



FAIR WORK  
AUSTRALIA

15 March 2010

Mr Michael Ravbar  
State Secretary, Queensland Construction Workers' Divisional Branch  
Construction, Forestry, Mining and Energy Union  
366 Upper Roma Street  
BRISBANE QLD 4000

Dear Mr Ravbar



**Lodgment of Financial Statements and Accounts – Construction, Forestry, Mining and  
Energy Union, Queensland Construction Workers' Divisional Branch -  
for year ended 31 December 2008 (FR2008/531)**

Thank you for your letter dated 26 February and the amended Secretary's Certificate.  
The legislative requirements having been met, the return has now been filed.

Yours sincerely,

Stephen Kellett  
Statutory Services Branch  
Fair Work Australia

# Construction Forestry Mining & Energy Union

Construction & General Division  
Queensland Construction Workers Divisional Branch  
FFBPM Division, Qld Branch

(The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland) Est. 1858  
(Federated Engine Drivers' and Firemen's Association of Queensland, Union of Employees)

366 Upper Roma Street,  
Brisbane Q. 4000

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State Secretary: MJ Ravbar

Assistant Secretary: PA Close, KR Murphy (Hon), LJ Genrich (Hon)

State President: P Blair

26 February 2009

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

Dear Mr Kellett

**Lodgement of Financial Statements and Accounts –  
Construction, Forestry, Mining and Energy Union, Queensland Construction Workers Divisional Branch –  
For year ended 31 December 2008 (FR2008/531)**

The late lodgement of our financial reports for 2008 were the result of a number of changes in personnel within the branch during 2009 including the Industrial Relations Manager and the Office Manager. As we now have stability in these key operating positions, we do not anticipate any future problems in meeting the lodgement deadlines.

Regarding the Secretary's Certificate, the required meetings were held within the required timeframe unfortunately the incorrect date was inserted in the Secretary's Certificate for the second meeting. The Certificate by State Secretary for the year ended 31 December 2008 has now been amended and is enclosed.

We apologise for any inconvenience.

Yours sincerely

Michael Ravbar  
State Secretary, Queensland Construction Workers' Divisional Branch  
Construction, Forestry, Mining and Energy Union



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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**  
*Certificate by State Secretary for the year ended 31 December 2008*

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In accordance with the requirements of the Workplace Relations Act 1996 Schedule 1B Section 268(c), I, Michael John Ravbar, certify that the attached copies of reports are copies of documents that were provided to members on 24 April, 2009 and presented to a meeting of the Committee of Management on 25 May, 2009 in accordance with Section 266 of the RAO Schedule.



.....  
**Michael John Ravbar**  
State Secretary

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

Date:..... 3/3/10 .....



# Fair Work Australia

Mr Tom Roberts  
National Legal Officer, Construction and General Division  
Construction, Forestry, Mining and Energy Union  
PO Box Q235, Queen Victoria Building Post Office  
SYDNEY NSW 1230



Dear Mr Roberts

**Re: Lodgement of Financial Statements and Accounts –  
Construction, Forestry, Mining and Energy Union, Queensland Construction Workers’  
Divisional Branch – for year ending 31 December 2008 (FR2008/531)**

Receipt is acknowledged of the above financial statements and accounts lodged with Fair Work Australia on 23 December 2009.

The documents have not yet been filed, pending advice from the Branch. I enclose a copy of correspondence to the Branch Secretary, Mr Michael Ravbar, for your information.

I look forward to your advice.

Yours respectfully

Stephen Kellett  
Registered Organizations  
Fair Work Australia

27 January 2010



# Fair Work Australia

27 January 2010

Mr Michael Ravbar  
State Secretary, Queensland Construction Workers' Divisional Branch  
Construction, Forestry, Mining and Energy Union  
366 Upper Roma Street  
BRISBANE QLD 4000



Dear Mr Ravbar

**Lodgment of Financial Statements and Accounts – Construction, Forestry, Mining and Energy  
Union, Queensland Construction Workers' Divisional Branch -  
for year ended 31 December 2008 (FR2008/531)**

I refer to the abovementioned financial statements and accounts which were received by Fair Work Australia on 23 December 2009. I would appreciate your advice on two matters.

Firstly, your Secretary's Certificate dated 25 May 2009 stated that the documents were presented to a meeting of the Committee of Management "on 27 February 2009". This coincides with the date of the signing of the Committee of Management Statement and Operating Report, and is prior to the date of the Auditor's report (24/3/09) and their publication for the members in April, so this cannot be a meeting "in accordance with s266" of the *Fair Work (Registered Organisations) Act 2009* (formerly the RAO Schedule).

