



Fair Work  
Australia

Mr Peter Tighe  
National Secretary, Electrical, Energy & Services Division  
CEPU  
Suite 701, Level 7, 5 Rosebery Avenue  
ROSEBERY NSW 2018



Dear Mr Tighe

**Re: Lodgement of Financial Statements and Accounts –  
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied  
Services Union of Australia, Electrical, Energy & Services Division –  
for year ending 31 December 2008 (FR2008/548)**

Thank you for your letter dated 8 October 2009 explaining the circumstances in which the documents were signed and dated.

On the basis of your advice, I am satisfied that the Division has procedures in place to ensure compliance with the requirements in future years. Accordingly, the documents have been filed.

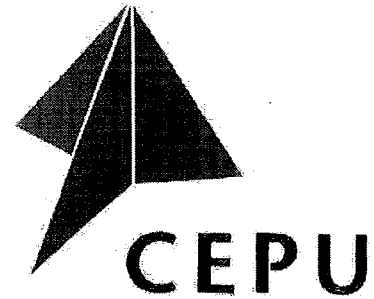
Yours sincerely

Stephen Kellett  
Registered Organizations  
Fair Work Australia

9 November 2009

8 October 2009

Mr Stephen Kellett  
Registered Organisations  
Fair Work Australia  
Level 8, 80 William Street  
EAST SYDNEY NSW 2011



Dear Stephen,

**Re: Lodgement of Financial Statements and Accounts – CEPU,  
Electrical, Energy and Services Division for year ending 31  
December 2008**

I write in reply to your letter received regarding the above dated 2  
October 2009.

It is the case that the financial statements were presented to  
members on the 6<sup>th</sup> of August 2009 and subsequently to a meeting of  
the CEPU Electrical, Energy and Services Division, Divisional  
Council (*the committee*) on the 28<sup>th</sup> of August 2009 as a true and  
correct account of the financial statements of the Union for the year  
ending 31<sup>st</sup> December 2008 as unsigned documents.

Due to a substantial delay this year (and also last year) in receiving  
the completed statements from the Unions auditors, and the Union  
wanting to distribute the statements to members and the committee  
in a timely fashion from the end of year date of the 31<sup>st</sup> December  
2008, they have been released in the unsigned format. They were  
however distributed as a true and correct copy of the Unions financial  
statements.

It is an oversight of the Unions auditors that the received documents  
were unsigned. The documents have been signed and dated at the  
later date of the 1<sup>st</sup> of September 2009, rather than the date they  
were received, which is of course after their distribution date also.

I am aware that this is at odds with the *Fair Work (Registered  
Organisations) Act 2009 (The Act)* and apologise for this  
discrepancy. I would also like to assure you that the Union will in the  
future try to ensure its compliance with The Act in relation to our  
reporting requirements and will also be following up this matter with  
our auditors.

Yours sincerely,

Peter Tighe  
National Secretary

NATIONAL  
OFFICE

Peter Tighe  
National Secretary

Ed Husic  
National President

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5-13 Rosebery Avenue  
PO Box 320  
Rosebery NSW 2018

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Communications Electrical  
Electronic Energy  
Information Postal  
Plumbing and Allied  
Services Union of Australia

Attachments can contain viruses that may harm your computer. Attachments may not display correctly.


**KELLETT, Stephen**

**To...**

**Cc...**

**Bcc...**

**Subject:** FW: Advice requested

**Attachments:**  [img-Y091126-0001.pdf\(249KB\)](#)



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**From:** Gillian Martin [mailto:gmartin@nat.cepu.asn.au]

**Sent:** Mon 9/11/2009 12:34 PM

**To:** KELLETT, Stephen

**Subject:** FW: Advice requested

Hi Stephen

Please find attached a response from the CEPU in relation to your letter dated 02/10/2009.

Thanks again for your patience.

Kind regards,

Gill Martin

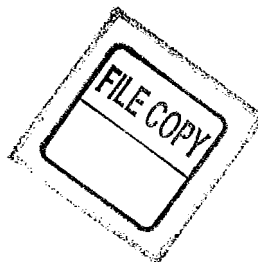
PA to Peter Tighe

CEPU National Office ♦ Suite 701, Level 7, 5-13 Rosebery Avenue, Rosebery NSW 2018 ♦ PO Box 380, Rosebery NSW 2018 ♦ Ph: 02 96633699 ♦ Fax: 02 9663 5599

**KELLETT, Stephen**

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**From:** KELLETT, Stephen  
**Sent:** Wednesday, 4 November 2009 12:53 PM  
**To:** 'gmartin@nat.cepun.asn.au'  
**Subject:** Advice requested  
**Attachments:** FR2008 548 CEPU ELE (FWA).rtf



Dear Gill

Jennifer O'Callaghan's email has redirected me to you. On 2 October I sent the attached letter. Are you able to advise whether a reply has been able to be prepared?

The key statements were all dated after providing them to members. It was not therefore clear on the face of the Secretary's certificate that the members received all the statements in completed form.

Basically in order to file the financial return I need a brief letter which gives an undertaking to ensure that in future years documents, including the auditor's report, will be signed and dated before being provided/published for members.

