

Section 268 Fair Work (Registered Organisations) Act 2009

**DECLARATION – CORRECTING REPORT TO CEPU ELECTRICAL, ENERGY AND
SERVICES DIVISION – DIVISIONAL COUNCIL OPERATING REPORTS**

I Allen Hicks of Suite 408, Level 4, 30-40 Harcourt Parade, Rosebery, in the state of New South Wales, declare:

1. I am the Divisional Secretary of the Communications, Electrical, Electronic, Energy Information Postal Plumbing and Allied Services Union of Australia, Electrical, Energy and Services Division (CEPU, Electrical Division), an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (the Act).
2. Pursuant to s.268 of the Act, for the periods ended 31 December 2010, 31 December 2011, 31 December 2012, 31 December 2013, 31 December 2014, 31 December 2015 and 31 December 2016 the full financial reports, including the operating report of the CEPU Electrical, Energy and Services Divisional Council, were lodged with the Fair Work Commission in the following matters:

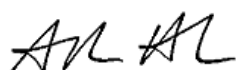
R2010/2828	31 December 2010
R2011/2834	31 December 2011
R2012/526	31 December 2012
R2013/425	31 December 2013
R2014/390	31 December 2014
R2015/368	31 December 2015
R2016/341	31 December 2016

3. Independent audits into the membership figures reported in the committee of management operating reports for these reporting periods found the following variances with the reported membership figures:

YE 31 Dec	2010	2011	2012	2013	2014	2015	2016
Reported membership	65,000	65,000	70,078	71,707	71,220	66,083	64,418
Audited membership	67,167	69,573	70,992	71,830	70,941	66,477	64,493

4. On 7 February 2018, in response to the audit findings, the CEPU Electrical Division, Divisional Council authorised the further amendment of the committee of management operating reports for the above reporting periods to reflect the membership figures resulting from the audits.
5. This has been published on the CEPU website for the information of members.

Signed:



Name: Mr Allen Hicks
Date: 8 March 2018



12 August 2014

Allen Hicks
Divisional Secretary
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied
Services Union of Australia - Electrical, Energy and Services Division
PO Box 380
Roseberry NSW 2018

via e-mail: admin@etuaustralia.org.au

Dear Mr Hicks

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied
Services Union of Australia - Electrical, Energy and Services Division
Financial Report for the year ended 31 December 2013 - FR2013/425**

I acknowledge receipt of the financial report for the year ended 31 December 2013 for the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division. The amended financial report was lodged with the Fair Work Commission (FWC) on 4 August 2014.

The financial report has now been filed. You are not required to take any further action in respect of the report lodged.

Changes to the reporting guidelines and model financial statement

A fourth edition of the General Manager's s.253 Reporting Guidelines was gazetted on 13 June 2014. These guidelines will apply to all financial reports that end on or after 30 June 2014. A model set of financial statements for the 2013-2014 financial year is also available on the FWC website. The FWC recommends reporting units use this model as it will assist in ensuring compliance with the *Fair Work (Registered Organisations) Act 2009*, the s.253 Reporting Guidelines and the Australian Accounting Standards.

The Reporting Guidelines and Model Financial Statements are available on the FWC website:
<https://www.fwc.gov.au/registered-organisations/compliance-governance/financial-reporting>

If you have any queries regarding this letter, please contact me on (03) 8661 7675 or via email at ken.morgan@fwc.gov.au

Yours sincerely

A handwritten signature in black ink, appearing to read 'K. Morgan', with a stylized flourish at the end.

Ken Morgan
Financial Reporting Advisor
Regulatory Compliance Branch



Electrical Trades Union of Australia

Proud to be Union

4 August 2014

Joanne.fenwick@fwc.gov.au

Joanne Fenwick
Financial Reporting Advisor
Regulatory Compliance Branch
Fair Work Commission
Level 4, 11 Exhibition Street
Melbourne, Vic, 3000

Dear Ms Fenwick

FR2013/425 – CEPU - Electrical, Energy and Services Division
Financial Report for the year ended 31 December 2013

I write in response to correspondence from Ken Morgan of the FWC of 23 June 2014 regarding our financial report lodged 6 June 2014. I am writing to you because Mr Morgan has advised me that you are now responsible for this matter.

In his correspondence Mr Morgan identified a number of issues which needed addressing before the FWC could file our report. In particular, the Committee of Management Statement, General Purpose Financial Report (GPFR) and Auditor's Statement required amendments. To resolve the issues raised in your correspondence, our auditor, Jonathon Nolan, from Pinker and Arnold Auditors Hurstville, liaised with the FWC to produce an amended report which fully satisfied the requirements of the Act.

The amended report was presented to the annual meeting of Divisional Council, held 28-29 July 2014 in Melbourne and republished on our website. It is attached for filing.

Yours fraternally

A handwritten signature in black ink, appearing to read 'AL AL', is written over a light blue horizontal line.

Allen Hicks
DIVISIONAL SECRETARY

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

ABN: 60 429 406 804

Financial Statements

For the Year Ended 31 December 2013

**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

31 December 2013

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 2013, 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. Co-ordination of National Enterprises negotiations on behalf of branches.
- 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 National.
- Developing national policies and representing the division nationally 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, e.g. in submission to government inquiries, skilled career paths, skill shortages, quality and accreditation and workforce issues, occupational health and safety and electrical licensing.

There has been no significant changes in the nature of these activities.

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 13.5% (an increase from 12.5% in 2012) of fees paid by members. Additional income was received from interest, reimbursements and fees recovered from directorships of 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 Fair Work Act); namely, by providing written notice addressed and delivered to the Secretary of the relevant Branch.

**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

31 December 2013

4. Superannuation Trustees

The following were superannuation fund trustees during the year or were a director of a company who is a superannuation fund trustee:

1. Peter Tighe (retired in Jul 2013) - C+Bus Superannuation Fund
2. Peter Simpson - Energy Industry Super Fund
3. Steve Butler - Energy Industry Super Fund

5. Membership of the Union

There were 69,344 members of the union as at 31 December 2013.

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 2013 the Electrical, Energy and Services Division employed 10 full time, 1 permanent part time and 1 temporary full time employees.

7. Divisional Executive

The following persons were members of the Divisional Executive, during the year ending 31 December 2013

Nicole Wells	Divisional President (TAS)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President (SA)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President (SA)	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President (QLD)	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Rodney Burles	Branch President (TAS)	4 Feb 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	1 Mar 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013

**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

31 December 2013

8. Divisional Council

The following persons were members of the Divisional Council, during the year ending 31 December 2013.

Nicole Wells	Divisional President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Neville Betts	Branch Assistant Secretary (NSW)	1 Jan 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	1 Jan 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Michael Brien	Branch Member (NSW)	1 Jan 2013 to 31 Dec 2013
Gary Carruthers	Branch President (VIC)	1 Jan 2013 to 31 Dec 2013
Joe Fiteni	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Douglas Buchanan	Branch Organiser (SA)	1 Jan 2013 to 31 Dec 2013
Jason Harrison	Branch President (SA)	1 Jan 2013 to 31 Dec 2013
Robert Manhood	Branch President (WA)	1 Jan 2013 to 31 Dec 2013
Kevin Harkins	Branch Member (TAS)	1 Jan 2013 to 24 Jul 2013
Ken Batge	Branch Member (TAS)	1 Jan 2013 to 2 May 2013
Shane King	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Terence Hayes	Branch Member (WA)	1 Jan 2013 to 31 Dec 2013
Ivan Balta	Branch Organiser (VIC)	23 May 2013 to 31 Dec 2013
Rodney Burles	Branch Secretary (TAS)	1 Jan 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	21 Feb 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013
Todd Lambert	Branch Member (TAS)	2 May 2013 to 31 Dec 2013
Ken Mayes	Branch President (TAS)	12 Sep 2013 to 31 Dec 2013

**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

31 December 2013

9. Company Directors

The following officers were company directors during the year:

Name	Entity	Activities
Joseph Fiteni	-Contracting Industry Redundancy Trust	Administer redundancy funds
Peter Simpson	-Contracting Industry Redundancy Trust	Administer redundancy funds
	-JETCO Inc	Training costs assistance
	-Not 4 Sale Ltd	Ensure QLD power sovereignty
	-Energy Super Claims sub-committee	Superannuation fund
	-ETU Officers Defence social club	Social events organiser
Les McLaughlan	-CTF board	Improve construction training
	-LSL board	Administer long service leave
Allen Hicks	-National Electronic Data Capture Ltd	Data storage
	-Nest Nominees Pty Ltd	Administer redundancy funds
Wesley Hayes	-Electrical Electronic Industry Training Ltd	Improve training quality
	-Elecnet (Aust) Pty Ltd	Members' income protection
	-Protect	Members' income protection
Troy Gray	-Coinvest Ltd	LSL administrators
	-Elecnet (Aust) Pty Ltd	Members' income protection
	-Protect	Members' income protection
Neville Betts	-ElectroGroup Industry Training	Group training organisation
	-ACT Building Fund	Administer industry training
	-ACT Unions Property Trust	Administer property trust
	-ETU (NSW Branch)	Trade union
Michael Brien	-Richmond Golf Club	Golf club
	-ETU (NSW Branch)	Trade union
Steve Butler	-New Law Pty Ltd	Law firm
	-ElectroGroup Industry Training	Group training organisation
	-ElectroSkills Training Centre	Group training organisation
	-Energy Industry Super Fund	Super fund
	-Trades Hall Association	Property trust
	-Construction Drug & Alcohol Foundation	Rehabilitation charity
	-Mechanical & Electrical Redundancy Fund	Redundancy trust fund
	-ETU (NSW Branch)	Trade union
James MacFadyen	-Gosford Race Club	Horse racing
	-Hardy's Bay Branch	Political activities
	-ElectroGroup Industry Training	Group training organisation
	-Vocational Training Board	Hearing of training appeals
	-ETU (NSW Branch)	Trade union



ALLEN HICKS, DIVISIONAL SECRETARY

Dated this 21st day of JULY 2014

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

ABN: 60 429 406 804

Committee of Management Statement

On the 29th May 2014 the Divisional Executive of the 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 CEPU- Electrical, Energy and Services Division for the financial year ended 31 December 2013. The financial report was subsequently lodged with the Fair Work Commission on 6th June 2014. Feedback received from the Fair Work Commission required various amendments be made to the financial report. These amendments were made and presented to the Divisional Executive for approval on the 18th July 2014 at which time the Executive again passed the following resolution:

The Divisional Executive 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 General Manager;
- (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 organisation 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 organisation 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 Fair Work (Registered Organisations) Act 2009; and
 - (iv) the financial records of the CEPU- Electrical, Energy and Services Division have been kept, as far as practicable, in consistent manner to each of the other branches of the organisation; and
 - (v) there was no request under section 272 of Fair Work (Registered Organisations) Act 2009 by a member of the CEPU- Electrical, Energy and Services Division or the General Manager of the Fair Work Commission; and
 - (vi) there was no order for the inspection of financial reports by the Fair Work Commission under section 273 of the Act.
- (f) no revenue has been derived from undertaking recovery of wages activity during the reporting period.

For the Divisional Executive



Allen Hicks



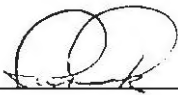
Date

**Auditor's Independence Declaration under Section 307C of the
Corporations Act 2001 To the committee Communication Electrical
Electronic Energy Information Postal Plumbing and Allied Services Union
of Australia - Electrical, Energy and Services Division**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2013, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Pinker Arnold & McLoughlin Chartered Accountants



Richard Pinker

Date: 21 July 2014

Hurstville NSW 2220

**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 Comprehensive Income

For the Year Ended 31 December 2013

		2013	2012
	Note	\$	\$
Revenue	11	3,431,518	3,183,285
Other income	11	119,568	70,433
Affiliation fees	2	(251,228)	(243,926)
Audit fees	14	(19,000)	(27,018)
Depreciation and amortisation expense		(28,055)	(23,727)
Donations	2	(200,150)	(500)
Employee benefits expense	12	(1,653,029)	(1,611,581)
Finance costs		(123)	(630)
Legal fees		(207,116)	(603,026)
Meetings & conferences	2	(44,796)	(37,846)
Other expenses		-	(6,855)
Other operating expenses	13	(1,033,090)	(882,407)
Profit/(Loss) before income tax		114,499	(183,798)
Income tax expense	(k)	-	-
Profit/(Loss) for the year		114,499	(183,798)
Other comprehensive income:			
Total comprehensive income attributable to members of the Union		114,499	(183,798)

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: 50 429 406 804

Statement of Financial Position

As At 31 December 2013

	Note	2013 \$	2012 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	3,219,853	2,273,567
Trade and other receivables	4	783,943	1,654,651
Current tax receivable		38,037	41,480
TOTAL CURRENT ASSETS		4,041,833	3,969,698
NON-CURRENT ASSETS			
Property, plant and equipment	5	53,122	79,649
TOTAL NON-CURRENT ASSETS		53,122	79,649
TOTAL ASSETS		4,094,955	4,049,347
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	130,241	42,508
Current tax liabilities	7	179,777	40,767
Employee benefits	8	119,735	128,606
TOTAL CURRENT LIABILITIES		429,753	211,881
NON-CURRENT LIABILITIES			
Employee benefits	8	237,084	523,847
TOTAL NON-CURRENT LIABILITIES		237,084	523,847
TOTAL LIABILITIES		666,837	735,728
NET ASSETS		3,428,118	3,313,619
EQUITY			
Reserves		53,825	53,825
Accumulated surplus		3,374,293	3,259,794
TOTAL EQUITY		3,428,118	3,313,619

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 2013

2013

	Note	Accumulated Surplus \$	Asset Revaluation Reserve \$	Total \$
Balance at 1 January 2013		3,259,794	53,825	3,313,619
Profit attributable to members of the entity		114,499	-	114,499
Balance at 31 December 2013		<u>3,374,293</u>	<u>53,825</u>	<u>3,428,118</u>

2012

	Note	Accumulated Surplus \$	Asset Revaluation Reserve \$	Total \$
Balance at 1 January 2012		3,443,592	53,825	3,497,417
Loss attributable to members of the entity		(183,798)	-	(183,798)
Balance at 31 December 2012		<u>3,259,794</u>	<u>53,825</u>	<u>3,313,619</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 2013

	Note	2013 \$	2012 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		70,497	2,784,471
Payments to suppliers and employees		(3,403,743)	(3,197,867)
Receipts from branches	15	4,214,035	-
Interest received		67,149	82,323
Interest paid		(123)	(630)
Net cash provided by (used in) operating activities		<u>947,815</u>	<u>(331,703)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from sale of plant and equipment		-	15,000
Purchase of property, plant and equipment		(1,529)	(38,016)
Net cash used by investing activities		<u>(1,529)</u>	<u>(23,016)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net increase (decrease) in cash and cash equivalents held		946,286	(354,719)
Cash and cash equivalents at beginning of year		<u>2,273,567</u>	<u>2,628,286</u>
Cash and cash equivalents at end of financial year	3(a)	<u><u>3,219,853</u></u>	<u><u>2,273,567</u></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 2013

The financial statements cover Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division as an individual entity. Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division is a not-for-profit registered trade union domiciled in Australia.

1 Summary of Significant Accounting Policies

(a) Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with, and comply with, Australian Accounting Standards, Australian Accounting Interpretations and the Fair Work (registered organisation) Act 2009.

Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

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

(c) 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.

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses. Cost includes expenditure that is directly attributable to the asset.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, is depreciated on a diminishing value basis over the asset's useful life 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 Asset	Depreciation Rate (%)
Motor Vehicles	25
Office Equipment	25-50
Other Property, Plant and Equipment	4

Notes to the Financial Statements

For the Year Ended 31 December 2013

1 Summary of Significant Accounting Policies continued

(c) Property, plant and equipment continued

The assets' residual values, depreciation methods and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

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

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income.

