



Fair Work Australia

Mr Steve Roach
Secretary, Brick, Tile & Pottery Industry Divisional Branch
Construction, Forestry, Mining and Energy Union
PO Box Q235, QVB Post Office
SYDNEY NSW 1230

Dear Mr Roach



Lodgment of Financial Accounts and Statements – s268 Schedule 1 of *Workplace Relations Act 1996* (RAO Schedule) - Construction, Forestry, Mining and Energy Union, Construction and General Division, Brick, Tile & Pottery Industry Divisional Branch – for year ending 31 December 2008 (FR2008/569)

I refer to the abovementioned financial accounts and statements which were lodged in the Industrial Registry on 6 July 2009.

The documents have been filed. However I take this opportunity to remind you to lodge a separate statement in accordance with s237 of the RAO Schedule if the amount of “Grants or donations” of \$13,205 recorded on page 23 of the return included any individual grant or donation exceeding \$1,000. If this applies, the statement should show the relevant particulars set out in the extract form s237 which I attach to this letter.

Yours sincerely,

Stephen Kellett
Statutory Services Branch

17 July 2009



CFMEU - Construction & General Division
Brick, Tile & Pottery
Industry Divisional Branch

ABN: 48 358 238 816

6 July 2009

Industrial Registrar
Australian Industrial Registry
L 8/ 80 William Street
Sydney NSW 2011



By Email: orgs@airc.gov.au

Dear Sir/Madam,

Re: Financial Returns 31 December 2008

Please find enclosed herewith the financial returns of the Construction Forestry Mining and Energy Union Construction & General Division Brick, Tile and Pottery Industry Divisional Branch for the year ending 31 December 2008.

Please confirm receipt at your earliest convenience.

Yours faithfully

Steve Roach
Branch Secretary
CFMEU C&G BTPIDB

FR/569.

Enc.

12th Floor
276 Pitt Street
Sydney NSW 2000

PO Box Q235
QVB Post Office
Sydney, NSW, 1230

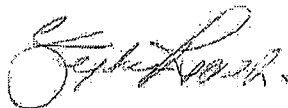
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Construction, Forestry Mining and Energy Union
Construction and General Division
Brick, Tile and Pottery Industry Divisional Branch

FOR THE YEAR ENDED 31 DECEMBER 2008

SECRETARY'S CERTIFICATE

Pursuant to Section 268 of Schedule 1 of the Workplace Relations Act 1996, I, Stephen Roach certify that the auditor's report, accounts and statements of the CFMEU C&G Brick, Tile and Pottery Industry Divisional Branch for the year ended 31 December 2008; annexed hereto and provided to members on and after 10 June 2009 are copies of the documents presented to the meeting of the Divisional Executive on 29 June 2009.



Branch Secretary
CFMEU C&G BTPIDB

6 July 2009

CONSTRUCTION FORESTRY MINING AND ENERGY UNION
CONSTRUCTION AND GENERAL DIVISION
BRICK, TILE, POTTERY, CONSTRUCTION MATERIALS AND RELATED PRODUCTS
INDUSTRY DIVISIONAL BRANCH

FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2008

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OPERATING REPORT

The Committee of Management of the Construction Forestry Mining and Energy Union, Construction and General Division, Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch (The Union) present their Operating Report on the Union for the year ended 31 December 2008.

Committee of Management

The names of Committee of Management (COM) in office at any time during the year are:

Name	Position	Period of Appointment
Mr Shayne Stiff	Divisional Branch President & Divisional Conference Delegate	1/1/08 to 31/12/08
Mr Stephen Roach	Divisional Branch Secretary & Divisional Conference Delegate	1/1/08 to 31/12/08
Mr Peter Hodder	Divisional Branch Assistant Secretary Victoria Sub-branch	1/1/08 to 31/12/08
Mr T Melksham	Divisional Branch Management Committee Member – NSW	1/1/08 to 31/12/08
Mr John Tate	Divisional Branch Management Committee Member – Victoria	1/1/08 to 31/12/08