Yours sincerely,

**STEPHEN KELLETT**  
Registered Organizations  
NSW Service Team

**Fair Work Australia**  
Tel: 02 8374 6666  
Mob: 0429 462 979  
Fax: 02 9380 6990  
[stephen.kellett@fwa.gov.au](mailto:stephen.kellett@fwa.gov.au)

Level 8, 80 William Street,  
East Sydney NSW 2011

[www.fwa.gov.au](http://www.fwa.gov.au)



# Fair Work Australia

Mr Peter Tighe  
National Secretary, Electrical, Energy & Services Division  
CEPU  
Suite 701, Level 7, 5 Rosebery Avenue  
ROSEBERY NSW 2018



Dear Mr Tighe

**Re: Lodgement of Financial Statements and Accounts –  
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied  
Services Union of Australia, Electrical, Energy & Services Division –  
for year ending 31 December 2008 (FR2008/548)**

I refer to the abovementioned financial statements and accounts which were lodged with Fair Work Australia electronically on 24 September 2009, and received by post on 25 September 2009.

Before filing the documents I draw your attention to the following matter.

There appears to be an incongruity in that the Auditor's report is dated 1 September 2009, and the Operating Report and Committee of Management statement are both dated 28 August 2009. However in your Certificate by Prescribed Designated Officer you state that the report was provided to members on 6 August 2009.

Section 257(9) of the *Fair Work (Registered Organizations) Act 2009*, like its predecessor legislation, clearly contemplates that the Auditor's report will be signed before being provided to the reporting entity, and by implication when read with s265(5), before the report is provided to members. Unfortunately the later dating of the Auditor's report (and the other mentioned documents) suggests these were not completed by 6 August and thus not provided, at least in signed and completed form, to them. Moreover, the Act has always contemplated that the meeting held in accordance with s266 will be a different and subsequent meeting to any which is held to resolve and sign the financial and other statements making up the report.

A perusal of the recent past financial returns lodged by the Division suggests that, for the most part, the Division has lodged documents dated in accordance with the sequence contemplated by the legislation: specifically, the Auditor's report and other statements have generally been dated prior to the date certified on the Secretary's certificate as the date on or by which members were provided – by whatever means - the report.

I would appreciate if you could advise the circumstances why the auditor's report and other statements lodged for the 2008 return show dates later than 6 August 2009, and whether you foresee any difficulties in ensuring that in future years, the relevant documents will be signed (and dated) before being provided to the members.

If you consider that you are in a position to lodge an amended Certificate by Prescribed Designated Officer certifying different or later dates for (a) having provided copies to members and/or (b) presenting the documents to a meeting under s266, any amended Certificate will be added to the file.

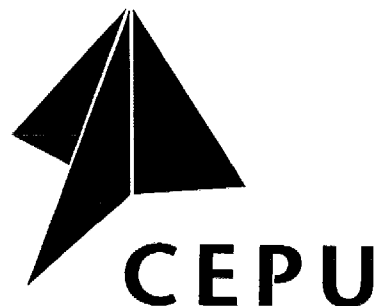
I will defer filing the documents pending your advice.

Yours respectfully



Stephen Kellett  
Registered Organizations  
Fair Work Australia

2 October 2009



15 September 2009

Stephen Kellett  
Statutory Services Branch  
Fair Work Australia  
Level 8, Terrace Towers  
80 William Street  
East Sydney NSW 2011

**COMMUNICATIONS  
ELECTRICAL  
PLUMBING  
UNION**

**Lodgement of Financial Statements and Accounts of the Electrical, Energy  
& Services Division of the Communications, Electrical, Electronic, Energy  
Information Postal Plumbing and Allied Services Union of Australia  
(CEPU) year ending 31 December 2008**

NATIONAL  
OFFICE

**Peter Tighe**  
National Secretary

**Ed Husic**  
National President

Suite 701, Level 7  
5 Rosebery Avenue  
Rosebery  
NSW 2018

Ph: (02) 9663 3699  
Fax: (02) 9663 5599

Email:  
[jcallaghan@nat.cepu.asn.au](mailto:jcallaghan@nat.cepu.asn.au)

Dear Stephen,

Pursuant to Section 253 of the Fair Work (Registered Organisations) Act 2009 please find attached the required financial reports and statements for the Electrical Division of the CEPU for the year ending the 31 December 2008.

If you have any queries in relation to the documents remitted, please contact the undersigned.

Yours faithfully,

Peter Tighe  
**National Secretary**

**CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER**

s.265 of the Fair Work (Registered Organisations) Act 2009

I, Peter Tighe, National Secretary of the Communications, Electrical, Electronic, Energy Information Postal Plumbing and Allied Services Union of Australia, (CEPU) a prescribed designated officer, certify that the enclosed documents lodged, consisting of the general purpose financial report of the Electrical Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia for the year ended 31 December 2008, are copies of the documents provided to members on and from the **6<sup>th</sup> of August 2009**, and subsequently presented to a meeting in accordance with section 266 of the Fair Work (Registered Organisations) Act 2009 held on the **28<sup>th</sup> of August 2009**.



Peter Tighe  
**National Secretary**

Dated: 15/9/09



**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION  
POSTAL PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA -  
ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**FINANCIAL REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2008**

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

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**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**OPERATING REPORT (continued)**

This Operating Report covers the activities of the Communications Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division, for the financial year ended 31 December 2008, the results of those activities and any significant changes in the nature of those activities during the year.

**1. Principle Activities of the Communications Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division**

- Implementation of the decisions of the Divisional Executive and Divisional Council.
- Implementation of the union's organising agenda, including direct assistance and strategic advice on particular industry or organising projects, the training and development of officials and assistance to branches.
- Industrial support including representation of member grievances, advice on legal and legislative matters, pursuing relevant changes to the conditions of eligibility rules of the Division, and responding to other unions' rules applications where they impact on membership of the CEPU.
- The administration of federal awards, the variation of awards and making applications to vary federal awards of the division.
- National media and communications to members and to the broader community via media releases in support of campaigns, video development, and targeted publications, including the national magazine ETU News.
- Developing nation policies on skills training, licensing, education of members and industrial relations law reforms.