(d) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument. For financial assets, this is the equivalent to the date that the Union commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs, except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either 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 in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as:

- (a) the amount at which the financial asset or financial liability is measured at initial recognition;
- (b) less principal repayments;
- (c) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the *effective interest method*; and
- (d) less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

The classification of financial instruments depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and at the end of each

Notes to the Financial Statements

For the Year Ended 31 December 2013

1 Summary of Significant Accounting Policies continued

(d) **Financial instruments continued**
reporting period for held-to-maturity assets.

The Union does not designate any interest as being subject to the requirements of accounting standards specifically applicable to financial instruments.

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

Financial assets are classified at 'fair value through profit or loss' when they are either held for trading for the purpose of short-term profit taking, 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 carrying value being included 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.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting year.

(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 Union's intention to hold these investments to maturity. They are subsequently measured at amortised cost.

Held-to-maturity investments are included in non-current assets, except for those which are expected to be realised within 12 months after the end of the reporting period, which will be classified as current assets.

If during the period the Union sold or reclassified more than an insignificant amount of the held-to-maturity investments before maturity, the entire held-to-maturity investments category would be tainted and reclassified as available-for-sale.

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

Available-for-sale financial assets are non-derivative financial assets that are either not suitable to be 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.

Available-for-sale financial assets are included in non-current assets, except for those which are expected to be sold within 12 months after the end of the reporting period.

(v) *Financial liabilities*

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost. Fees payable on the establishment of loan facilities are recognised as transaction costs of the loan.

Notes to the Financial Statements

For the Year Ended 31 December 2013

1 Summary of Significant Accounting Policies continued

(d) Financial instruments continued

Borrowings are classified as current liabilities unless the Union has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

(e) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less which are convertible to a known amount of cash and subject to an insignificant risk of change in value, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

(f) Employee benefits

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to the end of the reporting period. 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.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the statement of financial position if the Union does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

(g) Provisions

Provisions are recognised when the Union 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.

(h) Trade 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 Union during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(i) Critical accounting estimates and judgments

The committee members have not made any significant accounting estimates or judgements which are likely to affect the future results of the Union.

Notes to the Financial Statements

For the Year Ended 31 December 2013

1 Summary of Significant Accounting Policies continued

(j) New Accounting Standards and Interpretations

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The committee members have decided against early adoption of these Standards, but does not expect the adoption of these standards to have any impact on the reported position or performance of the Union.

(k) Income tax

The Union is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(l) Revenue and other income

The Union recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division's activities as discussed below.

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

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

(m) 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. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

**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 2013

2 Expenses

	2013	2012
	\$	\$
Affiliation fees		
Affiliation fees - ACTU	191,288	149,737
Affiliation fees - CEPU National Office	54,882	55,386
Affiliation fees - Public Services Int	5,058	38,803
	<u>251,228</u>	<u>243,926</u>
Donations		
Donations	150	500
Donations - ALP (2013 Federal election funding)	200,000	-
	<u>200,150</u>	<u>500</u>
Meeting & Conference		
Meeting & conferences - general	40,032	12,446
Meeting & conferences - divisional	37,800	-
Meeting & conferences - national	(33,036)	25,400
	<u>44,796</u>	<u>37,846</u>

3 Cash and Cash Equivalents

	2013	2012
	\$	\$
Cash at bank and in hand	3,233,145	2,294,892
Other cash and cash equivalents	(13,292)	(21,325)
	<u>3,219,853</u>	<u>2,273,567</u>

(a) Cash Flow Reconciliation

Reconciliation of cash and cash equivalents as per Statement of Financial Position to Statement of Cash Flows:

	2013	2012
	\$	\$
Cash and cash equivalents as per:		
Statement of Financial Position	3,219,853	2,273,567
Statement of Cash Flows	(3,219,853)	(2,273,567)
Difference	<u>-</u>	<u>-</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 2013

4 Trade and Other Receivables

	2013	2012
Note	\$	\$
CURRENT		
Trade receivables	862,862	1,654,651
Provision for impairment	(78,919)	-
	<u>783,943</u>	<u>1,654,651</u>
Total current trade and other receivables	<u>783,943</u>	<u>1,654,651</u>

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

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Notes to the Financial Statements

For the Year Ended 31 December 2013

The above amount is made up of the following:

C.E.P.U. National Council Division	\$25,400
C.E.P.U. NSW Electrical Division	\$40,046
C.E.P.U. NSW Postal & Telecommunications Branch	\$25,511
C.E.P.U. NSW Telecommunications & Services Branch	\$1,033
C.E.P.U. SA Electrical Division	\$96,325
C.E.P.U. TAS Electrical Division	\$5,039
C.E.P.U. VIC Electrical Division	<u>\$590,589</u>
	\$783,943

5 Property, Plant and Equipment

Furniture, fixture and fittings

At cost	22,852	25,515
Accumulated depreciation	(20,186)	(16,651)

Total furniture, fixture and fittings

2,666	8,864
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Motor vehicles

At cost	70,884	70,884
Accumulated depreciation	(23,226)	(7,340)

Total motor vehicles

47,658	63,544
---------------	--------

Improvements

At cost	77,727	77,727
Accumulated depreciation	(77,727)	(77,727)

Other property, plant and
equipment

At cost	117,311	117,311
Accumulated depreciation	(114,513)	(110,070)

Total other property, plant and
equipment

2,798	7,241
--------------	-------

Total plant and equipment

53,122	79,649
---------------	--------

**Total property, plant and
equipment**

53,122	79,649
---------------	--------

**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 2013

5 Property, Plant and Equipment continued

(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:

	Furniture, Fixtures and Fittings	Motor Vehicles	Other Property, Plant and Equipment	Total
	\$	\$	\$	\$
Balance at the beginning of year	8,864	63,544	7,241	79,649
Additions	1,529	-	-	1,529
Depreciation	(7,727)	(15,886)	(4,443)	(28,056)
Balance at 31 December 2013	2,666	47,658	2,798	53,122

6 Trade and Other Payables

	Note	2013 \$	2012 \$
CURRENT			
Trade payables		77,436	-
Other payables		52,805	42,508
		130,241	42,508
		130,241	42,508

7 Current tax liabilities

	2013 \$	2012 \$
PAYGW	155,090	36,174
Payroll tax	21,344	2,178
FBT	3,343	2,415
Total current tax liabilities	179,777	40,767

**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 2013

8 Employee Benefits

	2013	2012
	\$	\$
Office Holders:		
Annual leave	18,422	38,935
Long service leave	9,086	148,750
Separation & redundancy	-	125,646
Other	-	-
Total office holders	27,508	313,331
Employees other than office holders:		
Annual leave	101,313	89,671
Long service leave	139,114	163,986
Separation & redundancy	88,884	85,465
Other	-	-
Total employees other than office holders	329,311	339,122
Total employee benefits	356,819	652,453
	2013	2012
	\$	\$
Current	119,735	128,606
Non Current	237,084	523,847
Total employee benefits	356,819	652,453

Notes to the Financial Statements

For the Year Ended 31 December 2013

9 Financial Risk Management

The Union's financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The Union's overall risk management plan seeks to minimise potential adverse effects due to the unpredictability of financial markets.

The Union does not speculate in financial assets; the Union's committee is responsible for, among other things, monitoring and managing financial risk exposure. The secretary monitors the Union's transactions and authorises any changes in financial risk management.

The totals for each category of financial instruments are as follows:

	Note	2013 \$	2012 \$
Financial Assets			
Financial assets at fair value through profit or loss			
Cash and cash equivalents	3	3,219,853	2,273,567
Trade and other receivables	4	783,943	1,654,651
Total financial assets		4,003,796	3,928,218
Financial Liabilities			
Financial liabilities at fair value through profit or loss			
Trade and other payables	6	130,241	42,508
Total financial liabilities		130,241	42,508

Net fair values

Fair value estimation

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

Fair values derived 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. Where possible, valuation information used to calculate fair value 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.

