



Australian Government
Australian Industrial Registry

Level 35, Nauru House
80 Collins Street, Melbourne, VIC 3000
GPO Box 1994S, Melbourne, VIC 3001
Telephone: (03) 8661 7799
Fax: (03) 9654 6672

Ms Pauline Gallagher
Section Secretary
CSIRO Section
CPSU, the Community and Public Sector Union - PSU Group
575 Bourke St
MELBOURNE VIC 3000

Dear Ms Gallagher,

Re: Financial Documents for year ended 30 June 2005 - FR2005/423
Schedule 1B - Workplace Relations Act 1996 (RAO Schedule)

I acknowledge receipt of the financial reports for the CSIRO Section of the PSU Group of the CPSU for the year ended 30 June 2005. The documents were lodged in the Industrial Registry on 25 November 2005.

This is the second lodgment by the branch of its financial reports under the *Registration and Accountability of Organisations (RAO) Schedule* which commenced on 12 May 2003.

The documents have been filed.

Comments to assist in future financial years

The following comments may assist you when you next prepare financial reports. No further action is required regarding these issues with respect to the lodged documents.

Auditor's Report

The Auditor's Report did not specifically confirm whether the General Purpose Financial Report was prepared in accordance with the requirements of the RAO Schedule – see s257(5). In future financial years the Audit Report must include a comment to this effect.

Accounting Officer's Certificate

The Accounting Officer's Certificate was a document required under the former financial reporting requirements of the Workplace Relations Act 1996. This certificate is not required under the RAO Schedule as it has, in effect, been replaced by the Operating Report.

I apologise for the delay in finalising this matter.

If you have any queries please contact me on (03) 8661 7799.

Yours faithfully,

Andrew Schultz
Statutory Services Branch

7 February 2006

FR 2005/423

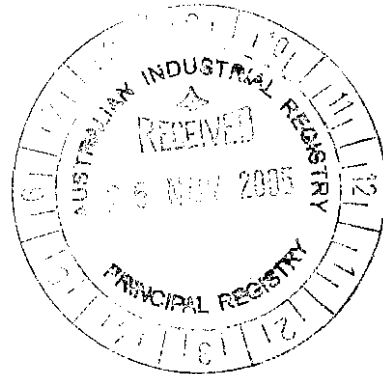


Community and Public Sector Union

21st November 2005

057.3/47

Mr Paul Herrod
Statutory Services Branch
Australian Industrial Registry
Nauru House Level 35
80 Collins Street
MELBOURNE VIC 3001



Dear Mr Herrod

**Re: Financial Statements for year ended 30 June 2005
FR2005/423**

Please find attached Certificate of Secretary together with Financial Statements and Operating Report of the CSIRO Section – CPSU as at 30 June 2005.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Pauline Gallagher'.

Pauline Gallagher
Section Secretary

Certificate of Secretary

As required by Schedule 1B, s268 of the Workplace Relations Act 1996

I, PAULINE GALLAGHER, being SECTION SECRETARY OF THE CSIRO SECTION – CPSU, 11TH FLOOR, 575 BOURKE STREET, MELBOURNE VIC 3000 certify that the full financial reports, comprising the audited financial statements and operating report for the year ending 30 June 2005 were made available to all members of the Section on 12 October 2005. On that day, the full report was placed on the CSIRO Staff Association website and members were advised of their location by email. All workplace delegates and contacts received an electronic copy of the reports by email and a hard copy of the financial statements by mail for distribution to members on request.

The First Meeting, a meeting of the Committee of Management held by telephone conference on 4 October 2005, accepted the General Purpose Financial Report and the Operating Report 2005.

The Second Meeting in accordance with s266 of the RAO Schedule was a General Meeting of Members and was held in Melbourne at CSIRO Minerals, Clayton on Friday 11 November 2005 at 12:00pm. The full report was accepted.

The full report was also accepted by the Committee of Management at its telephone meeting on Friday 14 October 2005.

Please find enclosed a copy of the full report that was provided to members of the Section on 12 October 2005 and accepted by a general meeting of members on 11 November 2005.

A handwritten signature in black ink, appearing to read 'P. Gallagher', followed by a long, horizontal, wavy line that extends across the page.

Pauline Gallagher
Section Secretary

22 November 2005

CSIRO STAFF ASSOCIATION

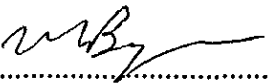
COMMITTEE OF MANAGEMENT CERTIFICATE

On *Tuesday 4th October 2005* the Committee of Management of CSIRO Staff Association passed the following resolution in relation to the general purpose financial report of the reporting unit for the financial year ended 30 June 2005:

The Committee of Management declares in relation to the general purpose financial report that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the Reporting Guidelines of the Industrial Registrar;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the 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) where the organisation consists of 2 or more reporting units, 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) the 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 have been no orders for inspection of financial records made by the Commission under section 273 of the RAO Schedule during the period.

For the Committee of Management:


.....
MICHAEL BORGAS
Section President


.....
PAULINE GALLAGHER
Section Secretary

Dated this *6* day of *October*, 2005.

CSIRO STAFF ASSOCIATION

INDEPENDENT AUDIT REPORT

Scope

The financial report and Committee of Management responsibility

The financial report of the CSIRO Staff Association for the year ended 30 June 2005 is set out on pages 5 to 20.

The Section's Committee of Management are responsible for the preparation and true and fair presentation of the financial report in accordance with Australian Accounting Standards, the Reporting Guidelines of the Industrial Registrar and other mandatory financial reporting requirements in Australia. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

Audit Approach

We conducted an independent audit in order to express an opinion to the members of the Section. Our audit was conducted in accordance with Australian Auditing Standards, in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the financial report presents fairly, in accordance with Australian Accounting Standards, the Reporting Guidelines of the Industrial Registrar and other mandatory financial reporting requirements in Australia, a view which is consistent with our understanding of the Section's financial position, and of their performance as represented by the results of their operations and cash flows.

We formed our audit opinion on the basis of these procedures, which included:

- o examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report; and
- o assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the directors.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

Independence

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

CSIRO STAFF ASSOCIATION
INDEPENDENT AUDIT REPORT

Audit Opinion

In our opinion,

- (i) there were kept by the Section, in respect of the year, satisfactory accounting records detailing the source and nature of the income of the Section (including income from members) and the nature and purpose of the expenditure;
 - (ii) the attached financial report, prepared in accordance with applicable Australian Accounting Standards, the Reporting Guidelines of the Industrial Registrar and other mandatory professional reporting requirements in Australia, are properly drawn up so as to give a true and fair view of:
 - (a) the financial affairs of the Section as at 30 June 2005; and
 - (b) the income and expenditure, results and cash flows of the Section for the year then ended;
- and
- (iii) all information and explanations required for the purpose of the audit under Section 257(2), were provided by the officers or employees of the Section.