The Divisional office has consulted with the ACTU on the development of policy on wages, redundancy and family leave. The national office has participated in ACTU policy committees in OH&S, VET, union education and superannuation.

The Divisional office has also been involved in lobbying and negotiations with different levels of Government and key industry organisations around issues of importance to CEPU members, eg in submission to government inquiries, skilled career paths, skill shortages, quality and accreditation and workforce issues, occupational health and safety and electrical licensing.

**2. The Electrical, Energy and Services Division's Financial Affairs**

There were no significant changes to the Divisional office financial affairs over the financial reporting year. The majority of income to the Divisional Fund was via 12.5% of fees paid by members. Additional income was received from interest, reimbursements and fees recovered from union officers.

**3. Right of Members to Resign.**

All members of the Union have the right to resign from the Union in accordance with the rules of the Union, (and Section 174 of the Workplace Relations Act); namely, by providing written notice addressed and delivered to the Secretary of the relevant Branch.

**4. Superannuation Trustees**

Peter Tighe is an officer of the Divisional Office and is a Trustee and Member of the Committee of the CONNECT Superannuation Fund and the C+Bus Superannuation Fund.

**5. Membership of the Union**

There were 61,000 members of the union as at 31 December 2008

**6. Employees of the Communications Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division**

As at 31 December 2008 the Electrical, Energy and Services Division employed 9 full time employees and with a total

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**OPERATING REPORT (continued)**

number of 9 employees on a fulltime equivalent basis.

**7. Divisional Executive**

The following persons were members of the Divisional Executive, during the year ending 31 December 2008.

|                  |                                      |
|------------------|--------------------------------------|
| Richard Williams | Divisional President                 |
| Bernard Riordan  | Divisional Vice President            |
| Dean Mighell     | Divisional Vice President            |
| Peter Tighe      | Divisional Secretary                 |
| James MacFadyen  | NSW Branch President                 |
| Gordon Abbot     | Qld Branch President                 |
| Robert Geraghty  | SA Branch Secretary                  |
| Les McLaughlan   | WA Branch Secretary                  |
| Nicole Wells     | Tasmanian Branch Organiser           |
| Howard Worthing  | Victorian Branch Assistant Secretary |

**8. Divisional Council**

The following persons were members of the Divisional Council, during the year ending 31 December 2008.

|                  |                                      |
|------------------|--------------------------------------|
| Richard Williams | Divisional President                 |
| Bernard Riordan  | Divisional Vice President            |
| Dean Mighell     | Divisional Vice President            |
| Peter Tighe      | Divisional Secretary                 |
| James MacFadyen  | NSW Branch President                 |
| Neville Batts    | NSW Branch Organiser                 |
| Michael Brian    | NSW Branch member                    |
| John Doran       | Victorian Branch President           |
| Howard Worthing  | Victorian Branch Assistant Secretary |
| Gordon Abbot     | QLD Branch President                 |
| Stephen List     | QLD Branch                           |
| Joe Fiteni       | QLD Branch                           |
| Robert Geraghty  | SA Branch Secretary                  |
| Robert Donnelly  | SA Branch Organiser                  |
| Jason Harrison   | SA Branch                            |
| Les McLaughlan   | WA Branch Secretary                  |
| Joe Fiala        | WA Branch Organiser                  |
| Robert Manhood   | WA Branch President                  |
| Nicole Wells     | Tasmanian Branch Organiser           |

  
\_\_\_\_\_  
**PETER TIGHE, DIVISIONAL SECRETARY**

Dated this 18<sup>th</sup> day of Aug 2009

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**STATEMENT OF FINANCIAL PERFORMANCE  
FOR THE YEAR ENDED 31 DECEMBER 2008**

|  | Notes | 2008<br>\$       | 2007<br>\$         |
|--|-------|------------------|--------------------|
| Revenue from ordinary activities   | 2     | 2,320,119        | 2,970,146          |
| Employee benefits expense  |       | (1,118,862)      | (923,394)          |
| Transport costs  |       | (978)            | (747)              |
| Depreciation and amortisation expenses   | 3     | (23,742)         | (26,185)           |
| Advertising  |       | (6,359)          | -                  |
| Other expenses from ordinary activities  |       | <u>(714,421)</u> | <u>(1,881,496)</u> |
| Profit from ordinary activities  |       | <u>455,757</u>   | <u>138,324</u>     |
| Total changes in equity other than those resulting from transactions with owners as owners | 11    | <u>455,757</u>   | <u>138,324</u>     |

The accompanying notes form part of these financial statements.