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

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Notes to the Financial Statements

For the Year Ended 31 December 2013

10 Key Management Personnel Disclosures

The totals of remuneration paid to the key management personnel of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division during the year are as follows:

	2013	2012
	\$	\$
Short-term employee benefits	308,768	373,117
Long-term benefits	-	-
Post-employment benefits	-	-
Termination benefits	286,414	-
Share-based payments	-	-
	<u>595,182</u>	<u>373,117</u>

11 Revenue and Other Income

	Note	2013	2012
		\$	\$
Revenue			
- Sustentation fees		-	3,100,962
- CEPU - QLD branch		794,821	-
- CEPU - WA branch		406,190	-
- CEPU - NSW branch		938,084	-
- CEPU - SA branch		175,221	-
- CEPU - VIC branch		962,287	-
- CEPU - TAS branch		87,766	-
- Total sustentation fees		<u>3,364,369</u>	<u>3,100,962</u>
- Interest received		67,149	82,323
		<u>3,431,518</u>	<u>3,183,285</u>
Other income			
- CEPU - National Office		33,400	-
- Director fees		84,814	45,905
- Miscellaneous income		1,354	4,868
- States' recoupments		-	19,660
		<u>119,568</u>	<u>70,433</u>
Total Revenue		<u>3,551,086</u>	<u>3,253,718</u>

Notes to the Financial Statements

For the Year Ended 31 December 2013

12 Employee benefits expense

	2013	2012
	\$	\$
Holders of office:		
Wages & salaries	240,991	297,285
Superannuation	48,200	55,078
Leave & other entitlements	19,577	20,754
Separation & redundancy	286,414	-
Other employee expenses	-	-
Total holders of office	595,182	373,117
Employees other than office holders		
Wages & salaries	825,188	906,388
Superannuation	152,036	154,317
Leave & other entitlements	80,623	177,759
Separation & redundancy	-	-
Other employee expenses	-	-
Total employees other than office holders	1,057,847	1,238,464
Total employee related expenses	1,653,029	1,611,581

13 Other operating expenses

	2013	2012
	\$	\$
Advertising & Promotion	341,122	181,134
Computer expenses	26,287	48,007
Doubtful debts	78,919	-
Printing and stationery	23,120	25,481
Rental Outgoings	167,966	114,419
Staff training & welfare	9,238	61,889
Subscriptions	23,760	61,786
Telephone and fax	37,139	43,908
Travel expenses	217,749	241,312
Other non-material expenses	107,790	104,471
Total other operating expenses	1,033,090	882,407

14 Auditors' Remuneration

	2013	2012
	\$	\$
- auditing or reviewing the financial report	19,000	27,018
- non-audit services	-	-

Notes to the Financial Statements

For the Year Ended 31 December 2013

15 Cash Flow Information

	2013	2012
	\$	\$
CEPU - QLD branch	1,186,729	-
CEPU - WA branch	585,886	-
CEPU - NSW branch	1,253,637	-
CEPU - SA branch	177,171	-
CEPU - VIC branch	876,530	-
CEPU - TAS branch	126,082	-
CEPU - National Council	8,000	-
Cashflow from branches	4,214,035	-

16 Events after the end of the Reporting Period

The financial report was authorised for issue on 29 May 2014 by the Committee of Management.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Union, the results of those operations or the state of affairs of the Union in future financial years.

17 Union Details

The registered office of and principal place of business of the Union is:

CEPU - Electrical Division
Suite 701, Level 7
5-13 Rosebery Ave
Rosebery NSW 2018

18 Information to be Provided to Members or Registrar

- (a) In accordance with the requirements of the Fair Work (registered organisation) Act 2009, attention is drawn to the provisions of sub-sections (i), (ii) and (iii) of section 272 below:
- (i) 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
 - (ii) 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
 - (iii) A reporting unit must comply with the application made under subsection (i).

**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 2013

19 Related Party Transactions

The following were members of the Divisional Executive during the year ended 31 December 2013:

Nicole Wells	Divisional President (TAS)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President (SA)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President (SA)	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President (QLD)	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Rodney Burles	Branch President (TAS)	4 Feb 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	1 Mar 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013

The following were members of the Divisional Council during the year ended 31 December 2013:

Nicole Wells	Divisional President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Neville Betts	Branch Assistant Secretary (NSW)	1 Jan 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	1 Jan 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Michael Brien	Branch Member (NSW)	1 Jan 2013 to 31 Dec 2013
Gary Carruthers	Branch President (VIC)	1 Jan 2013 to 31 Dec 2013
Joe Fiteni	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Douglas Buchanan	Branch Organiser (SA)	1 Jan 2013 to 31 Dec 2013
Jason Harrison	Branch President (SA)	1 Jan 2013 to 31 Dec 2013
Robert Manhood	Branch President (WA)	1 Jan 2013 to 31 Dec 2013
Kevin Harkins	Branch Member (TAS)	1 Jan 2013 to 24 Jul 2013
Ken Batge	Branch Member (TAS)	1 Jan 2013 to 2 May 2013
Shane King	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Terence Hayes	Branch Member (WA)	1 Jan 2013 to 31 Dec 2013
Ivan Balta	Branch Organiser (VIC)	23 May 2013 to 31 Dec 2013
Rodney Burles	Branch Secretary (TAS)	1 Jan 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	21 Feb 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013

**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 2013

Todd Lambert
Ken Mayes

Branch Member (TAS)
Branch President (TAS)

2 May 2013 to 31 Dec 2013
12 Sep 2013 to 31 Dec 2013

20 Reporting Guidelines Disclosures

With respect to the following paragraphs under the Reporting Guidelines for the Purposes of Section 253 no activity occurred: paragraphs 10, 11, 12, 13, 15(a), 15(c), 15(d), 15(e), 17(a), 17(b), 17(d), 17(e)(i), 17(h), 17(k), 19(b), 21(a), 21(b), 23(a), 23(b), 23(c), 23(d). Additionally the Union has not engaged in any recovery of wages activity.

**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**

Report on the Financial Report

We have audited the accompanying financial report of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division, which comprises the statement of financial position as at 31 December 2013, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and management's assertion statement.

Management's Responsibility for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and *the Fair Work (Registered Organisations) Act 2009*, and for such internal control as management determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

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. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about 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 judgement, 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 management, 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.

**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**

Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division as at 31 December 2013, and its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and *the Fair Work (Registered Organisations) Act 2009*.

Management's use of the going concern principle in the preparation of the financial statements is appropriate.

I declare that I am an approved auditor and a member of the Institute of Chartered Accountants in Australia.

Pinker Arnold & McLoughlin Chartered Accountants



Richard Pinker
Chartered Accountant #78548 & Registered Company Auditor #16244

Hurstville NSW

Date: 21 July 2014



23 June 2014

Allen Hicks
Divisional Secretary
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied
Services Union of Australia - Electrical, Energy and Services Division
PO Box 380
Roseberry NSW 2018

via e-mail: edno@nat.cepu.asn.au

Dear Mr Hicks

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied
Services Union of Australia - Electrical, Energy and Services Division
Financial Report for the year ended 31 December 2013 - FR2013/425**

I acknowledge receipt of the financial report for the year ended 31 December 2013 for the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division (CEPU-ELE). The financial report was lodged with the Fair Work Commission (FWC) on 6 June 2014.

The financial report has not been filed. I have examined the report and identified a number of matters, the details of which are set out below, that you are required to address before the report can be filed.

The Committee of Management Statement, General Purpose Financial Report (GPFR) and Auditor's Statement will require amendments. The amended report will need to be presented to a Committee of Management meeting, republished on the CEPU-ELE website and lodged with FWC.

I have noted the inclusion of an additional report "Profit and Loss Account for the year ended 31 December 2013". The auditor has issued a separate audit report in respect of this statement which in part states "...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." The limitation placed on the opinion expressed by the auditor means that this report cannot be considered part of the General Purpose Financial Report to satisfy the reporting requirements under the *Fair Work (Registered Organisations) Act 2009*.