Haines Norton
Chartered Accountants



R.H. Hutton
Registered Company Auditor

Dated this 10th day of OCTOBER, 2005.

CSIRO STAFF ASSOCIATION
ACCOUNTING OFFICERS CERTIFICATE

I, Russell Marnock, being the Section Treasurer and the officer responsible for keeping the accounting records of the CSIRO Staff Association, certify that as at 30 June 2005 the number of members of the Section was 3,222.

In my opinion:-

1. the attached financial report shows a true and fair view of the Section results as at 30 June 2005.
2. a record has been kept of all monies paid by, or collected from, members and all monies so paid or collected have been credited to the bank account to which those monies are to be credited, in accordance with the rules of the Section;
3. before any expenditure was incurred by the Section approval of the incurring of the expenditure was obtained in accordance with the rules of the Section;
4. with regard to funds of the Section raised by compulsory levies or voluntary contributions from members, or funds other than the General Fund operated in accordance with the rules, no payments were made out of any such fund for the purposes other than those for which the fund was operated;
5. no loans or other financial benefits, other than remuneration in respect of their full time employment with the Section, or honorarium or allowances authorised in accordance with the rules of the Section, were made to persons holding office in the Section.
6. the register of members of the Section was maintained in accordance with the RAO Schedule.


.....
RUSSELL MARNOCK
Section Treasurer

Dated this 6th day of October, 2005.

CSIRO STAFF ASSOCIATION
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2005

	Note	2005 \$	2004 \$
REVENUE FROM ORDINARY ACTIVITIES	4	1,128,687	1,063,217
Other Expenses from ordinary activities		<u>917,088</u>	<u>864,322</u>
PROFIT/(LOSS) FROM ORDINARY ACTIVITIES BEFORE INCOME TAX		211,599	198,895
INCOME TAX EXPENSE RELATING TO ORDINARY ACTIVITIES	1(b)	<u>-</u>	<u>-</u>
PROFIT/(LOSS) FROM ORDINARY ACTIVITIES AFTER INCOME TAX	6	<u>211,599</u>	<u>198,895</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2005

	Note	2005 \$	2004 \$
MEMBERS FUNDS			
Accumulated Funds	7	<u>1,362,065</u>	<u>1,150,466</u>
TOTAL MEMBERS FUNDS		<u><u>1,362,065</u></u>	<u><u>1,150,466</u></u>
Represented by:			
CURRENT ASSETS			
Cash assets	8	188,851	213,418
Receivables	9	11,906	11,690
Financial assets	10	1,300,112	1,098,372
Other	11	<u>2,591</u>	<u>1,451</u>
TOTAL CURRENT ASSETS		<u><u>1,503,460</u></u>	<u><u>1,324,931</u></u>
NON-CURRENT ASSETS			
Office furniture and equipment	12	<u>36,037</u>	<u>25,807</u>
TOTAL ASSETS		<u><u>1,539,497</u></u>	<u><u>1,350,738</u></u>
CURRENT LIABILITIES			
Payables	13	119,560	144,286
Provisions	14	<u>44,672</u>	<u>55,986</u>
TOTAL CURRENT LIABILITIES		<u><u>164,232</u></u>	<u><u>200,272</u></u>
NON-CURRENT LIABILITIES			
Provisions	14	<u>13,200</u>	<u>-</u>
TOTAL NON-CURRENT LIABILITIES		<u><u>13,200</u></u>	<u><u>-</u></u>
TOTAL LIABILITIES		<u><u>177,432</u></u>	<u><u>200,272</u></u>
NET ASSETS		<u><u>1,362,065</u></u>	<u><u>1,150,466</u></u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2005

	Note	2005 \$	2004 \$
INCOME			
Membership Subscriptions		1,041,313	1,004,712
Interest Received		41,559	30,199
HSBC Investment Income		<u>45,815</u>	<u>28,306</u>
		<u>1,128,687</u>	<u>1,063,217</u>
EXPENDITURE			
Salaries and Related Expenditure			
Elected Officials		53,568	105,598
Industrial & Administrative Staff		<u>361,301</u>	<u>331,284</u>
<i>Total Salaries</i>		414,869	436,882
Payroll Tax		22,463	25,137
Workers Compensation Insurance		9,545	11,212
Superannuation		55,767	53,458
Staff Amenities & Training		4,854	5,034
Secondment		4,936	6,405
Provision for Annual Leave		(236)	(20,078)
Provision for Long Service Leave		6,534	11,931
Casual Staff & Consultancy		11,993	2,854
Recruitment		<u>3,288</u>	<u>5,330</u>
Total Salaries & Related Expenditure		534,013	538,165
Administrative & Equipment Overheads			
Accounting & Audit Fees		6,300	5,155
Amortisation		7,373	7,373
Bank Charges		1,354	1,022
Cleaning		1,687	2,892
Depreciation		3,384	-
Electricity		3,573	3,600
Furniture & Computer Equipment (less than \$1,000)		1,539	272
HSBC Management Fees		7,624	6,637
Interest Paid		-	108
National Office Charge		72,892	70,330
Postage & Freight		12,916	9,639
Printing & Stationary		12,694	31,073
Provision for Diminution of Investment		-	(23,065)
Rent & Outgoings		55,617	46,719
Sundry Expenses		9,223	13,350
Telephone		27,597	29,293
Website Service Agreement		<u>164</u>	<u>7,743</u>
Total Administrative & Equipment Overheads		223,937	212,141

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2005

	Note	2005 \$	2004 \$
EXPENDITURE <i>continued</i>			
Industrial Expenditure			
Affiliation Fees	1(g)	4,087	4,256
Cabcharge		14,807	13,159
Council Meeting Expenses		41,231	40,853
CSIRO Consultative Council		101	1,582
Donations	1(h)	11,000	241
Enterprise Bargaining Agreement		16,126	-
FASTS Campaign		771	2,630
Industrial Support & Representation		4,224	4,735
Legal Costs		4,216	-
Library & Publications		3,459	6,581
Membership Expenses		349	958
Occupational Health & Safety		508	2,579
PSU Matters		318	309
Science Meets Parliament		4,412	431
Scholarship Awards		-	3,000
Surveys/Research/NZ Exchange		16,172	4,736
Site Visits		20,147	7,851
Sub-Section Activities		4,987	8,644
Term Contract Expenses		6,898	-
Training & Conferences		4,016	6,027
Travelling Expenses		1,309	5,444
Total Industrial Expenditure		<u>159,138</u>	<u>114,016</u>
Total Expenditure		<u>917,088</u>	<u>864,322</u>
OPERATING SURPLUS/(DEFICIT) FOR YEAR		<u>211,599</u>	<u>198,895</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2005