I wonder whether there was a meeting of the Committee subsequent to the signing of the Auditor's report at which the full audited report was presented. If so, I would appreciate it if you could advise me of that date by lodging an amended Secretary's Certificate.

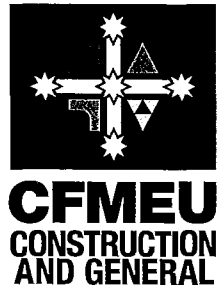
If the documents were not presented to a subsequent meeting, then the Branch has not yet complied with s266, but I would be prepared to file the documents upon receiving your undertaking to present the report to the next meeting of the Committee.

Secondly, I note that seven months elapsed between your signing of the Secretary's Certificate and the lodgment of the report via the Divisional Office. I would appreciate it if you could advise whether there were any difficult circumstances preventing a prompt lodgment and/or whether you anticipate similar difficulties in future years.

I will await your advice before filing the documents.

Yours sincerely,

Stephen Kellett  
Statutory Services Branch  
Fair Work Australia



TR/nd.returns

21<sup>st</sup> December, 2009

Industrial Registrar  
Australian Industrial Registry  
Level 8  
80 William Street  
SYDNEY NSW 2011

Dear Sir/Madam,

**Re: Financial Returns**

Please find enclosed herewith the financial returns of the Construction Forestry Mining and Energy Union, Construction & General Division, Queensland Branch, for the year ending 31st December, 2008.

Please confirm receipt at your earliest convenience.

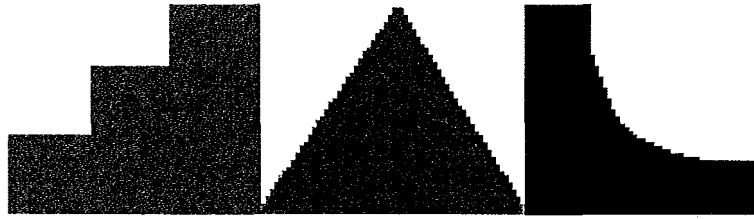
Yours faithfully,

A handwritten signature in black ink that reads "Tom Roberts".

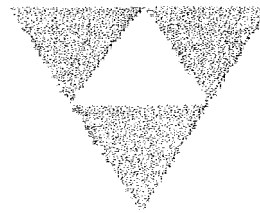
TOM ROBERTS  
National Legal Officer

Encl.





**CFMEU**



**CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION  
CONSTRUCTION AND GENERAL DIVISION  
QUEENSLAND CONSTRUCTION WORKERS DIVISIONAL BRANCH**

**Financial Report**

**For the year ended 31 December 2008**

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**  
*Income Statement for the year ended 31 December 2008*

	Note	2008 \$	2007 \$
<b>REVENUE</b>			
<i>Operating activities</i>			
Revenue as per FFTS administration agreement	3	81,951	97,743
Membership subscriptions		4,216,343	3,995,916
Compulsory levy - Defence Fund		353,197	351,100
Voluntary Levy - Tool Scheme		39,940	46,080
Voluntary contributions - Defence Fund		2,909	5,858
Grants Apprentice Scheme		434,355	400,575
Grants Other		211,000	34,600
<i>Non-operating activities</i>			
Interest		207,927	323,595
Rent received		7,200	3,500
Gain on disposal of property, plant & equipment		3,906	-
Sundry income and reimbursement		338,345	447,940
<b>Total revenue</b>		<b>5,897,073</b>	<b>5,706,907</b>
<b>EXPENDITURE</b>			
Affiliation fees	4	601,582	541,724
Employee related costs	5	2,854,740	2,836,360
Grants Apprentice Scheme		434,355	400,575
Depreciation	6	224,075	211,991
Loss on disposal of property, plant & equipment		-	21,401
Change in fair value of investment	7	32,035	-
Meeting costs	8	140,402	51,641
Other	9	1,231,474	1,531,712
<b>Total expenses</b>		<b>5,518,663</b>	<b>5,595,404</b>
<b>Surplus before income tax</b>		<b>378,410</b>	<b>111,503</b>
Income tax expense	2	-	-
<b>Surplus attributable to the Union</b>		<b>378,410</b>	<b>111,503</b>
Revaluation increment	18	454,230	-
<b>Total changes in equity</b>		<b>832,640</b>	<b>111,503</b>