Principal Activities

The principal activities of the Union during the year were:-

- Adherence to the rules of the Division in furtherance of the objects of the Union consistent with the industrial relations legislation.
- Implementation of the decisions of the National Executive and Committee of Management.
- Implementation of the Union's organising agenda, including assistance and advice on organising site projects, training and development of officials and planning and resourcing campaigns.
- Industrial support including representation of individual member grievances, advice on legal and legislative matters, and responding to other Unions' rules applications where they impact on membership of the Union.
- The administration and variation of federal and state awards.
- Negotiation and registration of certified industrial instruments on behalf of members consistent with the objects of the Industrial Relations Act and the Union rules.
- Media and other communications to members affecting the rank and file.

Results of Activities

The result for the year was a deficit of \$17,463 (2007: surplus of \$14,834). Membership income has decreased by \$28,293 over last year which equates to a decrease of 6.6%.

OPERATING REPORT (Continued)

Significant Changes in Nature of Activities

There were no significant changes in the nature of activities of the Union during the year.

Significant Changes in Financial Affairs

There have been no significant changes in the Financial Affairs of the Union during the year.

Membership of the Union

There were 891 members of the Union as at 31 December 2008.

Rights of Members to Resign

All members of the Union have the right to resign in accordance with Rule 11 of the Union Rules (and section 174 of the RAO Schedule).

Employees of the Union

As at 31 December 2008 the Union employed 2 full time employees.

Superannuation Trustees

No officer or member of the Union acts:

- (i) as a trustee of a superannuation entity or an exempt public sector superannuation scheme; or
- (ii) as a director of a company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme.


STEPHEN ROACH
Divisional Branch Secretary

Dated this 18th day of May 2009.

COMMITTEE OF MANAGEMENT STATEMENT

On the 18th of May, 2009 the Committee of Management of Construction, Forestry, Mining and Energy Union Construction and General Division, Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch ("The Union"), passed the following resolution in relation to the general purpose financial report (GPFR) of the Union, for the financial year ended 31 December 2008:

The Committee of Management of the Union, do state that in the opinion of the Committee, that:

- (a) The financial statements and notes comply with Australian Accounting Standards;
- (b) The financial statements and notes comply with the reporting guidelines of the Industrial Registrar;
- (c) The financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;
- (d) There are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and
- (e) During the financial year to which the GPFR relates and since the end of that year:-
 - (i) Meetings of the Committee of Management were held in accordance with the rules of the organisation; and
 - (ii) The financial affairs of the Union have been managed in accordance with the rules of the organisation; and
 - (iii) The financial records of the Union have been kept and maintained in accordance with section 255 of Schedule 1 of the Workplace Relations Act 1996 ("the RAO Schedule") and the Workplace Relations (Registration and Accountability of Organisations) Regulations 2003; and
 - (iv) No information has been sought in any request of a member of the Union or by a Registrar duly made under section 272 of the RAO Schedule; and
 - (v) No orders for inspection of financial records have been made by the Commission under section 273 of the RAO Schedule.

Signed for and on behalf of the Committee of Management by:


STEPHEN ROACH
Divisional Branch Secretary

Dated this 18th day of May 2009.

**INDEPENDENT AUDIT REPORT TO THE MEMBERS
OF THE CONSTRUCTION FORESTRY MINING AND ENERGY UNION
CONSTRUCTION AND GENERAL DIVISION
BRICK, TILE, POTTERY CONSTRUCTION MATERIALS AND RELATED PRODUCTS INDUSTRY
DIVISIONAL BRANCH**

Report on the Financial Report

We have audited the accompanying financial report of the Construction Forestry Mining and Energy Union – Construction and General Division, Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch ("the Union"), which comprises the Balance Sheet as at 31 December 2008 and the Income Statement, Statement of Changes in Equity and Cash Flow Statement for the year ended on that date, a summary of the significant accounting policies and other explanatory notes and the Committee of Management Statement.