	Note	2005 \$	2004 \$
CASHFLOWS FROM OPERATING ACTIVITIES			
Membership Subscriptions		1,145,444	1,106,191
Interest Received		40,858	35,467
Payments to Suppliers & Employees		(238,532)	(201,513)
Payments to CPSU National Office		(785,194)	(741,390)
Interest Paid		<u>-</u>	<u>(107)</u>
Net Cash Provided by Operating Activities	16 (b)	<u>162,576</u>	<u>198,648</u>
 CASH FLOW FROM INVESTING ACTIVITIES			
Payment for Office Furniture and Equipment		<u>(23,086)</u>	<u>-</u>
Net Cash Used in Investing Activities		<u>(23,086)</u>	<u>-</u>
Net Increase in cash held		139,490	198,648
Cash at Beginning of Year		<u>754,160</u>	<u>555,512</u>
Cash at End of Year	16 (a)	<u>893,650</u>	<u>754,160</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards, the Reporting Guidelines of the Industrial Registrar and other mandatory financial reporting requirements in Australia. The financial report is prepared on the basis of historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets. The accounting policies have been consistently applied, unless otherwise stated.

The following is a summary of the significant accounting policies adopted by the entity in the preparation of the financial statements.

(a) Property, Plant & Equipment

Property, Plant and Equipment are brought to account at cost. The depreciable amount of all fixed assets are depreciated over their estimated useful lives commencing from the time the asset is held ready for use.

(b) Income Tax

No provision for income tax is required as the Section is exempt from income tax under Section 50-15 (3.2) of the Income Tax Assessment Act 1997.

(c) Employee Benefits

Provision is made for the Section's liability for annual leave arising from services rendered by employees to balance date. The calculation of the liability for annual leave recognised in these financial statements as at 30 June 2005, includes the provision for employment on-costs payable on the benefits. The provision for long service leave represents only employee on-costs related to benefits, with the liability for employee benefits being met by the National Office.

Employees are entitled to long service leave from 1 July 2002 at the rate of 7.2 days per year of service, pro-rata after 5 years service with the Section. Previously up to 30 June 2002, the entitlement was 10.8705 days per year of service, pro-rata after 3 years service with the Section. The movement in the provision for long service leave during the year is paid to the National Office and is expensed in these accounts.

(d) Investments

Investments in managed funds are measured on the cost basis. The carrying amount of investments are reviewed annually to ensure it is not in excess of the recoverable amount. The recoverable amount is assessed from the quoted market value for listed investments or the underlying net assets for other non-listed investments. The expected net cash flows from investments have not been discounted to their present value in determining the recoverable amounts.

(e) Leases

Lease payments under 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.



CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(f) **Impact of Adoption of Australian Equivalents to International Financial Reporting Standards**

During the year, the Section's management has continued with its transition process from Australian GAAP to Australian Equivalents to International Financial Reporting Standards (AEIFRS) effective for the financial years commencing from 1 January 2005. The adoption of AEIFRS will be reflected in the Section's financial statements for the year ending 30 June 2006. On first time adoption of AEIFRS, comparatives for the financial year ended 30 June 2005 are required to be restated. The majority of the AEIFRS transitional adjustments will be made retrospectively against retained earnings at 1 July 2004.

The Section's management, along with its auditors, have assessed the significance of the expected changes and are preparing for their implementation. An AEIFRS committee is overseeing and managing the Section's transition to AEIFRS. The impact of the alternative treatments and elections under AASB 1: First Time Adoption of Australian Equivalents to International Financial Reporting Standards, have been considered where applicable.

The Committee of Management are of the opinion that the key material differences in the Section's accounting policies on conversion to AEIFRS and the financial effect of these differences where known are as follows.

Users of the financial statements should, however, note that the amounts disclosed could change if there are any amendments to the current AEIFRS or changes in emerging accepted practice in the interpretation and application of AEIFRS and UIG Interpretations

Financial Instruments: Recognition and Measurement

Under AEIFRS financial assets are required to be classified into four categories, which determine the accounting treatment of the respective items. The categories and various treatments are:

- held to maturity, measured at amortised cost;
- held for trading, measured at fair value with unrealised gains or losses charged to the profit and loss;
- loans and receivables, measured at amortised cost; and
- available for sale instruments, measured at fair value with unrealised gains or losses taken to equity.

The Section's financial assets comprise available for sale financial instruments. Under AEIFRS, the measurement of available for sale instruments at fair value differs from current accounting policy, which measures non-current investments at cost with an annual review to ensure the carrying amounts are not in excess of the recoverable value of the instrument. The impact of the change is likely to increase the value of non-current other financial assets in relation to available for sale instruments.

AASB 1 provides an election whereby the requirements of AASB 139 dealing with financial instruments are not required to be applied to the first AIFRS comparative year and the first time adoption of this standard will apply from 1 July 2005. The Section has decided that it will adopt this election and will not restate comparative information for the 30 June 2005 financial year.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(f) Impact of Adoption of Australian Equivalents to International Financial Reporting Standards *continued*

Employee Benefits

Currently, employee benefits, such as salaries and annual leave are measured at their nominal amount regardless of whether they are expected to be settled within 12 months of the reporting date. On adoption of AEIFRS, a distinction is made between short-term and long-term employee benefits and AASB 119 Employee Benefits requires liabilities for short-term benefits to be measured at nominal amounts and liabilities for long-term employee benefits to be measured at present value. AASB 119 defines short-term employee benefits as benefits that fall due wholly within twelve months after the related period of service. Therefore, liabilities for short-term employee benefits are measured at present value where they are not expected to be settled within 12 months of the reporting date.

The effect of the above requirement on the Section's Statement of Financial Position as at 30 June 2005 is a change in disclosure to reclassify a proportion of current employee benefits to non-current employee benefits. There will be no material difference between the current nominal value and new present value measurement of the benefits.

Impairment of assets

Currently, the recoverable amount of assets is determined on an undiscounted cash flow basis. However, under AEIFRS the impairment of assets will be determined on a discounted cash flow basis. Impairment testing undertaken as at the transition date did not result in any material impairment write downs.

While the Section has endeavoured to provide details on all areas it believes will be materially impacted by the transition to AEIFRS, further differences may arise as implementation is finalised.