*The accompanying notes form part of these financial statements.*



**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**  
*Balance Sheet as at 31 December 2008*

	Note	2008 \$	2007 \$
<b><i>Current assets</i></b>			
Cash and cash equivalents	10	2,720,146	2,445,880
Financial assets	11	965,799	-
Receivables	12	164,448	126,326
Prepayments		152,547	157,000
<b>Total current assets</b>		<b>4,002,940</b>	<b>2,729,206</b>
<b><i>Non-current assets</i></b>			
Financial assets	11	2,603,499	2,701,828
Property, plant and equipment	13	2,093,594	1,370,478
Investment property	14	508,285	-
<b>Total non-current assets</b>		<b>5,205,378</b>	<b>4,072,306</b>
<b>Total assets</b>		<b>9,208,318</b>	<b>6,801,512</b>
<b><i>Current liabilities</i></b>			
Trade and other payables	15	634,699	460,851
Short-term provisions	16	386,003	487,726
Other	17	1,771,309	354,536
<b>Total current liabilities</b>		<b>2,792,011</b>	<b>1,303,113</b>
<b><i>Non-current liabilities</i></b>			
Long-term provisions	16	505,974	420,706
<b>Total non-current liabilities</b>		<b>505,974</b>	<b>420,706</b>
<b>Total liabilities</b>		<b>3,297,985</b>	<b>1,723,819</b>
<b>Net assets</b>		<b>5,910,333</b>	<b>5,077,693</b>
<b><i>Equity</i></b>			
Asset revaluation reserve	18	758,321	304,091
Retained earnings		5,152,012	4,773,602
<b>Total equity</b>		<b>5,910,333</b>	<b>5,077,693</b>

*The accompanying notes form part of these financial statements.*

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**  
*Statement of Changes in Equity for the year ended 31 December 2008*

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	Retained earnings			Asset
	General Fund	Defence Fund	Total	revaluation
	\$	\$	\$	reserve
				\$
<b>Balance at 1 January 2007</b>	3,906,847	755,252	4,662,099	304,091
Surplus attributable to the Union	(221,110)	332,613	111,503	
Revaluation increment				-
<b>Balance at 31 December 2007</b>	3,685,737	1,087,865	4,773,602	304,091
Surplus attributable to the Union	125,989	252,421	378,410	
Revaluation increment				454,230
<b>Balance at 31 December 2008</b>	3,811,726	1,340,286	5,152,012	758,321

*The accompanying notes form part of these financial statements.*

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**  
*Cash Flow Statement for the year ended 31 December 2008*

	Note	2008 \$	2007 \$
<b><i>Cash flows from operating activities</i></b>			
Receipts from members		5,070,428	4,832,406
Receipts from FFTS administration agreement		90,147	107,517
Receipts from CFMEU C&G National Office		29,560	153,712
Receipts from BLF		46,385	31,719
Donations received		2,909	5,858
Grant receipts		2,412,091	423,157
Interest received		201,937	328,186
Wage claim receipts		153,596	282,287
Royal Childrens Hospital donations collected		-	25,770
Youngcare donations collected		50,464	24,590
Rent received		7,200	3,850
Other sundry receipts		109,545	446,434
Payments to CFMEU C&G Federal Office		(448,620)	(585,510)
Payments to CFMEU FFPD National Office		-	(22,807)
Payments to CFMEU Mining Qld Division		(4,848)	(1,825)
Payments to CFMEU Mining Tasmanian Division		-	(682)
Payments to CFMEU Mining National Office		-	(2,200)
Payments to CFMEU C&G NSW Division		(1,338)	(1,903)
Payments to CFMEU Vic Branch		(500)	-
Payments to CFMEU WA Branch		(400)	-
Payments to CFMEU C&G Tasmanian Division		-	(10,000)
Payments to BLF		(56,268)	(114,876)
Payment of donations to Royal Childrens Hospital		-	(124,958)
Payment of donations to Youngcare		(55,375)	-
Payments to other suppliers and employees		(5,253,042)	(5,323,162)
Wage claim payments		(173,922)	(282,496)
<b>Net cash provided by operating activities</b>	20	<b>2,179,949</b>	<b>195,067</b>
<b><i>Cash flow from investing activities</i></b>			
Purchase of fixed assets		(652,085)	(436,982)
Proceeds from sale of fixed assets		157,791	197,395
Purchase of investment property		(508,285)	-
Purchase of investments		(903,104)	(100,000)
Proceeds from investments		-	39,100
<b>Net cash provided (used) by investing activities</b>		<b>(1,905,683)</b>	<b>(300,487)</b>
<b>Net increase (decrease) in cash held</b>		<b>274,266</b>	<b>(105,420)</b>
Cash at the beginning of the year		2,445,880	2,551,300
<b>Cash at the end of the year</b>	10	<b>2,720,146</b>	<b>2,445,880</b>

*The accompanying notes form part of these financial statements.*

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Recovery of Wages Activity Report (Cash Basis) for the year ended 31 December 2008*