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2008**

|                                  | Notes | 2008<br>\$       | 2007<br>\$       |
|----------------------------------|-------|------------------|------------------|
| <b>CURRENT ASSETS</b>            |       |                  |                  |
| Cash assets                      | 4     | 2,255,353        | 2,093,534        |
| Receivables                      | 5     | 1,585,754        | 797,712          |
| Other                            | 6     | -                | 48,595           |
| <b>TOTAL CURRENT ASSETS</b>      |       | <u>3,841,107</u> | <u>2,939,841</u> |
| <b>NON-CURRENT ASSETS</b>        |       |                  |                  |
| Property, plant and equipment    | 7     | 91,328           | 113,883          |
| <b>TOTAL NON-CURRENT ASSETS</b>  |       | <u>91,328</u>    | <u>113,883</u>   |
| <b>TOTAL ASSETS</b>              |       | <u>3,932,435</u> | <u>3,053,724</u> |
| <b>CURRENT LIABILITIES</b>       |       |                  |                  |
| Payables                         | 8     | 300,761          | 57,238           |
| Provisions                       | 9     | 523,070          | 558,050          |
| Other                            | 10    | 214,411          | -                |
| <b>TOTAL CURRENT LIABILITIES</b> |       | <u>1,038,242</u> | <u>615,288</u>   |
| <b>TOTAL LIABILITIES</b>         |       | <u>1,038,242</u> | <u>615,288</u>   |
| <b>NET ASSETS</b>                |       | <u>2,894,193</u> | <u>2,438,436</u> |
| <b>EQUITY</b>                    |       |                  |                  |
| Reserves                         | 12    | 53,825           | 53,825           |
| Retained profits                 | 13    | 2,840,368        | 2,384,611        |
| <b>TOTAL EQUITY</b>              | 11    | <u>2,894,193</u> | <u>2,438,436</u> |

The accompanying notes form part of these financial statements.

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2008**

|   | Retained<br>Earnings<br>\$ | Total<br>\$      |
|---|----------------------------|------------------|
| Balance at 31 December 2006                 | 2,246,287                  | 2,246,287        |
| Profit attributable to members<br>of entity | <u>138,324</u>             | <u>138,324</u>   |
| Transfers to and from reserves              |                            |                  |
| Balance at 31 December 2007                 | <u>2,384,611</u>           | <u>2,384,611</u> |
| Profit attributable to members<br>of entity | <u>455,757</u>             | <u>455,757</u>   |
| Transfers to and from reserves              |                            |                  |
| Balance at 31 December 2008                 | <u>2,840,368</u>           | <u>2,840,368</u> |

The accompanying notes form part of these financial statements.

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

|   | Notes  | 2008<br>\$       | 2007<br>\$       |
|---|--------|------------------|------------------|
| <b>CASH FLOW FROM OPERATING ACTIVITIES</b>          |        |                  |                  |
| Receipts - Sustentation fees                        |        | 1,308,795        | 1,839,936        |
| Branch Income                                       |        | 99,191           | 676,430          |
| Receipts from ETU News                              |        | -                | 486,870          |
| Payments to suppliers and employees                 |        | (1,369,071)      | (2,820,406)      |
| Interest received                                   |        | <u>124,091</u>   | <u>98,336</u>    |
| Net cash provided by operating activities           | 16(b)  | <u>163,006</u>   | <u>281,166</u>   |
| <b>CASH FLOW FROM INVESTING ACTIVITIES</b>          |        |                  |                  |
| Proceeds from sale of property, plant and equipment |        | 2,108            | 39,545           |
| Payment for property, plant and equipment           |        | <u>(3,295)</u>   | <u>(35,534)</u>  |
| Net cash used in investing activities               |        | <u>(1,187)</u>   | <u>(45,989)</u>  |
| Net increase in cash held                           |        | 161,819          | 235,177          |
| Cash at beginning of financial year                 |        | <u>2,093,534</u> | <u>1,858,357</u> |
| Cash at end of financial year                       | 16 (a) | <u>2,255,353</u> | <u>2,093,534</u> |

The accompanying notes form part of these financial statements.



**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

**NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

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

The financial report has been prepared on an accruals basis and is based on historical costs. It does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

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.

**(a) Income Tax**

No provision for income tax has been raised as the Union is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

**(b) Property, Plant and Equipment**

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

*Plant and equipment*

Plant and equipment is measured on the cost basis.

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

*Depreciation*

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, are depreciated over their estimated useful lives to the union commencing from the time the asset is held ready for use. Properties held for investment purposes are not subject to a depreciation charge. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

**(c) Leases**

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the union are classified as finance leases. Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values. Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that the union will obtain ownership of the asset, or over the term of the lease. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives received under operating leases are recognised as a liability. Lease payments received reduced the liability.

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

**NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**(d) Employee Benefits**

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs. Other 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.

Contributions are made by the union to an employee superannuation fund and are charged as expenses when incurred.

**(e) Cash**

For the purposes of the Statement of Cash Flows, cash includes cash on hand and at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months and net of bank overdrafts.

**(f) Revenue**

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

Other revenue is recognised when the right to receive the revenue has been established.

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

**(g) 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 Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the Statement of Financial Position are shown inclusive of GST.