- (g) Affiliation fees were paid during the year to FASTS and The Union Shopper.
- (h) A donation was made during the year to The Community & Public Sector Union as part of the ACTU IR Campaign 'Your Rights At Work'.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

NOTE 2: INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR

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

- (1) A member of an organisation, or a Registrar, may apply to the organisation for specified prescribed information in relation to the organisation.
- (2) An organisation shall, on application made under subsection (1) by a member of the organisation or a Registrar, make the specified information available to the member or Registrar in such manner, and within such time, as is prescribed.
- (3) A Registrar may only make an application under subsection (1) at the request of a member of the organisation concerned, and the Registrar shall provide to a member information received because of an application made at the request of the member.

NOTE 3: RELATED PARTY INFORMATION

- (a) The names of persons who formed part of the Section Executive at any time during the year were:-

Section President -	Michael Borgas
Section Deputy Presidents -	Warren Hicks Christiane Ludwig
Section Secretary -	Pauline Gallagher (<i>elected 29 September 2004 - previously held position of Acting Section Secretary</i>)
Section Treasurer	Russell Marnock

Committee of Management-

ACT	- Eric Hines (<i>appointed 15 June 2004</i>)
NA	- Garry Rabbett
SA	- Ben Scherer
VIC	- Greg Short
NSW	- Steve McEvoy
QLD	- Merle Thomas
TAS	- Neil White
WA	- Anthony Schlink

- (b) Amounts were paid for and recovered from the National Office of the CPSU and other Branches and Sections on receipt of invoices during the year.
- (c) Transactions between the Council and the Section were conducted on normal commercial terms in respect of membership fees and reimbursements.

CSIRO STAFF ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2005**

NOTE 4: EMPLOYEE BENEFITS

Year Ended 30 June 2005:

	Elected Officials \$	Administrative & Industrial Staff \$	Total \$
Employee benefits paid to employees during the year:			
Wages & Salaries	\$ 50,371	\$ 326,524	\$ 376,895
Annual Leave and Sick Leave	\$ 3,196	\$ 43,893	\$ 47,089
Long Service Leave (Refer Note 1(c))	\$ -	\$ -	\$ -
Superannuation	\$ 6,964	\$ 48,803	\$ 55,767
Employee benefits paid to the CPSU National Office in respect to employees during the year (Refer Note 1(c)):			
Long Service Leave	\$ (4,692)	\$ 9,104	\$ 4,412

Year Ended 30 June 2004:

	Elected Officials \$	Administrative & Industrial Staff \$	Total \$
Employee benefits paid to employees during the year:			
Wages & Salaries	\$ 79,615	\$ 281,765	\$ 361,380
Annual Leave and Sick Leave	\$ 25,983	\$ 49,519	\$ 75,502
Long Service Leave (Refer Note 1(c))	\$ 27,217	\$ 14,938	\$ 42,155
Superannuation	\$ 44,988	\$ 8,470	\$ 53,458
Employee benefits paid to the CPSU National Office in respect to employees during the year (Refer Note 1(c)):			
Long Service Leave	\$ 5,563	\$ 11,093	\$ 16,656

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

	2005	2004
	\$	\$

NOTE 5: REVENUE

Operating activities:-

- Contributions Received	\$ 1,041,313	\$ 1,004,712
- Interest (other persons/corporations)	41,559	30,199
- HSBC Investment Income	45,815	28,306
Total Revenue	\$ 1,128,687	\$ 1,063,217

NOTE 6: PROFIT FROM ORDINARY ACTIVITIES

Profit from ordinary activities has been determined after:-

(a) Expenses:

Amortisation of non-current assets:		
- leasehold improvements	\$ 7,373	\$ 7,373
Depreciation of non-current assets:		
- office furniture and equipment	3,384	-
Amounts set aside to Provisions:		
- Long Service Leave	\$ 2,122	\$ (4,725)
- Annual Leave	\$ (236)	\$ (20,078)
Auditors' remuneration in respect of:		
- Audit	\$ 4,400	\$ 4,190
- Other services	\$ 1,900	\$ 965

(The auditors do not receive any other benefits)

NOTE 7: MEMBER FUNDS

Accumulated funds at the beginning of the financial year	1,150,466	951,571
Surplus for the year	211,599	198,895
Accumulated funds at the end of the financial year	1,362,065	1,150,466

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

	2005	2004
	\$	\$
NOTE 8: CASH ASSETS		
Cash on Hand	450	400
Cash with Members Australia Credit Union	151,035	120,694
Cash with Laboratories Credit Union	36,065	90,753
Cash with Credit Unions - Sub Sections	<u>1,301</u>	<u>1,571</u>
	<u>188,851</u>	<u>213,418</u>

NOTE 9: RECEIVABLES

CPSU National Office	967	3,303
Sundry Debtors	4,578	2,727
Accrued Interest	<u>6,361</u>	<u>5,660</u>
	<u>11,906</u>	<u>11,690</u>

NOTE 10: FINANCIAL ASSETS

Deposits with Members Australia Credit Union	180,723	170,553
Deposits with Laboratories Credit Union	524,076	370,189
Shares in Members Australia Credit Union	10	10
Challenger Managed Funds Investment - Note(a)	<u>595,303</u>	<u>557,620</u>
	<u>1,300,112</u>	<u>1,098,372</u>

(a) Challenger Managed Funds Investment (name change from HSBC)

Managed Funds Investment - at Cost	595,303	557,620
Cost Represented by:		
Cash	73,868	38,549
Commercial Bills	15,000	15,000
Equities	225,231	221,397
Fixed Interest Securities	127,399	115,490
Overseas Unit Trusts	97,001	110,380
Property	<u>56,804</u>	<u>56,804</u>
	<u>595,303</u>	<u>557,620</u>
Managed Funds - at Market Value	668,864	587,370
Unrealised Gain at balance date	73,562	29,750

The movement in the unrealised gain for the year ended 30 June 2005 was \$81,495 (2004: \$73,985). The unrealised gain has not been brought to account in these financial statements.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

	2005	2004
	\$	\$
NOTE 11: OTHER ASSETS		
Prepayments	<u>2,591</u>	<u>1,451</u>
	<u>2,591</u>	<u>1,451</u>

NOTE 12: OFFICE FURNITURE & EQUIPMENT

Leasehold Improvements	44,240	44,240
Less: Accumulated Amortisation	<u>(25,806)</u>	<u>(18,433)</u>
	<u>18,434</u>	<u>25,807</u>
Office Furniture & Equipment	59,664	38,677
Less: Accumulated Depreciation	<u>(42,061)</u>	<u>(38,677)</u>
	<u>17,603</u>	<u>-</u>
	<u>36,037</u>	<u>25,807</u>

a. Movements in Carrying Amounts

Movements in carrying amounts for each class of office furniture & equipment between the beginning and end of the current financial year:

	Leasehold Improvements	Office Furniture & Equipment	Total
Balance at the beginning of year	\$ 25,807	\$ -	\$ 25,807
Additions		20,987	20,987
Disposals	-	-	-
Depreciation/Amortisation	<u>(7,373)</u>	<u>(3,384)</u>	<u>(10,757)</u>
Carrying amount at end of year	<u>\$ 18,434</u>	<u>\$ 17,603</u>	<u>\$ 36,037</u>

NOTE 13: ACCOUNTS PAYABLE

CPSU National Office	77,642	118,627
Sundry Creditors	<u>41,918</u>	<u>25,659</u>
	<u>119,560</u>	<u>144,286</u>

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

	2005	2004
	\$	\$
NOTE 14: PROVISIONS		
Current		
Provision for Annual Leave	44,672	44,908
Provision for Long Service Leave On-costs	<u>-</u>	<u>11,078</u>
	<u>44,672</u>	<u>55,986</u>
Non-Current		
Provision for Long Service Leave On-costs	<u>13,200</u>	<u>-</u>
	<u>13,200</u>	<u>-</u>
 (a) Aggregate employee entitlement liability	 <u>57,872</u>	 <u>55,986</u>
(b) Number of employees at year end	<u>11</u>	<u>11</u>
(c) Provision for Annual Leave in respect to:		
Elected Officials	20,324	8,667
Administrative and Industrial Staff	<u>24,348</u>	<u>36,241</u>
	<u>44,672</u>	<u>44,908</u>
(d) Provision for Long Service Leave Oncosts in respect to:		
Elected Officials	6,514	5,026
Administrative and Industrial Staff	<u>6,686</u>	<u>6,052</u>
	<u>13,200</u>	<u>11,078</u>

Refer to Note 1(c) for accounting policy in respect to these provisions for employee entitlements.

NOTE 15: CAPITAL AND LEASING COMMITMENTS

The following commitments relate to the lease for the premises at Level 11, 575 Bourke Street, Melbourne, which was entered into on 1 January 2002 for a period of six years with no option to renew.

(a) Rental Commitments

Non-cancellable operating leases contracted for but not capitalised in the accounts

Payable:

- not later than one year	32,642	31,088
- later than one year but not later than five years	<u>51,831</u>	<u>84,473</u>
	<u>84,473</u>	<u>115,561</u>

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

	2005	2004
	\$	\$

NOTE 16: CASH FLOW INFORMATION

(a) Reconciliation of Cash

For the purposes of the Statement of Cashflows, cash includes cash on hand, cash at bank and investments in money market instruments.

Cash at the end of the reporting period is reconciled to the related items in the balance sheet as follows:

Cash on Hand	450	400
Cash with Credit Unions	188,401	213,018
Deposits with Credit Union	704,799	540,742
	893,650	754,160

(b) Reconciliation of Net Cash Provided by Operating Activities to Operating Surplus

Operating surplus for year	211,599	198,895
Non-cash flows in operating profit		
Depreciation	3,384	-
Amortisation	7,373	7,373
Provision for Dimunition in Investments	-	(23,065)
Changes in assets and liabilities		
(Increase)/Decrease in Receivables	(216)	4,748
(Increase)/Decrease in Other Assets	(1,140)	10,869
(Increase)/Decrease in Other Financial Assets	(37,684)	(21,170)
Increase/(Decrease) in Accounts Payable	(22,624)	45,800
Increase/(Decrease) in Employee Provisions	1,884	(24,802)
Net Cash Provided by/(Used in) Operating Activities	162,576	198,648

(c) Financing Facilities

The Section has no overdraft facilities.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

2005 2004
\$ \$

NOTE 17: FINANCIAL INSTRUMENTS

17(a) Terms, conditions and accounting policies

The Section's terms, conditions and accounting policies of financial instruments are those adopted by businesses in Australia generally.

17(b) Interest rate risk

The Section's exposure to interest rate risks and the effective interest rates of financial assets and financial liabilities, both recognised and unrecognised are as follows;

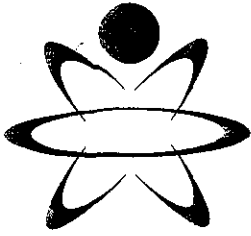
<u>Financial Instruments</u>	<u>Non-interest bearing</u>		<u>Floating interest Rate</u>		<u>Fixed interest Rate</u>	
	2005	2004	2005	2004	2005	2004
(i) Financial assets						
Cash and Bank deposits	450	400	188,401	213,018	704,799	540,742
Other Financial Assets	379,036	388,582	73,868	38,549	142,399	130,489
Receivables	<u>11,906</u>	<u>11,690</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total financial assets	<u>391,392</u>	<u>400,672</u>	<u>262,269</u>	<u>251,567</u>	<u>847,198</u>	<u>671,231</u>
(ii) Financial liabilities						
Accounts Payable	<u>119,560</u>	<u>144,286</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total financial liabilities	<u>119,560</u>	<u>144,286</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
(iii) Weighted average interest rate of financial assets and liabilities above						
Cash and Bank					3.58%	2.90%
Deposits					5.39%	4.82%
Other Financial Assets					5.68%	5.15%

17(c) Credit Risk

The Section has no significant exposure to credit risk.

17(d) Net Fair values

The net fair values of the Section's financial assets and financial liabilities are not expected to be significantly different from each class of asset and liability as disclosed above and recognised in the balance sheet as at 30 June 2005.



CSIRO Staff - CSIRO'S Future

CSIRO Staff Association

A Section of the Community and Public Sector Union

CSIRO STAFF ASSOCIATION

Operating Report

1 July 2004 - 30 June 2005

From the Staff Association President

The past year has been dominated by enterprise bargaining, not just for our staff, who contributed with great skill and commitment, but also directly for many of our Councillors, state executive members, delegates, and even down to input and help from many members. Overall, the collective effort we have been able to sustain has been impressive and vital in pursuing our best interests and the best interests of the organisation we work in.

My reflections last year considered change in CSIRO mainly in an external context. The change process even now shows no relent, with our own internal restructuring the driving force. Our future within CSIRO is highly uncertain with the Organisation attempting to construct the new face of Government science. As these bureaucratic processes unfold, the Staff Association, through all of its members, must be active to promote the interests of the science base and the jobs that support it. We must be active to ensure fairness for those facing change and disruption, and we must be active to keep a unified collective of staff. Past history tells us to be wary, but the chance to improve Australia's public sector science, against the trends world-wide, means that we may have new opportunities to stem the continual loss from the science base.

The Union itself continues to adapt to a changing world and with the new Enterprise Agreement has established a core role in influencing the change process for the next three years. Our collective voice, through the professional channels of the Union should help guide the workforce planning, reduction of bureaucracy and support service provision which is vital for the success of CSIRO and work life of our members. To achieve this we must understand the essential need to build up our collective input from the membership, recruiting in the workplace, giving input and support to delegates, Councillors and the officials, and for everyone to be involved.

