



Australian Government
Australian Industrial Registry

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Ms Pauline Gallagher
Section Secretary
CSIRO Section (PSU Group)
CPSU, The Community and Public Sector Union
575 Bourke Street
MELBOURNE VIC 3000

Email: csstaff@cpsu.org.au

Dear Ms Gallagher,

Re: Financial documents - year ended 30 June 2007 - FR2007/477

s253 Schedule 1 - Workplace Relations Act 1996 (RAO Schedule)

The financial report for the CSIRO Section of the PSU Group of the CPSU, The Community and Public Sector Union for the year ended 30 June 2007 was lodged in the Industrial Registry on 19 November 2007.

The documents have been filed.

If you have any queries regarding financial reporting under the RAO Schedule of the Workplace Relations Act 1996 please contact me at andrew.schultz@air.gov.au.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Andrew Schultz', written over a thin red horizontal line.

Andrew Schultz
Statutory Services Branch

20 November 2007

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 of the COMMUNITY AND PUBLIC SECTOR UNION, 11TH FLOOR, 575 BOURKE STREET, MELBOURNE VIC 3000, (also known as the CSIRO Staff Association) certify that the full financial reports, comprising the audited financial statements and operating report for the year ending 30 June 2007 were made available to all members of the Section on 15 October 2007.


On that day, the Full Report was placed on the website of the CSIRO Section www.cpsu-csiro.org.au and members were advised of their location by email. All workplace delegates and contacts/distributors 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 2007, accepted the General Purpose Financial Report and the Operating Report for 2006-07.

The Second Meeting in accordance with s266 of the RAO Schedule was a General Meeting of Members and was held at the CSIRO Australian Animal Health Laboratory, East Geelong, VIC 3220 on Friday 9 November 2007 at 12:15pm. The Full Report was accepted.

The Full Report was also accepted by the Committee of Management at a telephone meeting on Thursday 8 November 2007.

Please find enclosed a copy of the Full Report of the CSIRO Section CPSU (CSIRO Staff Association) that was provided to members of the Section on 15 October 2007 and accepted by a general meeting of members on 9 November 2007.


Pauline Gallagher
Section Secretary

16 November 2007

CSIRO STAFF ASSOCIATION

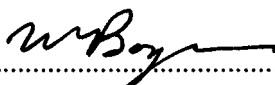
COMMITTEE OF MANAGEMENT CERTIFICATE

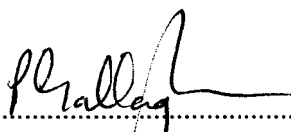
On *4th October, 2007* the Committee of Management of CSIRO Staff Association passed the following resolution in relation to the general purpose financial report of the reporting unit for the financial year ended 30 June 2007:

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 *4th* day of *October*, 2007.

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF THE CSIRO STAFF ASSOCIATION

Scope

Report on the Financial Report

We have audited the accompanying financial report of CSIRO Staff Association which comprises the balance sheet as at 30 June 2007, and the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors' declaration of the entity.

Committee of Management Responsibility for the Financial Report

The Section's Committee of Management are responsible for the preparation and fair presentation of the financial report in accordance with Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncement of the Australian Accounting Standards Board and the Reporting Guidelines of the Industrial Registrar, RAO Schedule and RAO Regulations. 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. In Note 1, the directors also state, in accordance with Accounting Standard AASB 101: Presentation of Financial Statements, that compliance with the Australian equivalents to International Financial Reporting Standards (IFRS) ensures that the financial report, comprising the financial statements and notes, complies with IFRS.

Audit Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, 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 directors, 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 followed applicable independence requirements of Australian professional ethical pronouncements.

INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF THE CSIRO STAFF ASSOCIATION

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 Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncement of the Australian Accounting Standards Board and the Reporting Guidelines of the Industrial Registrar, RAO Schedule and RAO Regulations, is properly drawn up so as to give a true and fair view of:
 - (a) the financial affairs of the Section as at 30 June 2007; and
 - (b) the income and expenditure, results and cash flows of the Section for the year then ended; and
- (iii) the attached financial report also complies with International Financial Reporting Standards as disclosed in Note 1; and
- (iv) 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.



