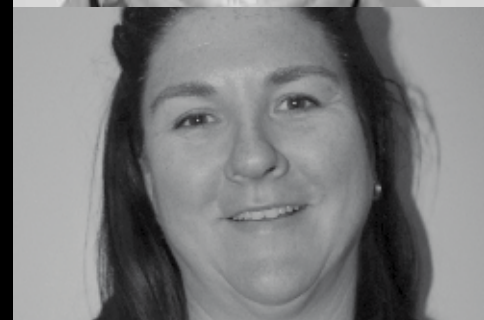
Australian Labor Party Administration Committee
 Australian Labour Party Electoral College (Queensland Branch)
 Queensland Council of Unions Executive
 Queensland Council of Unions Management Committee
 Union Shopper Management Committee

Jennifer Thomas - Australian Services Union National Executive
 Australian Labour Party Electoral College (Queensland Branch)
 Queensland Council of Unions Vice President

TRUSTEE OF SUPERANNUATION ENTITY

Officers who are a trustee of a superannuation scheme/directors of company who is trustee of superannuation entity:

David Smith, Director of ESI Superannuation.



EMPLOYEES OF OUR UNION

ELECTED OFFICIALS

Neil Henderson - Secretary
Jennifer Thomas - Assistant Secretary

EXECUTIVE SUPPORT

Jane Grey - Executive Assistant
Belinda Hogan-Collis - Media/Communications Officer
Holly Patterson - Trainer

FINANCE TEAM

Cary Pollock - Finance & General Administration Coordinator

DEVELOPMENT TEAM

Justine Moran - Development Coordinator (Local Government Industry)
Daniel Reeves - Government Owned Corporations Lead Organiser
Camille Furtado - Social and Community Sector Lead Organiser
Tony Austin - Organiser
Kylie Coyle - Organiser
Glenn Desmond - Organiser
Anna Herzog - Organiser
Benjamin Jones - Organiser
Chiara Lennox - Organiser
Christopher McJannett - Organiser
Jeanine Orzani - Organiser/Admin Support Officer
Richard Tarnawski - Organiser

GROWTH TEAM

Tracey Coorey - Organiser
Nicky Lindsay - Organiser
Jim Oliver - Organiser
Stuart Maggs - Organiser
Louise Ryan - Organiser
Zachary Walsh - Organiser

ADMINISTRATIVE TEAM

Karen Davis - Operational Administration Officer
Christian Dickinson - Operational Administration Officer
Debbie Draper - General Administration Officer
Mary Maddocks - General Administration Officer

INDUSTRIAL TEAM

Rebecca Girard - Senior Industrial Officer
James Mattner - Senior Industrial Officer
Tneka Springett - Senior Industrial Officer
Michelle Robertson - Senior Industrial Officer
Tammy Gaze - Industrial Officer
Jacelyn Mitchell - Industrial Officer
Jessie Westaway - Industrial Officer

Ilma Wilson - Cleaner



LIFE MEMBERS

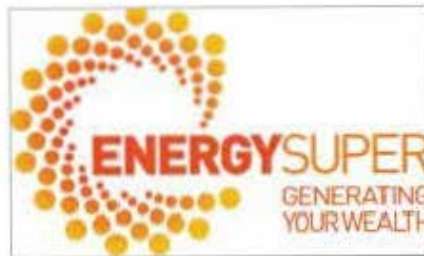
BEING AWARDED LIFE MEMBERSHIP OF OUR UNION IS A HIGH HONOUR. IT ACKNOWLEDGES BOTH LENGTH OF SERVICE AND OUTSTANDING CONTRIBUTION MADE BY INDIVIDUAL MEMBERS. THE COUNCIL AWARDED LIFE MEMBERSHIP TO FOUR DESERVING MEMBERS. WE PUBLICLY CELEBRATE THESE MEMBERS:

- 1. BOB BALL;**
- 2. BILL BATTEN**
- 3. JOHN FINN; AND**
- 4. KATH NELSON (POSTHUMOUSLY).**



OUR SUPPORTERS

This year our Union has continued to work with our key partners Hall Payne Lawyers, Energy Super, HESTA Super Fund, Teachers Union Health (TUH), Local Government Super (LG Super) and Union Shopper.



THE
SERVICES
UNION 

BE PART OF
A REAL CHANGE

www.theservicesunion.com.au