I thank the Delegates, Organisers, Secretary and Office staff, Councillors and the Staff Association Executive for their time and efforts to make the working lives of people in CSIRO better and more secure. I would particularly like to thank the retiring members of Council: Deputy President Warren Hicks, Queensland Councillor Merle Thomas and South Australian Councillor Ben Scherer for their efforts over the years and wish them the best into the future.



Dr Michael Borgas
President
29 September 2005

About the Association

The CSIRO Staff Association (the Association) is a Section of the Community and Public Sector Union PSU Group within its Science Division.

The Association represents the professional and industrial interests of members employed in the CSIRO, the Anglo Australian Observatory, Co-operative Research Centres (CRCs) and members who have been previously employed by these organisations (retired members). We also provide assistance to post graduate student members who are conducting research for their qualification in CSIRO.

The Association aims to bring members together collectively to protect and improve the interests of members by:

- Assisting members in enforcing their rights at work including the rights to
 - i) fair and equitable treatment at work
 - ii) fair recognition and remuneration for merit
 - iii) freedom from discrimination and harassment
 - iv) a healthy and safe environment at work
- Representing the views of members to their Organisation's management
- Making claims or representations on behalf of members to appropriate tribunals
- Providing a voice for the membership to Government and other political or policy bodies in the interests of the CSIRO or the AAO and their staff
- Co-operating with other parts of the CPSU, other unions and organisations on matters of common interest.

The Association's primary source of income is from member subscriptions, which for the year to 30 June 2005 were:

- 0.55% of gross salary for full members;
- \$25 for retired members;
- \$10 for student members.

Right of members to resign

Members have the right to resign at any time from the Association by providing a written notice of resignation to the Association Secretary, in accordance with Rule 5.3 of Chapter B of the CPSU (PSU Group). At least two weeks' notice is required except where the member ceases to be eligible to be a member of the Association.

The Rules of the CPSU are available at:
<http://www.airc.gov.au/organisations/list/090vpsu.htm>

Membership

Membership of the Association at 30 June 2005 stood at 3222 members, of which 183 were unfinancial. This was a net increase of 61 new members over the year. This growth was almost exclusively a result of recruitment of CSIRO staff members ahead of and during enterprise bargaining in CSIRO.

We have also reduced the proportion of unfinancial members from 8.4% of the total membership in 2004 to 5.7% in 2005, a result of better records management of members who leave CSIRO employment without formally resigning from the Association.

Even though 415 new members joined the Association through the year, 354 members resigned – a turnover of 11%. Loss of membership increased this year from 9.3% in the previous year and is a reflection of:

1. the relatively mature age profile of our regular membership which is giving an increasing retirement rate and
2. the high turnover of fixed term employees in CSIRO.

Membership Year to 30th June 2005							
	Recruited	Cessations			Membership		
		Cancelled*	RRR [#]	Total	Unfinancial	Members	Growth
ACT	62	6	78	84	28	560	-22
NA	15	0	11	11	4	73	4
NSW	100	3	51	54	41	655	46
QLD	46	0	44	44	25	381	2
SA	40	1	13	14	11	235	26
TAS	15	2	10	12	6	175	3
VIC	81	3	108	111	53	889	-30
WA	56	1	23	24	15	254	32
TOTAL	415	16	338	354	183	3222	61

* Left the Association but not their employment

[#] Left their employment

Committee of Management – Association Council

The Association's Committee of Management was formed by the CSIRO Staff Association (CSIRO Section) Council. This Council is made up of:

the Section Executive Officers

Section President	Michael Borgas
Section Deputy Presidents	Warren Hicks Christiane Ludwig
Section Secretary	Pauline Gallagher
Section Treasurer	Russell Marnock

and Section Councillors

ACT	Eric Hines
NA	Garry Rabbett
NSW	Stephen McEvoy
SA	Ben Scherer
QLD	Merle Thomas
TAS	Neil White
VIC	Greg Short
WA	Anthony Schlink

All members of the Council held their positions for the full financial year.

Three in-face meetings of the Association Council were held during the year as well as a number of meetings by telephone conference. The in-face meetings were

CM 43 22 - 23 October 2004 at Black Mountain and Barton ACT

CM 44 18 - 19 February 2005 at Melbourne VIC

CM 45 17 - 18 June 2005 at Canberra ACT.

Council regularly conducts its annual planning for the calendar year at the February Council Meeting. Council had already done extensive planning the previous year and was occupied mainly with carrying out the enterprise bargaining plan through 04/05.

At CM 43 Council's main business was to:

- progress research being conducted by Essential Media Communications in preparation for a Log of Claims for the bargaining;
- review the support services restructures and the problems and concerns emerging particularly with One IT and Library services and;
- consider the impact of the Federal Election outcomes on science policy.

At CM 44 Council:

- developed the list of priority staff issues for enterprise bargaining;
- reviewed progress and strategy on negotiations for a new Occupational Health and Safety (OHS) Agreement for CSIRO;
- considered a proposal from the CPSU National Secretary for major changes to the structure and operations of the CPSU and;
- took up the results of the South Australian Delegates Committee Stress Survey for promotion and action with CSIRO management.

At CM 45 Council:

- heard presentations on the reforms to federal industrial relations laws and considered how they might be likely to affect our membership.
- reviewed strategy and progress on the CSIRO enterprise bargaining campaign.

This meeting also considered:

- the outcomes of completed negotiations on the new OHS Agreement; and
- the extensive change projects that the CSIRO Executive had initiated, including the Research Support Services project and restructures in divisional and site services.

Committees of Council

1. **The Specified Term Contracts Committee** met by telephone on 27 August 2004 to deal with claims to do with fixed term employment for enterprise bargaining. The committee was responsible for promoting better provisions for Post Doctoral Fellowships and supported the joint Post Doc workshop arranged by Consultative Council.
2. **The Occupational Health and Safety Committee** has continued its work in conjunction with the CSIRO OHSE Committee and has met regularly to monitor and improve OHS in CSIRO. The committee, convened by QLD Councillor Merle Thomas, was responsible for negotiation of the new OHS Agreement. It has also undertaken a project to set up protocols for the Association to elect and support Health and Safety Representatives.

Principal Activities in 04/05

- **CSIRO Enterprise Bargaining**

Much of the collective activity through the year has been on our enterprise bargaining campaign. The campaign plan "*Creating a Better Workplace Together in CSIRO*" had been developed the previous year, with aims:

1. Represent all staff
2. Be (and be seen to be) relevant to all staff
3. Strong and active communication networks
4. To have an informed and skilful campaign at all levels.