**(h) Comparative Figures**

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

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

|   | Note | 2008<br>\$       | 2007<br>\$       |
|---|------|------------------|------------------|
| <b>NOTE 2: REVENUE</b>  |      |                  |                  |
| <b>Operating activities</b>   |      |                  |                  |
| - interest  | 2(a) | 124,091          | 98,336           |
| - member subscriptions  |      | -                | 676,430          |
| - Sustentation fees   |      | -                | 1,839,936        |
| - other revenue   |      | <u>2,196,028</u> | <u>355,444</u>   |
|   |      | <u>2,320,119</u> | <u>2,970,146</u> |
| <b>(a) Interest from:</b>   |      |                  |                  |
| - other persons   |      | <u>124,091</u>   | <u>98,336</u>    |
| <b>NOTE 3: PROFIT FROM ORDINARY ACTIVITIES</b>                      |      |                  |                  |
| Profit (losses) from ordinary activities has been determined after: |      |                  |                  |
| <b>(a) Expenses</b>   |      |                  |                  |
| <b>Depreciation of non-current assets</b>                           |      |                  |                  |
| - Motor vehicles  |      | 10,978           | 11,139           |
| - Office Equipment  |      | 8,321            | 4,631            |
| - Other capital assets  |      | <u>4,443</u>     | <u>4,443</u>     |
| Total Depreciation  |      | <u>23,742</u>    | <u>20,213</u>    |
| <b>Amortisation of non-current assets</b>                           |      |                  |                  |
| - leasehold improvements  |      | -                | <u>5,972</u>     |
| <b>Remuneration of the auditors for</b>                             |      |                  |                  |
| - audit or review services  |      | <u>12,050</u>    | <u>11,500</u>    |
| <b>Net loss on disposal of non-current assets</b>                   |      |                  |                  |
| - Property, plant and equipment                                     |      | -                | 8,060            |
| <b>NOTE 4: CASH ASSETS</b>  |      |                  |                  |
| Cash on hand  |      | 2,277            | 400              |
| Cash at bank  |      | <u>2,253,076</u> | <u>2,093,134</u> |
|   |      | <u>2,255,353</u> | <u>2,093,534</u> |
| <b>NOTE 5: RECEIVABLES</b>  |      |                  |                  |
| <b>CURRENT</b>  |      |                  |                  |
| Trade debtors   |      | <u>1,585,754</u> | 764,536          |
| Other debtors   |      | -                | <u>33,176</u>    |
|   |      | <u>1,585,754</u> | <u>797,712</u>   |

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

|  | Note | 2008<br>\$       | 2007<br>\$       |
|--|------|------------------|------------------|
| <b>NOTE 6: OTHER ASSETS</b>                  |      |                  |                  |
| <b>CURRENT</b>                               |      |                  |                  |
| Prepayments                                  |      | <u>-</u>         | <u>48,595</u>    |
| <b>NOTE 7: PROPERTY, PLANT AND EQUIPMENT</b> |      |                  |                  |
| <b>LEASEHOLD IMPROVEMENTS</b>                |      |                  |                  |
| At cost                                      |      | 77,727           | 77,727           |
| Less accumulated amortisation                |      | <u>(77,727)</u>  | <u>(77,727)</u>  |
|  |      | <u>-</u>         | <u>-</u>         |
| Total land and buildings                     |      | <u>-</u>         | <u>-</u>         |
| <b>PLANT AND EQUIPMENT</b>                   |      |                  |                  |
| <b>(a) Motor vehicles</b>                    |      |                  |                  |
| At cost                                      |      | 73,186           | 73,186           |
| Less accumulated depreciation                |      | <u>(13,946)</u>  | <u>(2,968)</u>   |
|  |      | <u>59,240</u>    | <u>70,218</u>    |
| <b>(b) Furniture, fixtures and fittings</b>  |      |                  |                  |
| At cost                                      |      | 129,368          | 140,526          |
| Less accumulated depreciation                |      | <u>(122,293)</u> | <u>(126,317)</u> |
|  |      | <u>7,075</u>     | <u>14,209</u>    |
| <b>(c) Other capital assets</b>              |      |                  |                  |
| At cost                                      |      | 117,311          | 117,311          |
| Less accumulated depreciation                |      | <u>(92,298)</u>  | <u>(87,855)</u>  |
|  |      | <u>25,013</u>    | <u>29,456</u>    |
| Total property, plant and equipment          |      | <u>91,328</u>    | <u>113,883</u>   |

**(a) Movements 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

|                                      | Motor vehicles<br>\$ | Furniture,<br>fixtures &<br>fittings<br>\$ | Other capital<br>assets<br>\$ | Total<br>\$     |
|--------------------------------------|----------------------|--|-------------------------------|-----------------|
| <b>2008</b>                          |                      |  |                               |                 |
| Balance at the beginning of the year | 70,218               | 14,209                                     | 29,456                        | 113,883         |
| Additions                            | -                    | 3,295                                      | -                             | 3,295           |
| Disposals                            | -                    | (2,108)                                    | -                             | (2,108)         |
| Depreciation expense                 | <u>(10,978)</u>      | <u>(8,321)</u>                             | <u>(4,443)</u>                | <u>(23,742)</u> |
| Carrying amount at end of year       | <u>59,240</u>        | <u>7,075</u>                               | <u>25,013</u>                 | <u>91,328</u>   |