Committee of Management's Responsibility for the Financial Report

The Union's Committee of Management are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and 3 of Chapter 8 of Schedule 1 of the Workplace Relations Act 1996. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Audit Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's 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 the Committee of 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.

Independence

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

INDEPENDENT AUDIT REPORT TO THE MEMBERS
OF THE CONSTRUCTION FORESTRY MINING AND ENERGY UNION
CONSTRUCTION AND GENERAL DIVISION
BRICK, TILE, POTTERY CONSTRUCTION MATERIALS AND RELATED PRODUCTS INDUSTRY
DIVISIONAL BRANCH
Continued...


AUDIT OPINION

In our opinion, the general purpose financial report of the Construction Forestry Mining and Energy Union – Construction and General Division, Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch is in accordance with:

(a) The Workplace Relations Act 1996, including:

- (i) Giving a true and fair value of the Union's financial position as at 31 December 2008 and of its performance for the year ended on that date; and
- (ii) Complying with Accounting Standards (including the Australia Accounting Interpretations); and

(b) The requirements imposed by Part 3 of Chapter 8 of Schedule 1 of the Act.


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DALEY & CO
Chartered Accountants
98 Kembla Street
Wollongong NSW 2500


.....
M L Gleeson
Registered Company Auditor

Dated this 18th day of May 2009.

Construction Forestry Mining and Energy Union
Construction and General Division
Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch

INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2008

	NOTE	2008 \$	2007 \$
Revenue	2	425,884	439,846
Wages and Related Costs		(238,289)	(237,432)
Depreciation Expense		(20,185)	(18,851)
Capitation Fees		(38,286)	(36,130)
Other Expenses		(146,587)	(132,599)
Net (Deficit)/Surplus Attributable to Members	3	<u>(17,463)</u>	<u>14,834</u>

The accompanying notes form part of these financial statements.

**BALANCE SHEET
 AS AT 31 DECEMBER 2008**

	NOTE	2008 \$	2007 \$
CURRENT ASSETS			
Cash and Cash Equivalents	4	121,798	147,648
Trade and Other Receivables	5	31,804	33,489
Other Current Assets		13,502	2,260
TOTAL CURRENT ASSETS		<u>167,104</u>	<u>183,397</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	6	67,934	73,849
TOTAL NON-CURRENT ASSETS		<u>67,934</u>	<u>73,849</u>
TOTAL ASSETS		<u>235,038</u>	<u>257,246</u>
CURRENT LIABILITIES			
Trade and Other Payables	7	36,295	48,832
Short-term Provisions	8	84,933	40,361
TOTAL CURRENT LIABILITIES		<u>121,228</u>	<u>89,193</u>
NON-CURRENT LIABILITIES			
Long-term Provisions	8	-	36,780
TOTAL NON-CURRENT LIABILITIES		<u>-</u>	<u>36,780</u>
TOTAL LIABILITIES		<u>121,228</u>	<u>125,973</u>
NET ASSETS		<u>113,810</u>	<u>131,273</u>
ACCUMULATED FUNDS			
Accumulated Members' Funds		113,810	131,273
		<u>113,810</u>	<u>131,273</u>

The accompanying notes form part of these financial statements.

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

	2008	2007
	\$	\$
Opening Balance as at 1 January	131,273	116,439
(Deficit)/Surplus Attributable to Members	(17,463)	14,834
Closing Balance as at 31 December	<u>113,810</u>	<u>131,273</u>

The accompanying notes form part of these financial statements.