Initial research had been contracted to Essential Media Communications (EMC) to inform the campaign and claims for bargaining. EMC research had involved a survey of workplace delegates followed by focus groups of members and non-members in four main centres.

The Staff Association ran a Staff Issues Survey in November 2004 – January 2005. The Survey was distributed in hard copy by hand among staff to encourage face to face interactions and enable members to talk to non-members about bargaining and the Association. A total of 1732 responses were received. 55% of respondents stated that they were members. 98% of respondents endorsed the Staff Association negotiating the new enterprise agreement.

The survey identified the top things that staff most liked about working in CSIRO as

1. The quality and challenge of the work
2. The fellow staff they work with.

The thing that respondents most wanted improved were:

1. Bureaucracy
2. Executive management performance
3. Communication and consultation.

Respondents identified improvements to Job Security and a pay rise of around 5% per annum as their top items for bargaining. The Association's list of priority issues for bargaining was presented to the CEO of CSIRO Dr Geoff Garrett on 30 March 2005 following endorsement of the claims by membership meetings in workplaces.

In keeping with the campaign theme of working together co-operatively, the Association sought to have a process for bargaining that involved as many staff as possible around the sites. In April, our Council agreed to co-operate with CSIRO Corporate People and Culture in an Enterprise Agreement Working Group, comprised of staff representatives from the divisions, to workshop the Staff Association bargaining issues and the Corporate Executive Agenda for development of the substance of a new enterprise agreement.

To support this group in reaching the best outcomes, the Staff Association:

- ensured members nominated for election to the EAWG in all divisions/business units
- resourced the EAWG with officers, including NSW Councillor Steve McEvoy, to inform and advise the EAWG during their deliberations
- informed the group with background material on issues under discussion and feedback from members.

Sub-Section Delegates Committees (SDCs) organised staff forums around the major centres on priority issues and the outcomes of the forums were reported to the EAWG. Forums held were:

Priority Issue	SDC	Location and Date
Job Security	NSW	North Ryde 6.5.05
Bureaucracy	VIC	Clayton 3.5.05
Work-Life Balance	ACT	Black Mountain 6.5.05
Fixed Term Improvements	SA	Urrbrae 13.5.05
Field-work provisions	WA NA	Floreat 2.5.05 Townsville 25.5.05
Duty at Sea	TAS	Hobart 12.5.05
Career Development	QLD	Pullenvale 9.5.05 QBP St Lucia 11.5.05
Post Doc conditions*	All	June 2005

*SDCs (excluding NA and TAS) each nominated a representative on Post Doctoral Fellowship issues, who conducted meetings of post-docs in their state.

Membership meetings were held in June to consider the progress of the EAWG and continue to provide input to the Group and the CSIRO Executive on the process.

The EAWG held three in-face meetings by the end of June and a fourth meeting was scheduled for July 2005. Most new items of substance for the new Agreement were determined by this stage of the process, with significant gains for staff on workforce planning, protection of indefinite as the standard form of employment in CSIRO, better maternity and parental leave benefits and assistance for staff with carer responsibilities.

- **AAO Enterprise Bargaining**

A new Anglo-Australian Telescope Board Enterprise Agreement was certified under Section 170LJ of the Workplace Relations Act 1996 by the Australian Industrial Relations Commission in June 2005. The CPSU is a party to the Agreement. The Staff Association was instrumental in developing staff claims and achieving staff involvement in the bargaining through running a survey of staff on items for bargaining and membership meetings. The Staff Association supported the Enterprise Agreement Working Group with information and advice through the negotiations.

The Agreement provides staff with two pay increases through the two year life of the Agreement: 3% from the date of certification and a further 3.5% from 29 June 2006. Improvements to AAO employment conditions include an increase in paid maternity leave to 14 weeks, an increase in the annual entitlement for personal leave, improved redundancy provisions, access to the new Public Sector Superannuation Accumulation Fund as the default superannuation scheme for eligible employees and provision of 15.4% employer contributions to alternative superannuation schemes for staff who exercise superannuation choice.

- **South Australian Stress Survey**

In response to reports of concern from delegates that staff were experiencing stress at work even in the absence of divisional restructuring and staff losses, the South Australian Sub-Section Delegates Committee (SA SDC) ran a survey on workplace stress. The project was developed and implemented by workplace delegate Richard Merry who was also instrumental in designing the survey form. The survey was distributed in hard copy by hand to staff at all sites in SA except Woodville North between September and December 2004.

A total of 171 responses were received. The results indicated some significant differences between divisions and sites on stressors at work and signs and symptoms of stress. It was noted that

Richard Merry reported on the results to the Association Council in February and the SDC presented the findings to staff and management at the various sites on a progressive schedule. The survey had initially been intended as a pilot, so the results were tabled with the Consultative Council and the Corporate OHS Committee in June for co-operative joint exercise to investigate further workplace stress among staff of CSIRO.

- **A new CSIRO OHS Agreement negotiated**

Association representatives on the Corporate OHS Committee had been in negotiations with Corporate representatives for some time on updating the CSIRO OHS Agreement. Negotiations had progressed slowly and eventually stalled in October 2004 on the main point that CSIRO was requiring a right for parties to withdraw from the Agreement unilaterally. This would make the Agreement meaningless if CSIRO chose to exercise such a right.

The impasse prompted the convenor of the Association's OHS Committee, QLD Councillor Merle Thomas, to reassess the Agreement. The Association Council understood the purpose of the Agreement to be to condense down legislative provisions under the *Occupational Health and Safety (Commonwealth Employment) Act 1991* for meaningful operation in CSIRO. The Agreement therefore should be set out as a useful working document for Health and Safety Representatives.

Association representatives took the matter to Consultative Council, which supported resumption of negotiations on a less formal basis. Negotiations were completed by June 2005 but the final Agreement was not signed off.

- **Science Policy and Funding for CSIRO**

The Association continued its affiliation with the Federation of Australian Scientific and Technological Societies (FASTS) and supported a delegation of 5 representatives to participate in Science Meets Parliament on 7-8 March 2005. They were able this year to bring a perspective to the meetings with MPs on the role and contribution of technicians to the research effort.

Leading up to the Federal Election on 9 October 2004, the Association ran an awareness campaign "Science for Society". Members were encouraged to contact candidates in their local electorate and ask them about their knowledge of CSIRO in the electorate and the value of the research being conducted. The NSW SDC was particularly active in writing letters to candidates and prepared much of the campaign material. Delegations met with sitting members in most states.

- **Post Doctoral Fellowship Conditions**

The Association had advocated to Consultative Council for a joint CSIRO Executive-Association workshop to support Post Doctoral Fellows (PDFs) in CSIRO better and more consistently. Initially a small, roundtable was held with members of the CSIRO Executive and People and Culture in Canberra on 14 December 2004. This meeting defined the purpose of CSIRO offering Post Docs and the matters that a Post Doc workshop would cover.