	No of Note Workers	2008 \$	No of Workers	2007 \$
<b>Cash assets in respect of recovered money at the beginning of the year</b>		20,326		20,535
<b>Receipts</b>				
Amounts recovered from employers in respect of wages etc	54	153,596	174	282,287
Interest received on recovered money		182		34
Nett bank charges reimbursed from general account		-		169
<b>Total receipts</b>		153,778		282,490
<b>Payments</b>				
Undistributed monies returned to employers		890		729
Deductions of amounts due in respect of membership for:				
12 months or less		10,729		9,413
greater than 12 months		-		-
Deductions of donations or other contributions to accounts or funds of:				
Other entities:				
BLF		-		98,732
CIPQ		-		338
BERT		29,121		635
BUSSQ		89,044		25,127
Deductions of fees or reimbursement of expenses		-		46
Payments to workers in respect of recovered money		44,138		147,476
Bank charges		96		203
<b>Total payments</b>		174,018		282,699
<b>Cash assets in respect of recovered money at the end of the year</b>	10	86		20,326
<b>Amounts recovered but not yet paid to workers</b>	15	-	17	20,326

*The accompanying notes form part of these financial statements.*

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

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**Note 1: Information to be provided to members**

In accordance with the requirements of the *Workplace Relations Act 1996*, the attention of members is drawn to the provisions of Schedule 1B section 272 as follows:

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

**Note 2: Statement of significant accounting policies**

The financial report covers the Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Construction Workers Divisional Branch as an individual reporting unit.

**Basis of Preparation**

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the requirements 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. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. 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 a modified accruals basis where:

- in accordance with Schedule 1B section 252(4) of the *Workplace Relations Act 1996*, membership subscriptions are kept on a cash basis; and
- in accordance with paragraph 19 of the Reporting Guidelines for the purposes of section 253 of the RAO Schedule, the Recovery of Wages Activity Report is prepared under the cash basis of accounting.

The financial report is based on historical costs modified, where applicable, by the revaluation of selected non-current assets, financial assets and financial liabilities for which the fair value basis of accounting has been applied.

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

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**Note 2: Statement of significant accounting policies (contd)**

**(a) Income tax**

No provision for income tax is necessary as trade unions are exempt from income tax under Section 50-15 of the *Income Tax Assessment Act 1997*.

**(b) Property, plant and equipment**

Property, plant and equipment are carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

In accordance with Queensland legislation (Schedule 4 of the *Industrial Relations Regulations 2000*) revaluations of assets are shown as income.

**Property**

Land and buildings are shown at their fair value less subsequent depreciation for buildings. Property held for investment purposes is not depreciated.

**Plant and equipment**

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by the Union to ensure it is not in excess of the recoverable amount from those assets.

**Depreciation and amortisation**

The depreciable amount of all fixed assets are depreciated on a straight line basis over the useful lives of the assets to the Union commencing from the time the assets is held ready for use. Motor vehicles are depreciated on a diminishing value basis.

The depreciation rates used for each class of depreciable asset are:

<i>Fixed asset</i>	<i>Rate</i>
Buildings	4%
Motor vehicles	25%
Air conditioning plant	10.0%
Computer equipment	20%
Office equipment	20%
Office furniture	12.5%
<i>Intangibles</i>	
Computer software	12.5%

**(c) Financial Instruments**

**Recognition and initial measurement**

Financial instruments are initially measured at fair value on trade date, which includes transaction costs, when related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

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**Note 2: Statement of significant accounting policies (contd)**

**(c) Financial Instruments (contd)**

*Classification and subsequent measurement:*

**Financial Assets at fair value**

A financial asset is classified in this category if acquired principally for the purpose of selling in the short term or is so designated by management and within the requirements of *AASB139: Recognition and Measurement of Financial Instruments*. Realised and unrealised gains and losses arising from changes in the fair value of these assets are included in the income statement in the period in which they arise.

**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 include any financial assets not included in the above categories. Available for sale financial assets are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to equity.

**Financial liabilities**

Non-derivative financial liabilities are recognised at amortised cost, comprising original debt less principal repayments and amortisation.

**Fair value**

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value of 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. Impairment losses are recognised in the income statement.

**(d) 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 its depreciated replacement value, 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.

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

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**Note 2: Statement of significant accounting policies (contd)**

**(e) Employee benefits**

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year have been measured at the amount expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

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

**(f) 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.

**(g) 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.

**(h) 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 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.

**(i) Comparative Figures**

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

**Critical accounting estimates and judgements**

The Union evaluates estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data.

*Key estimates - Impairment*

The Union assesses impairment at each reporting date by evaluating conditions specific to the Union that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined.