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

|  | Note | 2008<br>\$       | 2007<br>\$       |
|--|------|------------------|------------------|
| <b>NOTE 8: PAYABLES</b>  |      |                  |                  |
| <b>CURRENT</b>   |      |                  |                  |
| Unsecured liabilities  |      |                  |                  |
| Trade creditors  |      | 12,250           | 22,197           |
| Sundry creditors and accruals  |      | <u>288,511</u>   | <u>35,041</u>    |
|  |      | <u>300,761</u>   | <u>57,238</u>    |
| <b>NOTE 9: PROVISIONS</b>  |      |                  |                  |
| <b>CURRENT</b>   |      |                  |                  |
| Employee benefits  | 9(a) | <u>523,070</u>   | <u>558,050</u>   |
| (a) Aggregate employee benefits liability                                    |      | <u>523,070</u>   | <u>558,050</u>   |
| <b>NOTE 10: OTHER LIABILITIES</b>  |      |                  |                  |
| <b>CURRENT</b>   |      |                  |                  |
| Other current liabilities  |      | <u>214,411</u>   | <u>-</u>         |
| <b>NOTE 11: EQUITY</b>   |      |                  |                  |
| Total equity at the beginning of the financial year                          |      | 2,438,436        | 2,300,112        |
| Total changes in equity recognised in the statement of financial performance |      | <u>455,757</u>   | <u>138,324</u>   |
| Total equity at the reporting date   |      | <u>2,894,193</u> | <u>2,438,436</u> |
| <b>NOTE 12: RESERVES</b>   |      |                  |                  |
| Asset revaluation reserve  | (a)  | <u>53,825</u>    | <u>53,825</u>    |
| (a) Asset Revaluation Reserve  |      |                  |                  |
| The asset revaluation reserve records revaluations of non-current assets     |      |                  |                  |
| <b>NOTE 13: RETAINED PROFITS</b>   |      |                  |                  |
| Retained profits at the beginning of the financial year                      |      | 2,384,611        | 2,246,287        |
| Net profit (loss) attributable to members of the entity                      |      | <u>455,757</u>   | <u>138,324</u>   |
| Retained profits at the end of the financial year                            |      | <u>2,840,368</u> | <u>2,384,611</u> |

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

**NOTE 14: CAPITAL AND LEASING COMMITMENTS**

(a) Operating lease commitments

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

Payable

|   |                |               |
|---|----------------|---------------|
| - not later than one year                           | 75,250         | 13,599        |
| - later than one year and not later than five years | <u>97,200</u>  | <u>-</u>      |
|   | <u>172,450</u> | <u>13,599</u> |

**NOTE 15: RELATED PARTY TRANSACTIONS**

**Divisional Executive**

The following persons were members of the Divisional Executive, during the year ending 31 December 2008.

|                  |                                      |
|------------------|--------------------------------------|
| Richard Williams | Divisional President                 |
| Bernard Riordan  | Divisional Vice President            |
| Dean Mighell     | Divisional Vice President            |
| Peter Tighe      | Divisional Secretary                 |
| James MacFadyen  | NSW Branch President                 |
| Gordon Abbot     | Qld Branch President                 |
| Robert Geraghty  | SA Branch Secretary                  |
| Les McLaughlan   | WA Branch Secretary                  |
| Nicole Wells     | Tasmanian Branch Organiser           |
| Howard Worthing  | Victorian Branch Assistant Secretary |

**Divisional Council**

The following persons were members of the Divisional Council, during the year ending 31 December 2008.

|                  |                                      |
|------------------|--------------------------------------|
| Richard Williams | Divisional President                 |
| Bernard Riordan  | Divisional Vice President            |
| Dean Mighell     | Divisional Vice President            |
| Peter Tighe      | Divisional Secretary                 |
| James MacFadyen  | NSW Branch President                 |
| Neville Betts    | NSW Branch Organiser                 |
| Michael Brian    | NSW Branch member                    |
| John Doran       | Victorian Branch President           |
| Howard Worthing  | Victorian Branch Assistant Secretary |
| Gordon Abbot     | QLD Branch President                 |
| Stephen List     | QLD Branch                           |
| Joe Fiteni       | QLD Branch                           |
| Robert Geraghty  | SA Branch Secretary                  |
| Robert Donnelly  | SA Branch Organiser                  |
| Jason Harrison   | SA Branch                            |
| Les McLaughlan   | WA Branch Secretary                  |
| Joe Fiata        | WA Branch Organiser                  |
| Robert Manhood   | WA Branch President                  |
| Nicole Wells     | Tasmanian Branch Organiser           |

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

**NOTE 16: CASH FLOW INFORMATION**

**(a) Reconciliation of cash**

Cash at the end of the financial year as shown in the statement of Cash Flows is reconciled to the related items in the statement of financial position as follows:

|              |                  |                  |
|--------------|------------------|------------------|
| Cash on hand | 2,277            | 400              |
| Cash at bank | <u>2,253,076</u> | <u>2,093,134</u> |
|              | <u>2,255,353</u> | <u>2,093,534</u> |

**(b) Reconciliation of cash flow from operations with profit from ordinary activities after income tax**

|  |                 |                |
|--|-----------------|----------------|
| Profit from ordinary activities after income tax               | 455,757         | 138,324        |
| Non-cash flows in profit from ordinary activities              |                 |                |
| Amortisation   | -               | 5,972          |
| Depreciation   | 23,742          | 20,213         |
| Net (gain) / loss on disposal of property, plant and equipment | -               | 8,060          |
| Changes in assets and liabilities                              |                 |                |
| (Increase)/decrease in receivables                             | (788,042)       | 131,426        |
| Decrease in other assets                                       | 48,595          | 4,273          |
| Increase/(decrease) in payables                                | 457,934         | (30,095)       |
| Increase/(decrease) in provisions                              | <u>(34,980)</u> | <u>2,993</u>   |
|  | <u>163,006</u>  | <u>281,166</u> |