**CASH FLOW STATEMENT
 FOR THE YEAR ENDED 31 DECEMBER 2008**

	NOTE	2008 \$	2007 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Members and Customers		462,699	492,004
Payments to Suppliers and Employees		(475,420)	(450,386)
Interest Received		10,153	9,379
NET CASH (USED IN) PROVIDED BY OPERATING ACTIVITIES	9	(2,598)	50,997
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for Property, Plant and Equipment		(37,797)	(75,150)
Proceeds from Sale of Property, Plant and Equipment		14,545	24,410
NET CASH USED IN INVESTING ACTIVITIES		(23,252)	(50,740)
NET (DECREASE)/INCREASE IN CASH HELD		(25,850)	257
CASH AT THE START OF THE FINANCIAL YEAR		147,648	147,391
CASH AT THE END OF THE FINANCIAL YEAR	4	121,798	147,648

The accompanying notes form part of this financial report

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

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report covers the Construction Forestry Mining and Energy Union – Construction and General Division, Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch ("the Union") as an individual entity. The Union is an organisation of employees registered under the Workplace Relations Act, 1996 ("the Act"). In accordance with the Act, the Union is a body corporate and has perpetual succession, by virtue of this method of incorporation, the Union is not subject to the Corporations Act 2001.

Basis of Preparation

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, including Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the requirements imposed by the Reporting Guidelines of Part 3 of Chapter 8 of Schedule 1 of the Workplace Relations Act, 1996.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions to which they apply. Material accounting policies adopted in the preparation of this financial report are presented below. They have been consistently applied unless otherwise stated.

The financial report has been prepared on an accruals basis, except where specifically stated, and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Accounting Policies

(a) PROPERTY, PLANT & EQUIPMENT

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

Property, Plant and Equipment

Property, Plant and Equipment are measured on the cost basis less depreciation and impairment losses.

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

Property, Plant and equipment that have been contributed at no cost, or for nominal cost are valued at the fair value of the asset at the date it is acquired.

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

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(a) PROPERTY, PLANT & EQUIPMENT *CONTINUED*

Depreciation

The depreciation amount of all fixed assets including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight line basis over their useful lives to the Union 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
Computer, Plant & Equipment	10 – 33 ¹ / ₃ %
Motor Vehicles	25%

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

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

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the Income Statement.

(b) INCOME TAX

No provision for income tax is necessary, as the Union (being a registered Industrial Trade Union) is exempt from tax under s.50-15 of the Income Tax Assessment Act.

(c) LEASES

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the Union are classified as finance leases.

Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values.

Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that the entity will obtain ownership of the asset. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

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

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

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(d) FINANCIAL INSTRUMENTS

Recognition and Initial Measurement

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

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

Classification and Subsequent Measurement

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 stated at amortised cost using the effective interest rate method.

Held-to-Maturity Investments

These investments have fixed maturities, and it is the Union's intention to hold these investments to maturity. Any held-to-maturity investments held by the Union are stated at amortised cost using the effective interest rate method.

Available-for-Sale Financial Assets

Available-for-sale financial assets are non-derivative financial assets that are either designated as such or that are not classified in any of the other categories. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

Financial Liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost using the effective interest rate method.

Fair Value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At each reporting date, the Union assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the Income Statement.

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

1. STATEMENT OF ACCOUNTING POLICIES (Continued)

(e) IMPAIRMENT OF ASSETS

At each reporting date, the Union reviews the carrying values of its assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

Where the future economic benefits of the asset are not primarily dependent upon on the assets ability to generate net cash inflows and when the Union would, if deprived of the asset, replace its remaining future economic benefits, value in use is depreciated replacement cost of an asset.

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

(f) EMPLOYEE BENEFITS

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to Balance Sheet date. Employee benefits expected to be settled within one year together with benefits arising from wages, salaries and annual leave which may be settled after one year, have been measured at the amounts expected to be paid when the liability is settled. Other employee benefits payable later than one year have been measured at the net present value.

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

(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.

(h) CASH AND CASH EQUIVALENTS

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

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

1. STATEMENT OF ACCOUNTING POLICIES (Continued)

(i) REVENUE

Revenue from membership contributions are recognised upon receipt, which is reflective of the timing and nature of the benefits provided to members.

Revenue from the sale of goods is recognised upon the delivery of goods to customers.

Donations and bequests are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as prepaid income on the balance sheet.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue from the rendering of a service is recognised upon the delivery of the services to the customers.

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

(j) GOODS AND SERVICES TAX (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the Balance Sheet are shown inclusive of GST.