**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

	2008 \$	2007 \$
<b>Note 3: FFPD membership subscriptions</b>		
Membership subscriptions	71,921	86,035
Compulsory levy - Defence Fund	8,394	9,708
Joining fees	1,636	2,000
	81,951	97,743
<p>These amounts reflect the entries as recorded whilst under the administration of The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland.</p>		
<b>Note 4: Affiliation fees</b>		
Political	39,974	45,410
CFMEU C&G National Office	485,061	411,096
CFMEU FFPD National Office	14,383	19,666
Other	62,164	65,552
	601,582	541,724
<b>Note 5: Employee related costs</b>		
Employee remuneration - officials	839,817	969,525
Employee remuneration - staff	1,082,874	879,244
External agencies	3,197	9,998
BERT contributions - officials	37,687	47,093
BERT contributions - staff	33,241	29,575
CIPQ Insurance	18,058	18,058
Annual leave entitlements	(53,688)	42,725
Long service leave entitlements	117,065	36,528
Fringe benefits tax	36,820	61,363
Payroll tax	118,266	128,167
Superannuation - officials	320,753	386,641
Superannuation - staff	295,650	220,866
Workcover insurance	5,000	6,577
	2,854,740	2,836,360
<b>Note 6: Depreciation</b>		
Building	24,371	22,404
Motor vehicles	152,733	141,041
Plant and equipment	46,971	48,546
	224,075	211,991

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

	2008 \$	2007 \$
<b>Note 7: Change in fair value of investment</b>		
Debenture - Diverseport Fixed Income Ltd	32,035	-
	<u>32,035</u>	<u>-</u>
<b>Note 8: Meetings costs</b>		
Attendance fees	12,916	17,216
Convention expenses	104,224	2,467
SMC & state executive expenses	12,579	20,590
Sub-branch expenses	10,099	6,837
Other meeting expenses	584	4,531
	<u>140,402</u>	<u>51,641</u>
<b>Note 9: Other operating costs</b>		
Accounting service	137,012	125,173
Administration expenditure	53,890	49,776
Advertising & marketing	30,925	120,592
Aged auxiliary	17,384	15,864
Amalgamation expenses	519	-
Auditors remuneration - audit services	21,300	15,765
Computer expenses	16,116	12,519
Communications	85,232	77,317
Conference expenses	22,384	15,212
Donations - political	-	36,364
Donations - other	27,750	15,520
Interest paid	40	-
International delegates	21,644	513
Journal expenses	67,237	78,736
Labour Day expenses	41,697	13,303
Legal fees	57,481	282,506
Miscellaneous expenses	5,935	2,795
Motor vehicle expenses	235,469	210,938
Organising expenses	233,657	301,634
Postage	39,309	35,255
Printing and stationery	60,332	70,287
Rental property expenses	7,580	-
Rent and cleaning	27,921	26,080
Subscriptions	3,287	6,427
Tool claims paid	1,000	1,510
Training	16,373	17,626
	<u>1,231,474</u>	<u>1,531,712</u>

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

	2008	2007
	\$	\$
<b>Note 10: Cash and cash equivalents</b>		
Petty cash on hand	4,300	4,300
Main account	235,890	321,930
Business Internet Saver account	1,090,742	-
Bank - recovery of wages account	86	20,326
Short-term bank deposits	76,793	265,445
Term deposits maturing in less than 3 months	1,312,335	1,125,759
Debentures maturing in less than 3 months	-	708,120
	2,720,146	2,445,880
<b>Note 11: Financial assets</b>		
<i>Current</i>		
<i>Held to maturity investments:</i>		
Term deposits maturing in 3 to 12 months	859,226	-
<i>Financial assets at fair value:</i>		
Debentures maturing in 3 to 12 months	106,573	-
	965,799	-
<i>Non-current</i>		
<i>Available for sale financial assets:</i>		
Unlisted investments		
Union House Partnership at fair value	3,499	1,828
	3,499	1,828
<i>Held to maturity investments:</i>		
Notes	2,600,000	2,700,000
	2,600,000	2,700,000
<b>Total non-current financial assets</b>	2,603,499	2,701,828