The matters identified should be read in conjunction with the *Fair Work (Registered Organisations) Act 2009* (the RO Act), *Fair Work (Registered Organisations) Regulations 2009* (the RO Regs), Reporting Guidelines (RG) made under section 255 of the RO Act and Australian Accounting Standards. A 'Model financial statements' is also available on the FWC website to assist organisations in preparing returns.

1. Committee of Management Statement

Committee of Management Statement not dated

The Committee of Management Statement provided to the FWC was not dated. Item 42(d) of the Reporting Guidelines requires the statement to be dated as at the date the designated officer signs the statement.

Please arrange for the statement to be signed and dated by the designated officer and resubmitted to FWC.

2. General Purpose Financial Report

Preparation in accordance with AAS and RO Act

Australian Accounting Standard *AASB 1054 Australian Additional Disclosures* paragraph 7 requires an entity whose financial statements comply with Australian Accounting Standards to state this in the notes to the financial statements.

This information has not been provided.

For-profit or not-for profit entity

Australian Accounting Standard *AASB 1054 Australian Additional Disclosures* paragraph 8(b) requires that the entity disclose whether, for the purposes of preparing the financial statements, it is a for-profit or not-for-profit entity.

This information has not been provided.

New and future Australian accounting standards

Australian Accounting Standard *AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors* paragraphs 14 and 28 require that the entity disclose:

- Australian Accounting Standards adopted during the period; and
- Australian Accounting Standards issued but not yet effective with an assessment of the future impact of the standard on the entity.

This information has not been provided.

Accounting judgments and estimates

Australian Accounting Standard *AASB 101 Presentation of Financial Statements* paragraph 122 requires that the notes to the financial statements include a discussion on the significant accounting judgments and estimates applied.

This information has not been provided.

Employee benefits accounting policy

Australian Accounting Standard *AASB 101 Presentation of Financial Statements* paragraph 117 states:

An entity shall disclose in the summary of significant accounting policies:

- (a) the measurement basis (or bases) used in preparing the financial statements; and

- (b) the other accounting policies used that are relevant to an understanding of the financial statements.

Employee benefits are considered to be a significant item for the reporting entity. Therefore, in accordance with AASB 101, the accounting policy in respect to employee benefits should be reflected in Note 1 'Summary of Significant Accounting Policies'.

Key management personnel

Australian Accounting Standard *AASB 124 Related Party Disclosures* paragraph 17 requires the General Purpose Financial Report to disclose within the statements or the notes compensation paid to key management personnel.

This normally includes a listing of the key management personnel for the organisation, the total amount of compensation paid to all key management personnel, and then totals for each of the following categories:

- Short term employee benefits
- Post employment benefits
- Other long term employee benefits
- Termination benefits
- Any share based payments.

The definition for these categories can be found within accounting standard *AASB 119: Employee Benefits*.

Financial instruments disclosures

Australian Accounting Standard *AASB 7 Financial Instruments: Disclosures* details the reporting disclosures required by an entity in relation to financial instruments.

The full disclosure required by AASB 7 has not been provided.

Property, plant and equipment disclosures

Australian Accounting Standard *AASB 116 Property, Plant and Equipment* paragraph 73 requires specific disclosures for each class of property, plant and equipment.

This information has not been provided.

Disclosure of employee expenses/provisions for office holders and other employees

The Reporting Guidelines require reporting units to disclose in the Statement of Comprehensive Income or in the notes to the financial statements employee expenses to holders of office (item 17(f)) and employee expenses to other employees (item 17(g)).

I note that the Statement of Comprehensive Income does not distinguish between employee expenses for office holders and other employees. Employee expenses for office holders and other employees should be separately disclosed.

The Reporting Guidelines also require either the Statement of Financial Position or the notes to disclose any liability for employee benefits in respect of office holders and other employees (item 21(c) and 21 (d)). Note 8 discloses these liabilities but does not distinguish between provisions for office holders and other employees.

Materiality

Australian Accounting Standard *AASB 101 Presentation of Financial Statements* paragraph 97 requires material items to be presented separately.

The Statement of Comprehensive Income reports \$1,063,317 as 'Other operating expenses' which is a material amount. This item is required to be further divided to ensure that any material items within expenses are separately disclosed.

Note 10 to the financial statements reports \$86,168 as 'Miscellaneous Income' which is a material amount. This item is required to be further divided to ensure that any material items within revenue are separately disclosed.

Statement of Changes in Equity Retrospective Adjustment

The Statement of Changes in Equity reports a 'Retrospective adjustment' of \$30,227. The reason for this adjustment will need to be clearly explained in the GPFR. Depending on the reason for the adjustment, disclosures may be required under Australian Accounting Standard *AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors* and Australian Accounting Standard *AASB 101 Presentation of Financial Statements*.

The notes to the CEPU-ELE financial statements establish a policy in regard to changes to comparative figures. Note 1(b) states "Where the Union has retrospectively applied an accounting policy, made a retrospective restatement or reclassifies items in its financial statements, an additional statement of financial position as at the beginning of the earliest comparative period will be disclosed."

The statements will need to be updated to report this adjustment correctly.

Reconciliation of cash flows from operating activities

Australian Accounting Standard *AASB 107 Statement of Cash Flows* paragraph 45 requires that the entity disclose '...the components of cash and cash equivalents and shall present a reconciliation of the amounts in its Statement of Cash Flows with the equivalent items reported in the Statement of Financial Position'.

This information has not been provided.

Activities under Reporting Guidelines not disclosed

Items 16, 18, 20 and 22 of the RG state that if the activities identified in items 15, 17, 19 and 21 respectively have not occurred in the reporting period, a statement to this effect must be included in the notes to the GPFR. I note that for the following items no such disclosure has been made:

- 15(a) periodic or membership subscriptions
- 17(b) capitation fees paid
- 17(e)(i) the total amount paid in grants
- 17(h) fees or allowances paid to persons to attend a conferences or other meeting as a representative of the reporting unit
- 19 receivable or payable with another reporting unit
- 21(b) payables in respect of legal costs and other expenses related to litigation or other legal matters

Should you wish to discuss the matters raised in this letter, or if you require further information on the financial reporting requirements of the Act, I may be contacted on (03) 8661 7675 or by email at ken.morgan@fwc.gov.au

Yours sincerely

A handwritten signature in black ink, appearing to read 'K. Morgan', with a stylized flourish at the end.

Ken Morgan
Financial Reporting Advisor
Regulatory Compliance Branch



Electrical Trades Union of Australia

Proud to be Union

6 June 2014

Mr David Vale
Manager, Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William Street
EAST SYDNEY NSW 2011

Dear David

**Lodgement of Full Report of the CEPU – Electrical, Energy & Services Division
year ending 31 December 2013**

In accordance with s268 of the Fair Work (Registered Organisations) Act 2009, please find attached the full report of the CEPU Electrical, Energy and Services Division for the year ending 31 December 2013 comprising a copy of the:

- report of the auditor in relation to the inspection and audit of the financial records of the Division;
- general purpose financial report to which the report relates;
- operating report to which the report relates

and the certificate signed by the prescribed designated officer in accordance with s268 of the RO Act.

If you have any queries regarding this report please contact me.

Yours faithfully

A handwritten signature in black ink, appearing to read 'AL Hicks'.

Allen Hicks
Divisional Secretary

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

Section 268 Fair Work (Registered Organisations) Act 2009 (RO Act)

Certificate by National Secretary or Prescribed Designated Officer

I, Allen Hicks, being the Divisional Secretary of the Electrical, Energy and Services Division of the Communications, Electrical, Electronic, Energy Information Postal Plumbing and Allied Services Union of Australia, (CEPU) declare:

- that the documents as lodged are copies of the full report referred to in s.268 of the RO Act for the Communications, Electrical, Electronic, Energy Information Postal Plumbing and Allied Services Union of Australia, (CEPU) Electrical, Energy and Services Divisional Council for the period ended 31 December 2013; and
- that the full report was provided to members of the reporting unit on the 30 May 2014 in accordance with s.265 of the RO Act; and
- that the full report was presented to the committee of management of the reporting unit on the 5 June 2014 in accordance with s.266 of the RO Act.