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

(k) ACCOUNTING STANDARDS ISSUED BUT NOT YET EFFECTIVE

There have been no accounting standards issued which will impact the financial report in future periods and which are not yet effective.

(l) COMPARATIVE FIGURES

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

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

	2008	2007
	\$	\$
2. REVENUE:		
<i>Service Revenue</i>		
Membership Contributions	400,980	429,273
Interest Received	10,153	9,379
Other Income	14,751	1,194
	<u>425,884</u>	<u>439,846</u>
3. RESULT FOR THE YEAR		
Depreciation of Property, Plant & Equipment	20,185	18,851
Loss on Disposal of Assets	8,982	8,091
Attendance Fees – Conferences & Meetings	1,170	1,750
Auditor's Remuneration:		
Auditing the Financial Report	5,600	5,400
Other Services	4,890	5,450
	<u>10,490</u>	<u>10,850</u>
4. CASH AND CASH EQUIVALENTS		
Cash at Bank	121,798	142,617
CFMEU Training Fund	-	5,031
	<u>121,798</u>	<u>147,648</u>
5. TRADE AND OTHER RECEIVABLES		
Membership Fees Receivable	10 31,160	30,331
Amounts Owing from Related Parties	14(c) 644	3,158
	<u>31,804</u>	<u>33,489</u>

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

	2008 \$	2007 \$
6. PROPERTY, PLANT AND EQUIPMENT		
Plant & Equipment at Cost	8,435	8,435
Less: Accumulated Depreciation	<u>(7,154)</u>	<u>(6,402)</u>
	1,281	2,033
Motor Vehicles at Cost	74,557	68,715
Less: Accumulated Depreciation	<u>(10,739)</u>	<u>(1,879)</u>
	63,818	66,836
Computer Equipment	6,436	6,436
Less: Accumulated Depreciation	<u>(3,601)</u>	<u>(1,456)</u>
	2,835	4,980
TOTAL PROPERTY, PLANT & EQUIPMENT	<u>67,934</u>	<u>73,849</u>

(a) Movements in Carrying Amounts

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

	PLANT & EQUIPMENT \$	MOTOR VEHICLES \$	COMPUTER EQUIPMENT \$	TOTAL \$
Balance at Start of Year	2,033	66,836	4,980	73,849
Additions	-	37,797	-	37,797
Disposals	-	(23,527)	-	(23,527)
Depreciation/Amortisation	<u>(752)</u>	<u>(17,288)</u>	<u>(2,145)</u>	<u>(20,185)</u>
Carrying Amount - End of Year	<u>1,281</u>	<u>63,818</u>	<u>2,835</u>	<u>67,934</u>

7. TRADE AND OTHER PAYABLES

Current

Accounts Payable	<u>36,295</u>	<u>48,832</u>
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NOTES TO THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 31 DECEMBER 2008

8. PROVISIONS

	PROVISION FOR ANNUAL LEAVE \$	PROVISION FOR RDOs \$	PROVISION FOR LSL \$	TOTAL \$
Opening balance at Start of Year	38,749	1,612	36,780	77,141
Additional provisions	18,178	9,868	3,150	31,196
Amounts used	(11,924)	(11,480)	-	(23,404)
Balance at End of Year	45,003	-	39,930	84,933

	2008 \$	2007 \$
(a) Analysis of ageing of provisions		
Current	84,933	40,361
Non-Current	-	36,780
	<u>84,933</u>	<u>77,141</u>
(b) Employee Benefits Attributable to:		
Office Holders	84,933	77,141
Staff	-	-
	<u>84,933</u>	<u>77,141</u>