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

	2008	2007
	\$	\$
<b>Note 12: Receivables</b>		
Interest	49,378	43,388
FEDFA	16,850	16,850
BLF	6,113	20,345
CFMEU National office	332	24,442
Other	96,775	26,301
	<u>169,448</u>	<u>131,326</u>
Less: Provision for impairment of receivables	(5,000)	(5,000)
	<u>164,448</u>	<u>126,326</u>
<b>Note 13: Property, Plant and Equipment</b>		
Land and buildings - 1/6 share Union House		
Land at independent valuation 2008	500,000	140,000
Building at independent valuation 2008	683,333	560,000
Less: accumulated depreciation	-	(44,804)
	<u>1,183,333</u>	<u>655,196</u>
Motor vehicles - at cost	804,421	734,650
Less: accumulated depreciation	(200,861)	(200,465)
	<u>603,560</u>	<u>534,185</u>
Plant and equipment - at cost	653,953	482,691
Less: accumulated depreciation	(347,252)	(301,594)
	<u>306,701</u>	<u>181,097</u>
	<u>2,093,594</u>	<u>1,370,478</u>

The Union's land and buildings were revalued at 31 December 2008 by independent valuers. Valuations were made on the basis of open market value. The revaluation surplus was credited to an asset revaluation reserve.

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

**Note 13: Property, Plant and Equipment contd**

<b>Movements in carrying amounts</b>	<b>Land and Buildings \$</b>	<b>Motor vehicles \$</b>	<b>Plant and equipment \$</b>	<b>Total \$</b>
Balance at beginning of year	655,196	534,185	181,097	1,370,478
Additions	98,278	381,231	172,575	652,084
Disposals	-	(153,884)	-	(153,884)
Revaluation increments	454,230	-	-	454,230
Depreciation expense - Note 6	(24,371)	(152,733)	(46,971)	(224,075)
Depreciation - Apprentice Scheme	-	(5,239)	-	(5,239)
Carrying amount at end of year	1,183,333	603,560	306,701	2,093,594

	<b>2008 \$</b>	<b>2007 \$</b>
Balance at beginning of year	-	-
Additions	508,285	-
Revaluation increments	-	-
Carrying amount at end of year	508,285	-

**Note 14: Investment Property**

Balance at beginning of year	-	-
Additions	508,285	-
Revaluation increments	-	-
Carrying amount at end of year	508,285	-

The fair value model is applied to all investment property. Management valuations are prepared at each balance date where an independent valuation has not been obtained.

**Note 15: Trade and other payables**

Trade		
CFMEU C&G National Office	23,315	27,402
BLF	-	47,626
Legal	1,260	1,375
Other	103,357	106,508
GST	171,713	63,972
Appeals	19,679	24,590
Sundry Creditors		
CFMEU C&G National Office	179,962	76,079
CFMEU FFPD National Office	16,789	2,405
Legal	-	-
Other	118,624	90,568
Wages collected on behalf of members	-	20,326
	634,699	460,851

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

	2008 \$	2007 \$
<b>Note 16: Provisions</b>		
<i>Employee entitlements:</i>		
<b>Opening Balance at 1 January</b>	908,432	1,048,912
Additional provisions raised during year		
General fund - note 5	63,377	79,253
Apprentice Scheme	4,906	2,612
Amounts used	(84,738)	(222,345)
<b>Balance at 31 December</b>	<b>891,977</b>	<b>908,432</b>
<i>Analysis of employee entitlements:</i>		
Current		
Officials	199,981	292,859
Staff	186,022	194,867
Total current provisions	386,003	487,726
Non-current		
Officials	333,863	291,032
Staff	172,111	129,674
Total non-current provisions	505,974	420,706
	<b>891,977</b>	<b>908,432</b>

A provision has been recognised for employee entitlements relating to annual and long service leave for employees. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits has been included in note 2.

**Note 17: Other current liabilities**

*Revenue received in advance*

Apprentice Scheme Funding	1,746,391	198,936
Other	24,918	155,600
	<b>1,771,309</b>	<b>354,536</b>

**Note 18: Reserves**

The asset revaluation reserve records revaluations of non-current assets.

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

	2008 \$	2007 \$
<b>Note 19: Defence Fund</b>		
Compulsory levy - Defence Fund	361,591	360,808
Voluntary contributions - Defence Fund	2,909	5,858
Union contribution from general fund	72,591	73,886
Less: expenditure	(184,670)	(107,939)
<b>Balance of Fund at 31 December transferred to Retained earnings</b>	<b>252,421</b>	<b>332,613</b>

The Defence Fund is being maintained to provide the additional resources needed to defend our members against continuing attacks from employers and Federal Government agencies.