Signed:



Name: Mr Allen Hicks

Date: 6 June 2014

Office Held: Divisional Secretary, CEPU, Electrical Energy & Services Division

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

ABN: 60 429 406 804

Financial Statements

For the Year Ended 31 December 2013

**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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For the Year Ended 31 December 2013

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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

31 December 2013

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 2013, 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. Co-ordination of National Enterprises negotiations on behalf of branches.
- 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 National.
- Developing national policies and representing the division nationally 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, e.g. in submission to government inquiries, skilled career paths, skill shortages, quality and accreditation and workforce issues, occupational health and safety and electrical licensing.

There has been no significant changes in the nature of these activities.

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 13.5% (an increase from 12.5% in 2012) of fees paid by members. Additional income was received from interest, reimbursements and fees recovered from directorships of 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 Fair Work Act); namely, by providing written notice addressed and delivered to the Secretary of the relevant Branch.

**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

31 December 2013

4. Superannuation Trustees

The following were superannuation fund trustees during the year or were a director of a company who is a superannuation fund trustee:

1. Peter Tighe (retired in Jul 2013) - C+Bus Superannuation Fund
2. Peter Simpson - Energy Industry Super Fund
3. Steve Butler - Energy Industry Super Fund

5. Membership of the Union

There were 69,344 members of the union as at 31 December 2013.

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 2013 the Electrical, Energy and Services Division employed 10 full time, 1 permanent part time and 1 temporary full time employees.

7. Divisional Executive

The following persons were members of the Divisional Executive, during the year ending 31 December 2013

Nicole Wells	Divisional President (TAS)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President (SA)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President (SA)	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President (QLD)	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Rodney Burles	Branch President (TAS)	4 Feb 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	1 Mar 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013

**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

31 December 2013

8. Divisional Council

The following persons were members of the Divisional Council, during the year ending 31 December 2013.

Nicole Wells	Divisional President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Neville Betts	Branch Assistant Secretary (NSW)	1 Jan 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	1 Jan 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Michael Brien	Branch Member (NSW)	1 Jan 2013 to 31 Dec 2013
Gary Carruthers	Branch President (VIC)	1 Jan 2013 to 31 Dec 2013
Joe Fiteni	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Douglas Buchanan	Branch Organiser (SA)	1 Jan 2013 to 31 Dec 2013
Jason Harrison	Branch President (SA)	1 Jan 2013 to 31 Dec 2013
Robert Manhood	Branch President (WA)	1 Jan 2013 to 31 Dec 2013
Kevin Harkins	Branch Member (TAS)	1 Jan 2013 to 24 Jul 2013
Ken Batge	Branch Member (TAS)	1 Jan 2013 to 2 May 2013
Shane King	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Terence Hayes	Branch Member (WA)	1 Jan 2013 to 31 Dec 2013
Ivan Balta	Branch Organiser (VIC)	23 May 2013 to 31 Dec 2013
Rodney Burles	Branch Secretary (TAS)	1 Jan 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	21 Feb 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013
Todd Lambert	Branch Member (TAS)	2 May 2013 to 31 Dec 2013
Ken Mayes	Branch President (TAS)	12 Sep 2013 to 31 Dec 2013

**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

31 December 2013

9. Company Directors

The following officers were company directors during the year:

Name	Entity	Activities
Joseph Fiteni	-Contracting Industry Redundancy Trust	Administer redundancy funds
Peter Simpson	-Contracting Industry Redundancy Trust	Administer redundancy funds
	-JETCO Inc	Training costs assistance
	-Not 4 Sale Ltd	Ensure QLD power sovereignty
	-Energy Super Claims sub-committee	Superannuation fund
	-ETU Officers Defence social club	Social events organiser
Les McLaughlan	-CTF board	Improve construction training
	-LSL board	Administer long service leave
Allen Hicks	-National Electronic Data Capture Ltd	Data storage
	-Nest Nominees Pty Ltd	Administer redundancy funds
Wesley Hayes	-Electrical Electronic Industry Training Ltd	Improve training quality
	-Elecnet (Aust) Pty Ltd	Members' income protection
	-Protect	Members' income protection
Troy Gray	-Coinvest Ltd	LSL administrators
	-Elecnet (Aust) Pty Ltd	Members' income protection
	-Protect	Members' income protection
Neville Betts	-ElectroGroup Industry Training	Group training organisation
	-ACT Building Fund	Administer industry training
	-ACT Unions Property Trust	Administer property trust
	-ETU (NSW Branch)	Trade union
Michael Brien	-Richmond Golf Club	Golf club
	-ETU (NSW Branch)	Trade union
Steve Butler	-New Law Pty Ltd	Law firm
	-ElectroGroup Industry Training	Group training organisation
	-ElectroSkills Training Centre	Group training organisation
	-Energy Industry Super Fund	Super fund
	-Trades Hall Association	Property trust
	-Construction Drug & Alcohol Foundation	Rehabilitation charity
	-Mechanical & Electrical Redundancy Fund	Redundancy trust fund
	-ETU (NSW Branch)	Trade union
James MacFadyen	-Gosford Race Club	Horse racing
	-Hardy's Bay Branch	Political activities
	-ElectroGroup Industry Training	Group training organisation
	-Vocational Training Board	Hearing of training appeals
	-ETU (NSW Branch)	Trade union



ALLEN HICKS, DIVISIONAL SECRETARY

Dated this 29th day of MAY 2014

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

ABN: 60 429 406 804

Committee's Declaration

On 29th day of MAY 2014 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 2013.

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 Fair Work (registered organisation) Act 2009; 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 Fair Work (registered organisation) Act 2009; and
 - (vi) no order has been made by the Industrial Registrar under section 273 Fair Work (registered organisation) Act 2009 .

For the National Executive



Allen Hicks

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

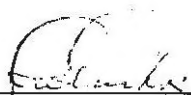
ABN: 60 429 406 804

**Auditor's Independence Declaration under Section 307C of the
Corporations Act 2001 To the committee Communication Electrical
Electronic Energy Information Postal Plumbing and Allied Services Union
of Australia - Electrical, Energy and Services Division**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2013, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Pinker Arnold & McLoughlin Chartered Accountants



Richard Pinker

Date: 30 May 2014

Hurstville NSW 2220

**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 Comprehensive Income

For the Year Ended 31 December 2013

		2013	2012
	Note	\$	\$
Revenue	10	3,431,518	3,183,285
Other income	10	119,568	70,433
Affiliation fees	2	(251,228)	(243,926)
Audit fees	12	(19,000)	(27,018)
Depreciation and amortisation expense		(28,055)	(23,727)
Donations	2	(200,150)	(500)
Employee benefits expense	11	(1,653,029)	(1,611,581)
Finance costs		(123)	(630)
Legal fees		(207,116)	(603,026)
Meetings & conferences	2	(44,796)	(37,846)
Other expenses		-	(6,855)
Other operating expenses		(1,063,317)	(882,407)
Profit/(Loss) before income tax		84,272	(183,798)
Income tax expense	(g)	-	-
Profit/(Loss) for the year		84,272	(183,798)
Other comprehensive income:			
Total comprehensive income attributable to members of the Union		84,272	(183,798)

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 2013

	Note	2013 \$	2012 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	3,219,853	2,273,567
Trade and other receivables	4	783,943	1,654,651
Current tax receivable		38,037	41,480
TOTAL CURRENT ASSETS		4,041,833	3,969,698
NON-CURRENT ASSETS			
Property, plant and equipment	5	53,122	79,649
TOTAL NON-CURRENT ASSETS		53,122	79,649
TOTAL ASSETS		4,094,955	4,049,347
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	130,241	42,508
Current tax liabilities	7	179,777	40,767
Employee benefits	8	119,735	128,606
TOTAL CURRENT LIABILITIES		429,753	211,881
NON-CURRENT LIABILITIES			
Employee benefits	8	237,084	523,847
TOTAL NON-CURRENT LIABILITIES		237,084	523,847
TOTAL LIABILITIES		666,837	735,728
NET ASSETS		3,428,118	3,313,619
EQUITY			
Reserves		53,825	53,825
Accumulated surplus		3,374,293	3,259,794
TOTAL EQUITY		3,428,118	3,313,619