UHY Haines Norton
Chartered Accountants



R.H. Hutton
Registered Company Auditor

Dated this 10th day of October, 2007.

CSIRO STAFF ASSOCIATION
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007 \$	2006 \$
Revenue	5	1,220,362	1,162,210
Other Expenses		<u>1,316,960</u>	<u>1,096,460</u>
PROFIT/(LOSS) BEFORE INCOME TAX		(96,598)	65,750
INCOME TAX EXPENSE	1(a)	<u>-</u>	<u>-</u>
PROFIT/(LOSS) AFTER INCOME TAX	6	<u>(96,598)</u>	<u>65,750</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

BALANCE SHEET AS AT 30 JUNE 2007

	Note	2007 \$	2006 \$
EQUITY			
Accumulated Funds		1,331,217	1,427,815
Reserves		<u>240,631</u>	<u>160,525</u>
TOTAL EQUITY		<u>1,571,848</u>	<u>1,588,340</u>
Represented by:			
CURRENT ASSETS			
Cash & Cash Equivalents	8	867,878	976,904
Receivables	9	27,754	12,307
Financial Assets	10	948,618	799,884
Other	11	<u>1,664</u>	<u>2,662</u>
TOTAL CURRENT ASSETS		<u>1,845,914</u>	<u>1,791,757</u>
NON-CURRENT ASSETS			
Plant & Equipment	12	<u>12,285</u>	<u>22,798</u>
TOTAL ASSETS		<u>1,858,199</u>	<u>1,814,555</u>
CURRENT LIABILITIES			
Payables	13	185,068	145,329
Provisions	14	<u>101,283</u>	<u>80,886</u>
TOTAL CURRENT LIABILITIES		<u>286,351</u>	<u>226,215</u>
TOTAL LIABILITIES		<u>286,351</u>	<u>226,215</u>
NET ASSETS		<u>1,571,848</u>	<u>1,588,340</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2007

	Accumulated Funds	Available-for-Sale Financial Instruments Gain Reserve	Total
	\$	\$	\$
Balance at 1 July 2006	1,362,065	73,561	1,435,626
Profit/(Loss) for the year	65,750	-	65,750
Available-for-sale financial assets valuation gains/(losses) taken to equity	-	86,964	86,964
Balance at 30 June 2006	1,427,815	160,525	1,588,340
Profit/(Loss) for the year	(96,598)	-	(96,598)
Available-for-sale financial assets valuation gains/(losses) taken to equity	-	80,106	80,106
Balance at 30 June 2007	1,331,217	240,631	1,571,848