*The funds are invested as follows:*

Investment property	508,285	-
Cash and short term investments	832,001	1,087,865
	<b>1,340,286</b>	<b>1,087,865</b>

**Note 20: Cash flow information**

**(a) Reconciliation of cash flow from operations with surplus after income tax**

Surplus from ordinary activities after income tax	378,410	111,503
<i>Non-cash flows in ordinary activities</i>		
Depreciation expense - Note 6	224,075	211,991
Depreciation - Apprentice Scheme	5,239	5,416
Net loss (gain) on disposal of fixed assets	(3,906)	24,508
Change in fair value of investment	32,035	-
Union House partnership loss	3,599	1,620
<i>Changes in assets and liabilities</i>		
(Increase) in receivables	(38,122)	(18,926)
(Increase) decrease in prepayments	4,453	(24,411)
Increase (decrease) in payables	173,848	(75,667)
Increase in other liabilities	1,416,773	99,513
(Decrease) in provisions	(16,455)	(140,480)
	<b>2,179,949</b>	<b>195,067</b>

(b) There were no non-cash financing or investment activities during the year.

(c) The union has no credit stand-by arrangement or loan facilities.

**Note 21: Capital Commitments**

Capital expenditure commitments contracted for:

Investment property purchase	477,600	-
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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Notes to the Financial Statements for the year ended 31 December 2008*

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**Note 22: Contingent Liabilities**

There are no known contingent liabilities of a significant nature at balance date.

**Note 23: Events after the Balance Sheet date**

There have been no significant events occurring after the end of the financial year.

**Note 24: Financial instruments**

**(a) Financial risk management**

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

**(b) Interest rate risk**

The Union's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates is as follows:

	2008	2007
	\$	\$
<b>Financial assets</b>		
Cash at bank and on hand	1,331,018	346,556
Deposits at call	76,793	265,445
Term deposits	2,171,561	1,125,759
Notes and debentures	2,706,573	3,408,120
	<u>6,285,945</u>	<u>5,145,880</u>

**Financial liabilities**

Nil

**(c) Credit risk**

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the Balance Sheet and notes to the financial statements.

**(d) Net fair values**

The net fair values of listed investments have been valued at the quoted market bid price at balance date. For other assets and other liabilities the net fair value approximates their carrying value. No financial assets and financial liabilities are readily traded on organised markets in standardised form other than listed investments. Financial assets where the carrying amount exceeds net fair values have not been written down as the Union intends to hold these assets to maturity.

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

**Note 25: Union details**

The principal place of business of the Union is:

Construction, Forestry, Mining and Energy Union, Construction and General Division,  
Queensland Construction Workers Divisional Branch  
366 Upper Roma Street  
Brisbane Qld 4000



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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Committee of Management Statement for the year ended 31 December 2008*

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*(Workplace Relations Act 1996 Cwlth)*

In accordance with a resolution passed by the Committee of Management of the Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Construction Workers Divisional Branch on 29 February 2009 the Committee declares that in their opinion:

- (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 Register.
- (c) The financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate.
- (d) There are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable, and
- (e) During the financial year to which the general purpose financial report 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 including the rules of a branch concerned; and
  - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
  - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RAO Schedule and the RAO Regulations; and
  - (iv) the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and
  - (v) any information sought in any request of a member of the reporting unit or a Registrar duly made under section 272 of the RAO Schedule has been furnished to the member or Registrar; and
  - (vi) there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the RAO Schedule.
- (f) In relation to recovery of wages activity:
  - (i) the financial report on recovery of wages activity has been fairly and accurately prepared in accordance with the requirements of the reporting guidelines of the Industrial Registrar; and
  - (ii) the committee of management caused the auditor to include in the scope of the audit required under subsection 257(1) of the RAO Schedule all recovery of wages activity by the reporting unit in which revenues had been derived for the financial year in respect of such activity; and
  - (iii) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from moneys recovered from employers on behalf of workers other than reported in the financial report on recovery of wages activity and the notes to the financial statements; and
  - (iv) that prior to engaging in any recovery of wages activity, the organisation has disclosed to members by way of a written policy all fees to be charged or reimbursement of expenses required for recovery of wages activity, and any likely request for donations or other contributions in acting for a worker in recovery of wages activity; and
  - (v) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from moneys recovered from employers on behalf of workers until distributions of recovered money were made to the workers.

Signed on behalf of the Committee of Management by:



*Michael John Ravbar*

State Secretary

Date: ...27 February 2009

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

*Independent Audit Report to the members*

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**Report on the Financial Report**

We have audited the accompanying financial report of the Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Construction Workers Divisional Branch which comprises the balance sheet as at 31 December 2008, income statement, statement of changes in equity, cash flow statement, recovery of wages activity report for the year ended on that date, a summary of significant accounting policies and other explanatory notes.