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 2013

2013

	Accumulated Surplus	Asset Revaluation Reserve	Total
Note	\$	\$	\$
Balance at 1 January 2013	3,259,794	53,825	3,313,619
Profit attributable to members of the entity	84,272	-	84,272
Retrospective adjustment	30,227	-	30,227
Balance at 31 December 2013	3,374,293	53,825	3,428,118

2012

	Accumulated Surplus	Asset Revaluation Reserve	Total
Note	\$	\$	\$
Balance at 1 January 2012	3,443,592	53,825	3,497,417
Loss attributable to members of the entity	(183,798)	-	(183,798)
Balance at 31 December 2012	3,259,794	53,825	3,313,619

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 2013

	Note	2013 \$	2012 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		70,497	2,784,471
Payments to suppliers and employees		(3,403,743)	(3,197,867)
Receipts from branches	13	4,214,035	-
Interest received		67,149	82,323
Interest paid		(123)	(630)
Net cash provided by (used in) operating activities		<u>947,815</u>	<u>(331,703)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from sale of plant and equipment		-	15,000
Purchase of property, plant and equipment		(1,529)	(38,016)
Net cash used by investing activities		<u>(1,529)</u>	<u>(23,016)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net increase (decrease) in cash and cash equivalents held		946,286	(354,719)
Cash and cash equivalents at beginning of year		<u>2,273,567</u>	<u>2,628,286</u>
Cash and cash equivalents at end of financial year	3	<u><u>3,219,853</u></u>	<u><u>2,273,567</u></u>

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 31 December 2013

The financial statements cover Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division as an individual entity. Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division is a registered trade union domiciled in Australia.

1 Summary of Significant Accounting Policies

(a) Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards, Australian Accounting Interpretations and the Fair Work (registered organisation) Act 2009.

Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

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

(c) 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.

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses. Cost includes expenditure that is directly attributable to the asset.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, is depreciated on a straight-line basis over the asset's useful life 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.

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

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income.

Notes to the Financial Statements

For the Year Ended 31 December 2013

1 Summary of Significant Accounting Policies continued

(d) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less which are convertible to a known amount of cash and subject to an insignificant risk of change in value, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

(e) Provisions

Provisions are recognised when the Union 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.

(f) Trade 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 Union during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(g) Income tax

The Union is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(h) Revenue and other income

The Union recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division's activities as discussed below.

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

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

(i) 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. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

**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 2013

2 Expenses

	2013	2012
	\$	\$
Affiliation fees		
Affiliation fees - ACTU	191,288	149,737
Affiliation fees - CEPU National Office	54,882	55,386
Affiliation fees - Public Services Int	5,058	38,803
	<u>251,228</u>	<u>243,926</u>
Donations		
Donations	150	500
Donations - ALP (2013 Federal election funding)	200,000	-
	<u>200,150</u>	<u>500</u>
Meeting & Conferences		
Meeting & conferences - general	40,032	12,446
Meeting & conferences - divisional	37,800	-
Meeting & conferences - national	(33,036)	25,400
	<u>44,796</u>	<u>37,846</u>

3 Cash and Cash Equivalents

	2013	2012
	\$	\$
Cash at bank and in hand	3,233,145	2,294,892
Other cash and cash equivalents	(13,292)	(21,325)
	<u>3,219,853</u>	<u>2,273,567</u>

4 Trade and Other Receivables

	2013	2012
	\$	\$
CURRENT		
Trade receivables	862,862	1,654,651
Provision for impairment	(78,919)	-
	<u>783,943</u>	<u>1,654,651</u>
Total current trade and other receivables	<u>783,943</u>	<u>1,654,651</u>

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

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Notes to the Financial Statements

For the Year Ended 31 December 2013

The above amount is made up of the following:

C.E.P.U. National Council Division	\$25,400
C.E.P.U. NSW Electrical Division	\$40,046
C.E.P.U. NSW Postal & Telecommunications Branch	\$25,511
C.E.P.U. NSW Telecommunications & Services Branch	\$1,033
C.E.P.U. SA Electrical Division	\$96,325
C.E.P.U. TAS Electrical Division	\$5,039
C.E.P.U. VIC Electrical Division	<u>\$590,589</u>
	\$783,943

5 Property, Plant and Equipment

Furniture, fixture and fittings

At cost

22,852 25,515

Accumulated depreciation

(20,186) (16,651)

Total furniture, fixture and fittings

2,666 8,864

Motor vehicles

At fair value

70,884 70,884

Accumulated depreciation

(23,226) (7,340)

Total motor vehicles

47,658 63,544

Improvements

At cost

77,727 77,727

Accumulated depreciation

(77,727) (77,727)

Other property, plant and
equipment

At fair value

117,311 117,311

Accumulated depreciation

(114,513) (110,070)

Total other property, plant and
equipment

2,798 7,241

Total plant and equipment

53,122 79,649

**Total property, plant and
equipment**

53,122 79,649

Notes to the Financial Statements

For the Year Ended 31 December 2013

6 Trade and Other Payables

	2013	2012
Note	\$	\$
CURRENT		
Trade payables	77,436	-
Other payables	52,805	42,508
	<u>130,241</u>	<u>42,508</u>
	<u>130,241</u>	<u>42,508</u>

7 Current tax liabilities

	2013	2012
	\$	\$
PAYGW	155,090	36,174
Payroll tax	21,344	2,178
FBT	3,343	2,415
Total current tax liabilities	<u>179,777</u>	<u>40,767</u>

8 Employee Benefits

	2013	2012
	\$	\$
CURRENT		
Provision for annual leave	119,735	128,606
	<u>2013</u>	<u>2012</u>
	\$	\$
NON-CURRENT		
Provision for long service leave	148,200	312,736
Provision for retirement allowance	88,884	211,111
	<u>237,084</u>	<u>523,847</u>

Notes to the Financial Statements

For the Year Ended 31 December 2013

9 Financial Risk Management

The Union's financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The Union's overall risk management plan seeks to minimise potential adverse effects due to the unpredictability of financial markets.

The Union does not speculate in financial assets; the Union's committee is responsible for, among other things, monitoring and managing financial risk exposure. The secretary monitors the Union's transactions and authorises any changes in financial risk management.

The totals for each category of financial instruments are as follows:

	Note	2013 \$	2012 \$
Financial Assets			
Cash and cash equivalents	3	3,219,853	2,273,567
Trade and other receivables	4	783,943	1,654,651
Total financial assets		<u>4,003,796</u>	<u>3,928,218</u>
Financial Liabilities			
Financial liabilities at amortised cost			
- Trade and other payables	6	130,241	42,508
Total financial liabilities		<u>130,241</u>	<u>42,508</u>

Net fair values

Fair value estimation

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

Fair values derived 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. Where possible, valuation information used to calculate fair value 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.

**Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services
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Notes to the Financial Statements

For the Year Ended 31 December 2013

10 Revenue and Other Income

	Note	2013 \$	2012 \$
Revenue			
- Sustentation fees		-	3,100,962
- CEPU - QLD branch		794,821	-
- CEPU - WA branch		406,190	-
- CEPU - NSW branch		938,084	-
- CEPU - SA branch		175,221	-
- CEPU - VIC branch		962,287	-
- CEPU - TAS branch		87,766	-
- Total sustentation fees		3,364,369	3,100,962
- Interest received		67,149	82,323
		3,431,518	3,183,285
Other income			
- Miscellaneous income		86,168	70,433
- CEPU - National Office		33,400	-
		119,568	70,433
Total Revenue		3,551,086	3,253,718

11 Employee benefits expense

	2013 \$	2012 \$
Employees		
Wages & salaries	763,274	908,288
Payroll tax	88,630	72,659
Leave pay	298,106	80,871
Recruitment costs	-	17,846
Other short-term costs	35,614	-
Superannuation contributions	142,549	131,217
Fringe benefits tax	16,160	10,024
Wages - casual staff	16,987	15,389
Total employees	1,361,320	1,236,294
Officers		
Wages & salaries	219,934	303,252
Leave pay	28,080	16,957
Superannuation contributions	43,695	55,078
Total officers	291,709	375,287
Total employee related expenses	1,653,029	1,611,581

**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 2013

12 Auditors' Remuneration

	2013	2012
	\$	\$
- auditing or reviewing the financial report	19,000	27,018
- non-audit services	-	-

13 Cash Flow Information

	2013	2012
	\$	\$
CEPU - QLD branch	1,186,729	-
CEPU - WA branch	585,886	-
CEPU - NSW branch	1,253,637	-
CEPU - SA branch	177,171	-
CEPU - VIC branch	876,530	-
CEPU - TAS branch	126,082	-
CEPU - National Council	8,000	-
Cashflow from branches	4,214,035	-

14 Events after the end of the Reporting Period

The financial report was authorised for issue on 29 May 2014 by the Committee of Management.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Union, the results of those operations or the state of affairs of the Union in future financial years.