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007 \$	2006 \$
INCOME			
Membership Subscriptions		1,084,278	1,059,040
Interest Received		53,360	49,569
Sundry Income		2,583	-
Investment Income		80,141	53,601
		<u>1,220,362</u>	<u>1,162,210</u>
EXPENDITURE			
Salaries and Related Expenditure			
Elected Officials		80,334	66,067
Industrial & Administrative Staff		498,321	437,482
<i>Total Salaries</i>		<u>578,655</u>	<u>503,549</u>
Payroll Tax		31,869	28,186
Workers Compensation Insurance		15,584	11,764
Superannuation		93,619	78,307
Staff Amenities & Training		6,181	13,769
Provision for Annual Leave		11,597	13,814
Provision for Long Service Leave		29,912	39,761
Relocation Costs		4,906	2,000
Recruitment		1,578	7,918
Total Salaries & Related Expenditure		<u>773,901</u>	<u>699,068</u>
Administrative & Equipment Overheads			
Accounting & Audit Fees		9,413	6,760
Amortisation		7,372	7,373
Bank Charges		1,328	908
Depreciation		5,861	6,872
Electricity		3,600	3,600
Furniture & Computer Equipment (less then \$1,000)		748	373
Investment Management Fees		10,438	6,697
Interest Paid		106	130
National Office Charge		75,899	74,133
Postage & Freight		5,295	11,005
Printing & Stationary		17,540	19,953
Rent & Outgoings		80,955	73,869
Sundry Expenses		1,497	1,352
Telephone		30,313	29,292
Website Service Agreement		176	176
Total Administrative & Equipment Overheads		<u>250,541</u>	<u>242,493</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007 \$	2006 \$
EXPENDITURE <i>continued</i>			
Industrial Expenditure			
Affiliation Fees	1(h)	4,214	4,167
Annual Consultative Conference		7,834	-
Cabcharge		14,695	18,257
Council Meeting Expenses		38,325	54,708
CSIRO Consultative Council		2,135	1,394
Diversity		679	-
Donations		-	50
Enterprise Bargaining Agreement		3,138	9,981
FASTS Board Meetings		1,310	1,607
Global Warming Project		194	-
Industrial Support & Representation		195	1,352
Legal Costs		7,932	10,392
Library & Publications		6,677	5,052
Membership Expenses		415	-
Occupational Health & Safety		530	5,308
Presidential Expenses		-	434
Promotions & Merchandising		1,820	3,582
PSU Matters		713	-
Regional Forum		8,563	-
Research Policy Committee		1,076	2,952
Research Support Services Project		1,509	3,393
Science Meets Parliament		3,916	3,814
Scholarship Awards		-	3,000
Site Visits		22,642	11,000
Sub-Section Activities		2,245	3,925
Term Contract Expenses		7,213	2,184
Training & Conferences		43	2,974
Travelling Expenses		2,356	4,352
YRAW Campaign	1(i)	<u>152,149</u>	<u>1,021</u>
Total Industrial Expenditure		<u>292,518</u>	<u>154,899</u>
Total Expenditure		<u>1,316,960</u>	<u>1,096,460</u>
OPERATING SURPLUS/(DEFICIT) FOR YEAR		<u>(96,598)</u>	<u>65,750</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007 \$	2006 \$
CASHFLOWS FROM OPERATING ACTIVITIES			
Membership Subscriptions		1,192,706	1,165,758
Interest Received		55,126	43,649
Other Income		2,583	-
Payments to Suppliers & Employees		(199,501)	(225,349)
Payments to CPSU National Office		(1,157,114)	(899,797)
Interest Paid		<u>(106)</u>	<u>-</u>
Net Cash Provided by/(Used in) Operating Activities	16 (b)	<u>(106,306)</u>	<u>84,261</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Payment for Office Furniture and Equipment		<u>(2,720)</u>	<u>(1,007)</u>
Net Cash Used in Investing Activities		<u>(2,720)</u>	<u>(1,007)</u>
Net Increase/(Decrease) in cash held		(109,026)	83,254
Cash & Cash Equivalents at Beginning of Year		<u>976,904</u>	<u>893,650</u>
Cash & Cash Equivalents at End of Year	16 (a)	<u>867,878</u>	<u>976,904</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncement of the Australian Accounting Standards Board and the Reporting Guidelines of the Industrial Registrar, RAO Schedule and RAO Regulations. The financial report complies with all Australian equivalents to International Financial Reporting Standards in their entirety.

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

Basis of Preparation

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis using 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.

Accounting Policies

(a) 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.

(b) Plant & Equipment

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

Plant and Equipment

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

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

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(b) Plant & Equipment *continued*

Depreciation

The depreciable amount of all fixed assets including property, but excluding artworks, are depreciated on a straight line or diminishing value basis over their useful lives to the entity commencing from the time the asset is held ready for use.

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

Leasehold Improvements	16.7%
Furniture & Equipment	20-40%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

(c) Financial Assets

Investments classified as available for sale are measured at fair value. Gains or losses on these investments are recognised directly to equity in a net unrealised gain reserve until the investment is sold or until the investment is determined to be impaired, at which time the cumulative gain or loss previously reported in equity for that asset is included in the Income Statement.