9. CASH FLOW INFORMATION

RECONCILIATION OF CASH FLOW FROM OPERATIONS WITH RESULT

Result	(17,463)	14,834
Non-Cash Flows		
Depreciation	20,185	18,851
Loss on Disposal of Plant & Equipment	8,982	8,091
Changes in Assets and Liabilities		
(Increase)/Decrease in Receivables	1,685	10,399
(Increase)/Decrease in Prepayments	(11,242)	(4,379)
Increase/(Decrease) in Creditors	(12,537)	(7,410)
Increase/(Decrease) in Employee Provisions	7,792	10,611
CASH FLOWS (USED IN) PROVIDED BY OPERATING ACTIVITIES	<u>(2,598)</u>	<u>50,997</u>

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

10. AMOUNTS DUE FROM BRANCHES - MEMBERSHIP LEVIES

	BALANCE OWING 1/1/08 \$	ADD AMOUNTS CHARGED \$	LESS CASH RECEIVED \$	BALANCE OWING 31/12/08 \$
New South Wales	3,007	28,756	(31,763)	-
Victoria	1,784	6,109	(5,465)	2,428
TOTAL FROM BRANCHES	4,791	34,865	(37,228)	2,428
Membership Received Direct	25,540	406,212	(403,020)	28,732
TOTAL	30,331	441,077	(440,248)	31,160

All balances reported above include GST.

11. FINANCIAL RISK MANAGEMENT

(a) Financial Risk Management Policies

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

The Committee of Managements' overall risk management strategy seeks to assist the Union in meeting its financial targets, whilst minimising potential adverse effects on financial performance.

The Union does not have any derivative instruments at 31 December 2008.

Financial Risk Exposures and Management

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

i. Interest rate risk

Interest rate risk is the risk that the value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

Floating rate instruments expose the Union to cash flow interest risk. The Union's Investment Policy requires it to manage interest rate risk by adopting an appropriate mix of fixed and variable rate instruments.

ii. Liquidity risk

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

iii. Credit risk

The maximum exposure to credit risk at balance date to recognised financial assets, is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements. The Union does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the Union.

There are no material amounts of collateral held as security at 31 December 2008.

Credit risk is managed by the Union and reviewed regularly by the Committee of Management. It arises from exposures to members as well as through deposits with financial institutions.

The Union monitors the credit risk by actively assessing the rating quality and liquidity of counterparties:

— Only banks with an 'A' rating are utilised.

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

11. FINANCIAL RISK MANAGEMENT (continued)

(b) Financial Instruments Composition and Maturity Analysis

The table below reflects the undiscounted contractual settlement terms for financial instruments of a fixed period of maturity, as well as management's expectations of the settlement period for all other financial instruments. As such, the amounts may not reconcile to the balance sheet.

	WEIGHTED AVERAGE EFFECTIVE INTEREST RATES	FLOATING INTEREST RATE	FIXED INTEREST RATE MATURING		NON INTEREST BEARING	TOTAL
			WITHIN 1 YEAR	BETWEEN 1 & 5 YEARS		
	%	\$	\$	\$	\$	\$
2008						
Financial Assets						
Cash & Cash Equivalents	4.06	121,798	-	-	-	121,798
Trade & Other Receivables	-	-	-	-	31,804	31,804
Total Financial Assets		<u>121,798</u>	<u>-</u>	<u>-</u>	<u>31,804</u>	<u>153,602</u>
Financial Liabilities						
Trade & Other Payables	-	-	-	-	36,295	36,295
Total Financial Liabilities		<u>-</u>	<u>-</u>	<u>-</u>	<u>36,295</u>	<u>36,295</u>
2007						
Financial Assets						
Cash & Cash Equivalents	5.30	147,648	-	-	-	147,648
Trade & Other Receivables	-	-	-	-	33,489	33,489
Total Financial Assets		<u>147,648</u>	<u>-</u>	<u>-</u>	<u>33,489</u>	<u>181,137</u>
Financial Liabilities						
Trade & Other Payables	-	-	-	-	48,832	48,832
Total Financial Liabilities		<u>-</u>	<u>-</u>	<u>-</u>	<u>48,832</u>	<u>48,832</u>

(c) Net Fair Values

The net fair values of listed investments have been valued at the quoted market bid price at balance date adjusted for transaction costs expected to be incurred. For other assets and other liabilities the net fair value approximates their carrying value. No financial assets and financial liabilities are readily traded on organised markets in standardised form other than listed investments.