Notes to the Financial Statements

For the Year Ended 31 December 2013

15 Union Details

The registered office of and principal place of business of the Union is:

CEPU - Electrical Division
Suite 701, Level 7
5-13 Rosebery Ave
Rosebery NSW 2018

16 Information to be Provided to Members or Registrar

- (a) In accordance with the requirements of the Fair Work (registered organisation) Act 2009, attention is drawn to the provisions of sub-sections (i), (ii) and (iii) of section 272 below:
- (i) 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
 - (ii) 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
 - (iii) A reporting unit must comply with the application made under subsection (i).

Notes to the Financial Statements

For the Year Ended 31 December 2013

17 Related Party Transactions

The following were members of the Divisional Executive during the year ended 31 December 2013:

Nicole Wells	Divisional President (TAS)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President (SA)	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President (SA)	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President (QLD)	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Rodney Burles	Branch President (TAS)	4 Feb 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	1 Mar 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013

The following were members of the Divisional Council during the year ended 31 December 2013:

Nicole Wells	Divisional President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional Vice President	1 Jan 2013 to 4 Feb 2013
Robert Donnelly	Divisional President	4 Feb 2013 to 31 Dec 2013
Steve Butler	Divisional Vice President (NSW)	4 Feb 2013 to 31 Dec 2013
Peter Simpson	Divisional Vice President	1 Jan 2013 to 31 Dec 2013
Peter Tighe	Divisional Secretary	1 Jan 2013 to 22 Jul 2013
Allen Hicks	Divisional Secretary	22 Jul 2013 to 31 Dec 2013
Dean Mighell	Branch Secretary (VIC)	1 Jan 2013 to 4 Mar 2013
James MacFadyen	Branch President (NSW)	1 Jan 2013 to 31 Dec 2013
Les McLaughlan	Branch Secretary (WA)	1 Jan 2013 to 31 Dec 2013
Troy Gray	Branch Assistant Secretary (VIC)	1 Jan 2013 to 5 Mar 2013
Troy Gray	Branch Secretary (VIC)	5 Mar 2013 to 31 Dec 2013
Neville Betts	Branch Assistant Secretary (NSW)	1 Jan 2013 to 31 Dec 2013
Wesley Hayes	Branch Assistant Secretary (VIC)	1 Jan 2013 to 31 Dec 2013
Christopher Mc Gaw	Branch President (QLD)	1 Jan 2013 to 31 Dec 2013
Michael Brien	Branch Member (NSW)	1 Jan 2013 to 31 Dec 2013
Gary Carruthers	Branch President (VIC)	1 Jan 2013 to 31 Dec 2013
Joe Fiteni	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Douglas Buchanan	Branch Organiser (SA)	1 Jan 2013 to 31 Dec 2013
Jason Harrison	Branch President (SA)	1 Jan 2013 to 31 Dec 2013
Robert Manhood	Branch President (WA)	1 Jan 2013 to 31 Dec 2013
Kevin Harkins	Branch Member (TAS)	1 Jan 2013 to 24 Jul 2013
Ken Batge	Branch Member (TAS)	1 Jan 2013 to 2 May 2013
Shane King	Branch Member (QLD)	1 Jan 2013 to 31 Dec 2013
Terence Hayes	Branch Member (WA)	1 Jan 2013 to 31 Dec 2013
Ivan Balta	Branch Organiser (VIC)	23 May 2013 to 31 Dec 2013
Rodney Burles	Branch Secretary (TAS)	1 Jan 2013 to 21 Feb 2013
Peter Tighe	Acting Branch Secretary (TAS)	21 Feb 2013 to 23 Mar 2013
Trevor Gauld	Branch Secretary (TAS)	23 May 2013 to 31 Dec 2013

**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 2013

Todd Lambert
Ken Mayes

Branch Member (TAS)
Branch President (TAS)

2 May 2013 to 31 Dec 2013
12 Sep 2013 to 31 Dec 2013

18 Reporting Guidelines Disclosures

With respect to the following paragraphs under the Reporting Guidelines for the Purposes of Section 253 no activity occurred: paragraphs 10, 11, 12, 13, 15(c), 15(d), 15(e), 17(a), 17(d), 17(k), 21(a), 23(a), 23(b), 23(c), 23(d). Additionally the Union has not engaged in any recovery of wages activity.

**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**

Report on the Financial Report

We have audited the accompanying financial report of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division, which comprises the statement of financial position as at 31 December 2013, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and management's assertion statement.

Management's Responsibility for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and *the Fair Work (Registered Organisations) Act 2009*, and for such internal control as management determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

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. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about 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 judgement, 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 management, 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.

**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**

Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Communication Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division as at 31 December 2013, and its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and *the Fair Work (Registered Organisations) Act 2009*.

Management's use of the going concern principle in the preparation of the financial statements is appropriate.

I declare that I am an approved auditor and a member of the Institute of Chartered Accountants in Australia.

Pinker Arnold & McLoughlin Chartered Accountants



Richard Pinker
Chartered Accountant #78548 & Registered Company Auditor #16244

Hurstville NSW

Date: 30 MAY 2014

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

ABN: 60 429 406 804

For the Year Ended 31 December 2013

Disclaimer

The additional financial data presented on pages 24 - 25 is in accordance with the books and records of the Union which have been subjected to the auditing procedures applied in our statutory audit of the Union for the year ended 31 December 2013. 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 Chartered Accountants



Hurstville NSW

Date: 30 1417 2014

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

ABN: 60 429 406 804

For the Year Ended 31 December 2013

Profit and Loss Account

	2013 \$	2012 \$
Income		
Sustentation fees	3,364,369	3,100,962
Interest income	67,149	82,323
Other income	119,568	70,433
Total income	3,551,086	3,253,718
Less: Expenses		
Advertising & Promotion	341,122	181,134
Affiliation fees	251,228	243,926
Audit fees	19,000	27,018
Bad debts	78,919	-
Bank charges	2,892	2,673
Computer expenses	26,287	48,007
Consulting and professional fees	7,911	16,333
Depreciation	28,055	23,727
Donations	200,150	500
Entertainment	3,592	3,624
Finance costs - external	123	630
Insurance	18,214	18,682
Lease rentals on operating lease	7,735	4,121
Leave pay	(173,407)	97,828
Legal fees	207,116	603,026
Meetings & conferences	44,796	37,846
Motor vehicle expenses	17,318	15,066
Other employee costs	140,404	100,529
Postage	6,548	7,072
Printing and stationery	23,120	25,481
Rental outgoings	167,966	114,419
Repairs and maintenance	9,497	1,790
Salaries	1,499,787	1,226,929
Staff training & welfare	9,238	61,889
Subscriptions	53,987	61,786
Sundry expenses	34,084	35,110
Superannuation contributions	186,244	186,295
Telephone and fax	37,139	43,908
Travel expenses	217,749	241,312
Total Expenses	3,466,814	3,430,661
	84,272	(176,943)
Other items:		
Loss on disposal of assets	-	(6,855)
	-	(6,855)
Profit before income tax	84,272	(183,798)