**NOTE 17: FINANCIAL INSTRUMENTS**

**(a) Interest Rate Risk**

The Union'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 classes of financial assets and financial liabilities, is as follows:

|                                    | Weighted Average Effective |      | Floating Interest Rate |                  | Non Interest Bearing |                | Total            |                  |
|------------------------------------|----------------------------|------|------------------------|------------------|----------------------|----------------|------------------|------------------|
|                                    | Interest Rate              |      | 2008                   |                  | 2007                 |                | 2008             |                  |
|                                    | 2008                       | 2007 | 2008                   | 2007             | 2008                 | 2007           | 2008             | 2007             |
|                                    | %                          | %    | \$                     | \$               | \$                   | \$             | \$               | \$               |
| <b>Financial Assets:</b>           |                            |      |                        |                  |                      |                |                  |                  |
| Cash                               | 4.00                       | 3.00 | 2,255,353              | 2,093,534        | -                    | -              | 2,255,353        | 2,093,534        |
| Receivables                        | -                          | -    | -                      | -                | 1,585,754            | 846,307        | 1,585,754        | 846,307          |
| <b>Total Financial Assets</b>      |                            |      | <u>2,255,353</u>       | <u>2,093,534</u> | <u>1,585,754</u>     | <u>846,307</u> | <u>3,841,107</u> | <u>2,939,841</u> |
| <b>Financial Liabilities:</b>      |                            |      |                        |                  |                      |                |                  |                  |
| Trade and sundry creditors         | -                          | -    | -                      | -                | 291,147              | 57,238         | 300,761          | 57,238           |
| Amounts payable related parties    | -                          | -    | -                      | -                | 214,411              | -              | -                | -                |
| <b>Total Financial Liabilities</b> |                            |      | <u>-</u>               | <u>-</u>         | <u>505,558</u>       | <u>57,238</u>  | <u>300,761</u>   | <u>57,238</u>    |

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

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**NOTE 18: ENTITY DETAILS**

The registered office of the Union is:

Communication Electrical Electronic Energy Information Postal Plumbing  
and Allied Services Union of Australia - Electrical, Energy and Services  
Division

Level 7, 1 Rosebery Avenue

ROSEBERY NSW 2018

**NOTE 19: INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR**

In accordance with the requirements of the Workplace Relations Act, 1996, the attention is drawn to the provisions of Sub-Section(1), (2), and (3) of section 272 of Schedule 1B which read as follows:

- (1) A member of the reporting unit, or a registrar, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with the application made under subsection(1).



**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**STATEMENT OF COMMITTEE OF MANAGEMENT**

On (Date of Meeting) the committee of Management of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division (CEPU- Electrical, Energy and Services Division) passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 31 December 2008.

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

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the Industrial Register;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the CEPU- Electrical Division for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the CEPU- Electrical, Energy and Services Division 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 the financial year:
  - (i) meetings of the committee of management were held in accordance with the rules of the organization including the rules of a branch concerned; and
  - (ii) the financial affairs of the CEPU- Electrical, Energy and Services Division have been managed in accordance with the rules of the organization including the rules of branch concerned; and
  - (iii) the financial records of the CEPU- Electrical, Energy and Services Division have been kept and maintained in accordance with Schedule 1B to the Workplace Relations Act 1996 and the Workplace Relations (Registration and Accountability of Organisation) Regulations 2003; and
  - (iv) the financial records of the CEPU- Electrical, Energy and Services Division have been as far as practicable, in consistent manner to each of the other branches of the organization; and
  - (v) no information has been sought in any request of a member of the CEPU- Electrical, Energy and Services Division or a Registrar duly made under section 272 of Schedule 1B to the Workplace Relations Act 1996; and
  - (vi) no order have been made by the Industrial Registrar under section 273 of Schedule 1B to the Workplace Relations Act 1996.

For the National Executive



Peter Tighe

Dated this 18<sup>th</sup> day of August 2009

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF  
COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION**

**Scope**

We have audited the financial report of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division for the financial year ended 31 December 2008 comprising the Statement of Financial Performance, Statement of Financial Position, Statement of changes in Equity, Statement of Cash Flows and notes to the financial statements.

The Committee of Management is responsible for the financial report. We have conducted an independent audit of this financial report in order to express an opinion on it to the members of the Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division.

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

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

**Audit Opinion**

In our opinion, the financial report of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division is in accordance with:

- (a) the Workplace Relations Act 1996, including:
  - (i) giving a true and fair view of the entity's financial position as at 31 December 2008 and of its performance for the financial year ended on that date; and
  - (ii) complying with applicable Accounting Standards in Australia; and
- (b) other mandatory professional requirements in Australia.

Pinker Arnold & McLoughlin  
Suite 1, Level 2  
420 Forest Road  
Hurstville NSW 2220



Richard Charles Pinker

Partner

10 9 2009  
Sydney NSW 2000

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**DISCLAIMER TO THE MEMBERS OF  
COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION**

The additional financial data presented on pages 16 - 17 is in accordance with the books and records of the entity which have been subjected to the auditing procedures applied in our statutory audit of the entity for the financial year ended 31 December 2008. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and we give no warranty of accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division) in respect of such data, including any errors of omissions therein however caused.

Pinker Arnold & McLoughlin  
Suite 1, Level 2  
420 Forest Road  
Hurstville NSW 2220