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

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

11. FINANCIAL RISK MANAGEMENT *(Continued)*

Sensitivity analysis

(i) Interest rate risk

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

As at 31 December 2008, the effect on profit and equity as a result of changes in the interest rate, with all other variables remaining constant, would be as follows:

	2008	2007
	\$	\$
Change in profit		
— Increase in interest rate by 1%	1,218	1,476
— Decrease in interest rate by 1%	(1,218)	(1,476)
Change in equity		
— Increase in interest rate by 1%	1,218	1,476
— Decrease in interest rate by 1%	(1,218)	(1,476)

12. CAPITAL MANAGEMENT

Management controls the capital of the Union in order to maintain a good debt to equity ratio and to ensure that the Union can fund its operations and continue as a going concern.

The gearing ratios for the years ended 31 December 2008 and 31 December 2007 are as follows:

	2008	2007
	\$	\$
Financial liabilities	-	-
Trade and other payables	36,295	48,832
Total	36,295	48,832
Less: Cash and cash equivalents	(121,798)	(147,648)
Net debt	Nil	Nil
Total equity	113,810	131,273
Total capital	113,810	131,273
Gearing ratio	Nil%	Nil%

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

13. INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR

In accordance with the requirements of the Workplace Relations Act, 1996, the attention of the members is drawn to the provisions of sub-sections (1), (2) and (3) of Section 272 of the Registration and Accountability of Organisations Schedule (Schedule 1 to the Workplace Relations Act 1996) which reads as follows:-

- (1) A member of a reporting unit, or a Registrar, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with an application made under subsection (1).

14. RELATED PARTY INFORMATION

(a) MEMBERS OF THE COMMITTEE OF MANAGEMENT

Persons holding executive positions within the Union and as members of the Committee of Management during the year:

Name	Position	Period of Appointment
Mr Shayne Stiff	Divisional Branch President & Divisional Conference Delegate	1/1/08 to 31/12/08
Mr Stephen Roach	Divisional Branch Secretary & Divisional Conference Delegate	1/1/08 to 31/12/08
Mr Peter Hodder	Divisional Branch Assistant Secretary Victoria Sub-branch	1/1/08 to 31/12/08
Mr T Melksham	Divisional Branch Management Committee Member – NSW	1/1/08 to 31/12/08
Mr John Tate	Divisional Branch Management Committee Member – Victoria	1/1/08 to 31/12/08

(b) RELATED PARTY TRANSACTIONS

Other related parties

- i) Capitation fees totaling \$38,286 (2007: \$36,130) were charged during the year by the Construction, Forestry, Mining and Energy Union, Construction and General Division, National Office.
- ii) An amount of \$25,000 (2007: \$20,000) was paid to Construction, Forestry, Mining and Energy Union, Construction and General Division, National Office for clerical assistance.
- iii) An amount of \$13,795.50 (including GST) was paid to Construction, Forestry, Mining and Energy Union, Construction and General Division, National Office as a Contribution to the ABCC Campaign Fund.

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

14. RELATED PARTY INFORMATION
(Continued)

(c) RELATED PARTY BALANCES

Other related parties

As at balance date, an overpayment of capitation fees were receivable from the Construction, Forestry, Mining and Energy Union totaling \$644 (2007: \$3,158).

15. KEY MANAGEMENT PERSONNEL COMPENSATION

(a) KEY MANAGEMENT PERSONNEL

Refer to note 14(a) for the names of the members of the Committee of Management. Only those members who are employed in an executive capacity are remunerated by the Union.

	2008	2007
	\$	\$
(b) TOTAL COMPENSATION OF KEY MANAGEMENT PERSONNEL		
Short Term Benefits	218,481	196,620
Post Employment Benefits	29,908	23,608
Other Long Term Benefits	4,463	4,035
Termination benefits	9,850	10,400
	<u>262,702</u>	<u>234,663</u>

16. ORGANISATION DETAILS

The Union is a Trade Union registered and domiciled in Australia. The registered office and principle place of business of the Union is: Level 12, 276 Pitt Street, Sydney, NSW, 2000.