*Committee of Management's responsibility for the Financial Report*

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

*Auditor's Responsibility*

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

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

*Auditor's opinion*

In our opinion, the financial report:

- (a) presents fairly in accordance with applicable Australian Accounting Standards (including the Australian Accounting Interpretations), and the Workplace Relations Act 1996 including the Reporting Guidelines of the Industrial Registrar and Part 3 of Chapter 8 of the RAO Schedule the financial position of the Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Construction Workers Divisional Branch as at 31 December 2008 and its financial performance and its cash flows for the year then ended; and
- (b) reports properly and fairly:
  - (1) any fees charged to or reimbursements of expenses claimed from members and others for recovery of wages activity; and
  - (2) any donations or other contributions deducted from recovered money.



Michael Rice  
Michael Rice & Associates  
Certified Practising Accountants

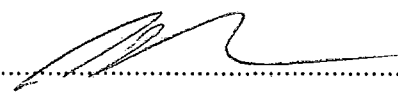
Brisbane  
Date: 24/3/09

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**  
*Certificate by State Secretary for the year ended 31 December 2008*

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In accordance with the requirements of the Workplace Relations Act 1996 Schedule 1B Section 268(c), I, Michael John Ravbar, certify that the attached copies of reports are copies of documents that were provided to members on 24 April, 2009 and presented to a meeting of the Committee of Management on 27 February, 2009 in accordance with Section 266 of the RAO Schedule.



.....  
*Michael John Ravbar*  
State Secretary

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

Date:..... 25/5/09 .....

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**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**  
*Operating Report for the year ended 31 December 2008*

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The Committee of Management presents the Operating Report for the financial year ended 31 December 2008:

**Principal Activities**

The principal activities of the Union during the year were:

- Implementation of the decisions of the State Executive, State Management Committee and resolutions of the State Delegates' convention.
- The development and implementation of Union policy through effective communications with members at the workplace.
- The administration of State awards, the variation of awards following major test cases (ie State wage case) and making other variations to awards for other industrial matters.
- Industrial support including representation of members grievances and/or advice at their workplaces and/or through the various industrial tribunals (ie Industrial Relations Commission, Workers Compensation etc).
- Ongoing communication to members and the broader community through meetings, rallies, media releases, journals and flyers.
- Growing the organisation through good on the job organisation and strong links between the organisers and members.

The results of those activities were ongoing in providing effective leadership to officers, organisers, delegates and membership in the development, advancement and delivery of policy through a delegation of responsibilities and effective communication strategies in the areas of organising, policy/administration, and Industrial Relations/Training/Workcover.

There were no significant changes to the nature of those activities during the year.

**Financial Affairs**

There were no significant changes to the Union's financial affairs during the year.

**Members' Rights**

Members have the right to resign from the Union in accordance with section 174 of Schedule 1B of the *Workplace Relations Act 1996*.

**Superannuation Fund Trustees**

The officers and members listed below were trustees, or directors of a trustee company, of a Superannuation Fund as a consequence of their position with the Union:

- William Wallace Trohear                      Trustee                      Buss(Q)

**Number of Members**

The number of members at the end of the financial year recorded in the register of members and taken to be members of the Union was 10,229.

**Number of Employees**

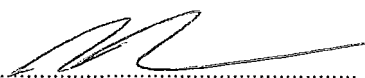
The number of full-time equivalent employees of the Union at the end of the financial year was 29.2.

**Committee of Management**

The members of the Committee of Management at any time during the financial year were as follows:

- Russell Beattie                      • Jim Hardy                      • Michael Ravbar
- Robert Bostock                      • Gary Jurss-Lewis                      • Geoffrey Smith
- Kevin Carroll                      • Gordon MacFarlane                      • Tom Smith
- Peter Close                      • Greg McLaren                      • Paul Waters
- Laurie Genrich                      • Alan Pountney

Signed on behalf of the Committee of Management by:



.....  
*Michael John Ravbar*  
State Secretary

Date: ...27 February 2008...

**Construction, Forestry, Mining and Energy Union**  
**Construction and General Division**  
**Queensland Construction Workers Divisional Branch**

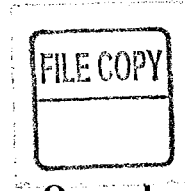


**Australian Government**  
**Australian Industrial Registry**

12 January 2009

Mr Michael Ravbar  
Secretary, Queensland Construction Workers' Divisional Branch  
Construction, Forestry, Mining and Energy Union  
366 Upper Roma Street  
BRISBANE QLD 4000

Dear Mr Ravbar



**Lodgement of Financial Statements and Accounts – Queensland Construction Workers' Divisional Branch - Schedule 1 of *Workplace Relations Act 1996* (RAO Schedule) - for year ended 31 December 2008 (FR2008/531)**

The financial year of the Queensland Construction Workers' 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](mailto:orgs@airc.gov.au). Alternatively, you may wish to send the documents by fax to (02) 9380 6990.

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

Yours sincerely,

Stephen Kellett  
Statutory Services Branch