Each SDC nominated a post doc representative and meetings of post docs were held around the main centres in May to identify the problems Post Docs were coming up against. The Association funded the representatives to take the outcomes of these meetings forward to the Post Doc workshop, held in Melbourne on 24 June 2005. This joint workshop identified a large number of areas for improvement on treatment of post docs as well as their conditions of employment. It agreed on:

- The intention to improve consistency of treatment of Post DFs from division to division and even across different supervisors.
- Ensuring that all PDFs have a tailored training and development plan designed to enable their development to independent researchers.
- Joint development of a training and development framework to assist with setting up training and development plans.
- Ensuring PDFs know their training and development plan and have a say in it.
- Retaining the requirement for a designated PDF to be within 6 years of graduation but allow for part time and breaks.
- Allowing for fellowships up to 6 years or equivalent on a cumulative basis, but with each fellowship for no longer than three years, to allow for review.
- Setting up resourced forums and networks of post docs at divisional, regional and national level.

- **Representing our Members**

Our representatives have been active on issues arising with the restructuring of IT services into a corporate service – CSIRO IT, with the Libraries review and centralisation of site services at Clayton. We have made representations to management on divisional restructures and job cuts most notably this year in the divisions of Sustainable Ecosystems and Forestry and Forest Products. Lack of consultation and systemic bullying in groups have grown as problem areas – we have continued to advocate with management for better policy and practices. The Association office also continues to monitor and challenge the misuse of fixed term employment in CSIRO business units.

- **Assisting our Members**

The Association continued to provide support to members individually in their workplaces as a major function. The office supported members on a wide range of grievances and appeals. Significant issues this year included harassment, discrimination and bullying and under-classification. Members have required advice and assistance with termination of employment and superannuation matters frequently.

The CSIRO Consultative Council

This forum is established under CSIRO's Act and is where the unions meet with CSIRO Executive and Corporate Management twice a year to work cooperatively on issues and initiatives. It is an important opportunity to exchange differing perspectives on changes in CSIRO, the scientific community and relationships with Parliament. The Association Council is responsible for appointing our delegation and bringing staff matters to the agenda.

Meetings of the Consultative Council were held on 11 November 2004 and 7 June 2005. The Association has been active this year in pursuing science quality, both in respect of the internal science assessment reviews in divisions and the Government's Research Quality Framework (RQF) agenda. The need for better consultation with staff was a big item this year: CSIRO initiated major new change projects and the Association sought to have better staff input to Flagships and decision-making on Corporate projects.

As a consequence, the Association has been briefed through Consultative Council on the Corporate Responsibility project, branding, communications policy, Business Development and Commercialisation, the Insight Staff Poll, internal communications and the Strategy in Action workshops, initial process on the CSIRO-ANU collaboration and the Strategic Implementation Roadmap (which includes the science investment process and research support services project).

In response, the Association has initiated discussions on the science assessment process and facilitating internal debate on scientific issues. A consultative group has been constituted to input to the development of the support services restructuring.

Consultative Council also has oversight of the Corporate Occupational Health and Safety (OHS) Committee. Through the Consultative Council, the Association was able to progress deadlocked negotiations on a revised CSIRO OHS Agreement. The South Australian SDC Stress Survey was presented to Consultative Council and a more comprehensive joint project on workplace stress in CSIRO was agreed at the June meeting.

Our Team

The main office of the Association is in Melbourne at the CPSU Office, 11/575 Bourke Street, Melbourne 3000.

The Section Secretary position is salaried. As the office is currently held together with the office of Science Division Secretary, the Association paid for 0.66 of the combined position Organising.

At 30 June 2005, the Association employed 4.3 effective full time (EFT) organiser positions and 1.8 EFT administrative staff. Staff around Australia work out of the CPSU offices in each capital city or centre.

Organisers

ACT	Rod Drinkwater	<i>4 days/week</i>
NSW	Marj O'Callaghan	<i>fulltime</i>
NA	Peter Vesely	<i>1 day/week</i>
QLD	April Byrne	<i>3 days/week</i>
SA	Ian Treloar	<i>2 days/week</i>
VIC/TAS	Nathan Oakes	<i>fulltime</i>
WA	Kris Turner	<i>1.5 days/week</i>

Office staff

Mary Anne Macko	Finance and Administration	<i>4 days/week</i>
Lorna Craig	Membership and Administration	<i>fulltime</i>

The Section Treasurer, Russell Marnock was seconded to the Association office for 6 days between August and November 2004. The cost of the secondment was \$3000 (excl. GST). Secondment of honorary office bearers and delegates has been a useful mechanism for training and development of such members as well as a means to complete special tasks. Russell's main achievement on this secondment was to correct underpaid subscriptions from members on salary sacrifice or other individual remuneration arrangements that affected the calculation of 0.55% of salary.

Science Division Assistant Secretary Chris Clarke was allocated to the Association 1 day per week. Through the year, Chris was seconded to the ACTU for a period of 3 months to work on the ACTU Federal Election campaign and has been on secondment to the SPSF Group of the CPSU since January 2005.

Financial Changes of Note in 04/05

The Association's income increased by \$39,253 on the previous year. This was due to:

- ii) increase in the number of subscriptions with the increase in membership
- i) adjustment to normal subscriptions with the CSIRO 5.5% pay rise effective from 1 July 2004 and
- ii) increase in investment income of \$17,509
- iii) increase in interest from term deposits of \$11,360

Expenditure on elected officials salaries was reduced by \$52,030 as we have been operating without an assistant secretary since Sandy Ross resigned as Secretary in January 2004.

\$20,987 was spent on the purchase of office IT equipment to replace expired lease arrangements.

The Enterprise bargaining campaign cost \$16,121 for the year and research provided by Essential Media Communications to inform the campaign added a further \$16,172 in one-off costs.

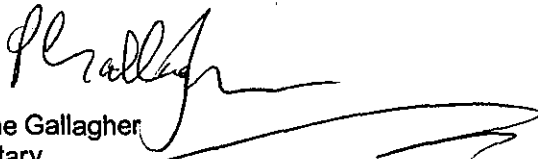
\$11,000 was donated to the CPSU to assist with their contribution to the ACTU IR campaign 'Your Rights at Work'.

Statement on Superannuation Trustees

The CSIRO Staff Association does not have any officer or member who is known to be

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

This report has been prepared in accordance with the requirements of the Registration and Accountability of Organisations Schedule (RAO) 1B to the Workplace Relations Act 1996.



Pauline Gallagher
Secretary
29 September 2005