17. EVENTS SUBSEQUENT TO BALANCE DATE

- (a) On the 20th February 2009, the Executive endorsed the process of integration of the Brick, Tile, Pottery, Constructional Materials and Related Products Industry Division Branch into the respective state branches of the Construction and General Division of the Construction Forestry Mining and Energy Union. Discussions are ongoing to give effect to integration on terms acceptable to Brick, Tile, Pottery Industry Divisional Branch and the respective state branches. This integration is expected to occur between October 2009 and March 2010.
- (b) The financial report was authorised for issue on the 18th of May 2009 by the Committee of Management.

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

18. ADDITIONAL DISCLOSURES REQUIRED UNDER THE RAO SCHEDULE

In accordance with the requirements of Section 255 of Schedule 1 to the Workplace Relations Act (the Registration and Accountability of Organisations (RAO) schedule), the following necessary disclosures are made:

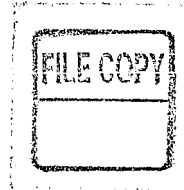
	2008 \$	2007 \$
PROFIT AND LOSS DISCLOSURES		
ITEMS OF REVENUE		
Entrance fees or periodic subscriptions in respect of membership of the organisation	400,980	429,273
ITEMS OF EXPENSE		
Expenses incurred as consideration for employers making payroll deductions of membership subscriptions	-	-
Fees and periodic subscriptions in respect of its affiliation to any political party, any federation, congress, council or group of organisations, or any international body having an interest in industrial matters	-	5,495
Compulsory levies imposed on the Union	38,286	38,457
Grants or donations	13,205	-
Employee Benefits to:		
- Holders of office	167,256	161,744
- Employees (Other than holders of office)	-	-
	<u>167,256</u>	<u>161,744</u>
Fees or allowances to persons in respect of their attendance as representatives of the Union at conferences or other meetings	3,545	4,250
Legal costs and other expenses related to litigation or other legal matters	10,597	6,329
Expenses incurred in connection with meetings of members of the Union and any conferences or meeting of councils, committees, panels or other bodies for the holding of which the Union was wholly or partly responsible	13,389	13,448



Australian Government
Australian Industrial Registry

12 January 2009

Mr Stephen Roach
Secretary, Brick, Tile, Pottery, Construction Materials and Related
Products Industry Divisional Branch
Construction, Forestry, Mining and Energy Union
PO Box Q235, QVB Post Office
SYDNEY NSW 1230



Dear Mr Roach

Lodgement of Financial Statements and Accounts – Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch - Schedule 1 of *Workplace Relations Act 1996* (RAO Schedule) - for year ended 31 December 2008 (FR2008/569)

The financial year of the Brick, Tile, Pottery, Construction Materials and Related Products Industry Divisional Branch of the Construction and General Division of the Construction, Forestry, Mining and Energy Union has recently ended. This is a courtesy letter to remind the Branch of the obligations imposed by the RAO Schedule regarding the preparation of financial accounts and statements.

I direct your attention to our website <http://www.airc.gov.au/registered/FR/information.htm> where detailed information including Fact sheets, sample documents, the Registrar's Reporting Guidelines and the Schedule provisions and RAO Regulations may be found.

The time frame for completing the audit, presentation and lodgment of the Branch's return will expire - unless a one month extension under s265(5) is granted - on 14 July 2009.

The presentation of the full report to an appropriate meeting in accordance with s266 should occur after copies of the report have been distributed, published, internet-posted or otherwise provided in accordance with s265(5) to the members of the Branch.

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

If you need any further information or assistance or if you do not believe that the documents will be lodged within the timeframe specified please contact me on 0429 462 979 or by email at stephen.kellett@airc.gov.au.

Yours sincerely,

Stephen Kellett
Statutory Services Branch