Richard Charles Pinker  
Partner

1 - 9  
~~5 August~~ 2009

Sydney NSW 2000

**COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804**

**PRIVATE INFORMATION FOR THE COMMITTEE ON THE 2008 FINANCIAL STATEMENTS**

**DETAILED PROFIT AND LOSS  
FOR THE YEAR ENDED 31 DECEMBER 2008**

|  | 2008<br>\$       | 2007<br>\$       |
|--|------------------|------------------|
| <b>INCOME</b>                                      |                  |                  |
| Interest   | 124,091          | 98,336           |
| Sustentation Fees                                  | 2,096,837        | 1,839,936        |
| ETU News   | -                | 75,922           |
| Branch Income & reimbursements                     | -                | 676,430          |
| Other income                                       | <u>99,191</u>    | <u>279,522</u>   |
| <b>TOTAL INCOME</b>                                | <b>2,320,119</b> | <b>2,970,146</b> |
| <b>LESS EXPENSES</b>                               |                  |                  |
| Affiliation costs                                  | 173,249          | 176,570          |
| Advertising  | 6,359            | -                |
| Amortisation                                       | -                | 5,972            |
| Audit fees   | 12,050           | 11,500           |
| Bank charges                                       | 2,849            | 4,279            |
| Computer expenses                                  | 9,821            | 13,603           |
| CEPU - promotional expenses                        | 5,287            | 12,004           |
| Delivery costs                                     | 978              | 747              |
| Depreciation                                       | 23,742           | 20,213           |
| Donations  | 7,953            | 972,957          |
| Entertainment expenses                             | 13,089           | 3,345            |
| ETU News   | -                | 75,922           |
| Fringe benefits                                    | 3,090            | 4,518            |
| General expenses                                   | 35,786           | 12,388           |
| Hire of plant and equipment                        | 6,309            | 4,902            |
| Holiday pay  | (5,960)          | (4,433)          |
| Insurance  | 16,774           | 16,238           |
| Legal costs  | 34,933           | 7,837            |
| Long service leave                                 | (552)            | 24,133           |
| Loss on disposal/revaluation of non current assets | -                | 8,060            |
| Meeting expenses                                   | 30,647           | 27,928           |
| Motor vehicle expenses                             | 9,294            | 8,265            |
| Payroll tax  | 70,157           | 53,322           |
| Postage  | 4,953            | 2,923            |
| Printing and stationery                            | 17,296           | 12,135           |
| Retirement Allowances                              | (25,539)         | 16,302           |
| Rent   | 128,051          | 115,911          |
| Repairs and maintenance                            | 4,072            | 984              |
| Salaries and wages                                 | 908,328          | 716,858          |
| Staff training and welfare                         | 2,779            | 5,290            |
| Subscriptions                                      | 37,438           | 43,881           |
| Superannuation                                     | 141,021          | 123,706          |
| Telephone  | 32,551           | 32,755           |
| Travelling expenses                                | 127,034          | 191,067          |
| Training Officers expenses                         | <u>30,523</u>    | <u>109,738</u>   |

These financial statements should be read in conjunction with the attached Disclaimer.

COMMUNICATION ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND  
ALLIED SERVICES UNION OF AUSTRALIA - ELECTRICAL, ENERGY AND SERVICES DIVISION  
ABN 60 429 406 804

PRIVATE INFORMATION FOR THE COMMITTEE ON THE 2008 FINANCIAL STATEMENTS

DETAILED PROFIT AND LOSS  
FOR THE YEAR ENDED 31 DECEMBER 2008

|                         | 2008<br>\$       | 2007<br>\$       |
|-------------------------|------------------|------------------|
| TOTAL EXPENSES          | <u>1,864,362</u> | <u>2,831,822</u> |
| OPERATING PROFIT/(LOSS) | <u>455,757</u>   | <u>138,324</u>   |

These financial statements should be read in conjunction with the attached Disclaimer.



**Australian Government**  
**Australian Industrial Registry**

8 January 2009

Mr Peter Tighe  
Secretary, Electrical, Energy & Services Division  
CEPU  
Suite 701, Level 7, 5-13 Rosebery Avenue  
ROSEBERY NSW 2018

Dear Mr Tighe



**Lodgment of Financial Statements and Accounts for year ended 31 December 2008 (FR2008/548)**  
**Schedule 1 of the Workplace Relations Act 1996 (RAO Schedule)**

The financial year of the Electrical, Energy and Services Division of the CEPU has recently ended. This is a courtesy letter to remind you of the obligations imposed by the RAO Schedule regarding the preparation of financial accounts and statements.

As you are aware, the RAO Schedule sets out a particular chronological order in which financial documents and statements must be prepared, made available to members and presented to a meeting. All of these events must occur within particular timeframes that are also set out in the Schedule.

Detailed information can be found on our website at  
<http://www.airc.gov.au/registered/FR/information.htm>, including:

- Fact sheets – the following fact sheets provide information regarding financial reporting:
  - Sheet 6 – Accounting, Auditing and Reporting Obligations;
  - Sheet 7 – Information Needs of Members;
  - Sheet 8 – Financial Reporting Process and Time Limits;
  - Sheet 9 – Diagrammatic Summary of Financial Reporting Process and Time Limits; and
  - Sheet 10 – Auditors.
- Sample Documents – a sample Committee of Management Statement and Designated Officer's Certificate is available;
- RAO Schedule and RAO Regulations;
- Registrar's Reporting Guidelines – the Guidelines set out requirements that must be met *in addition to* those required by Australian Accounting Standards; and
- Document Checklist and Timeline Planner to assist with meeting timeframes.

The Registry strongly encourages you to lodge documents electronically by sending an email with the documents attached to [orgs@airc.gov.au](mailto:orgs@airc.gov.au). Alternatively, you may wish to send the documents by fax to (02) 9380 6990.

If you need any further information or assistance or if you do not believe that the documents will be lodged within the timeframes specified by the RAO Schedule please contact me on 0429 462 979 or by email at [stephen.kellett@airc.gov.au](mailto:stephen.kellett@airc.gov.au).

I will write to you separately regarding the 2007 return which as at the date of this letter remains outstanding.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'S. Kellett', written in a cursive style.

Stephen Kellett  
Statutory Services Branch