(d) Impairment of Assets

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

(e) Employee Benefits

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

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.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(e) Employee Benefits *continued*

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.

Measurement of short-term and long-term employee benefits

Short-term employee benefits are those benefits that are expected to be settled within 12 months, and are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. They include wages and salaries, annual leave and long service leave that are expected to be settled within 12 months.

Long-term employee benefits are those benefits that are not expected to be settled within 12 months, and are measured at the present value of the estimated future cash outflows to be made by the entity in respect to services provided by employees up to the reporting date. They include long service leave not expected to be settled within 12 months.

The present value of long-term employee benefits is calculated in accordance with AASB 119: Employee Benefits. Long-term employee benefits are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using interest rates on national Government guaranteed securities with terms to maturity that match, as closely as possible, the estimate future cash outflows.

Classification of employee benefits as current and non-current liabilities

Employee benefit provisions are reported as current liabilities where the entity does not have an unconditional right to defer settlement for at least 12 months. Employee benefit provisions that are reported as non-current liabilities include long term benefits that do not qualify for recognition as a current liability, and are measured at present value.

Superannuation

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

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(f) 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.

(g) Comparative Figures

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

(h) Affiliation fees of \$3,813 and \$401 were paid during the year to FASTS and The Union Shopper respectively.

(i) YRAW Campaign

The CSIRO Section made contributions to the CPSU - PSU Group for the Your Rights At Work (YRAW) campaign amounting to \$151,467 for the 2006/07 year and incurred some costs in respect to the campaign totalling \$682. The campaign contributions were made from the reserves of the Section and were in accordance with a decision of the CSIRO Section Council, following a vote of members in workplace meetings to support the campaign. Contributions were paid on a monthly basis and were calculated at a rate of \$1 per week per financial member of the Section minus the number of members who chose not to have their subscriptions used for this purpose (8 members).

The CPSU - PSU Group in return has managed the Your Rights At Work campaign for the Section.

The CSIRO Section Council have agreed to continue this support for the campaign in the 2007/08 year.

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.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2007

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 -	Steve McEvoy
	Christiane Ludwig
Section Secretary -	Pauline Gallagher
Section Treasurer	Russell Marnock

Committee of Management-

ACT	- Eric Hines
NA	- Garry Rabbett
SA	- Ilma Lo Lacono
VIC	- Greg Short
NSW	- Philip Hendry
QLD	- Ian McLeod
TAS	- Neil White
WA	- Suzy Rea

- (b) Key Management Personnel

Key Management Personnel includes only the members of the Committee of Management named above.

- (c) Key Management Personnel Compensation

	Total	Short-term Employee Benefits	Post- Employment Benefits	Other Long-term Benefits	Termination Benefits	Share Based Payment
	\$	\$	\$	\$	\$	\$
2007						
Total Compensation	106,569	102,464	-	4,105	-	-
2006						
Total Compensation	105,582	87,595	-	17,987	-	-

- (d) 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.
- (e) 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 2007

NOTE 4: EMPLOYEE BENEFITS

Year Ended 30 June 2007:

	Elected Officials \$	Administrative & Industrial Staff \$	Total \$
Employee benefits paid to employees during the year:			
Wages & Salaries	\$ 73,195	\$ 540,215	\$ 613,410
Annual Leave and Sick Leave	\$ 7,139	\$ 52,543	\$ 59,682
Long Service Leave (Refer Note 1(e))	\$ -	\$ 1,406	\$ 1,406
Superannuation	\$ 22,130	\$ 71,489	\$ 93,619
Employee benefits paid to the CPSU National Office in respect to employees during the year (Refer Note 1(e)):			
Long Service Leave	\$ 3,783	\$ 17,329	\$ 21,112

Year Ended 30 June 2006:

	Elected Officials \$	Administrative & Industrial Staff \$	Total \$
Employee benefits paid to employees during the year:			
Wages & Salaries	\$ 71,483	\$ 442,193	\$ 513,676
Annual Leave and Sick Leave	\$ 5,279	\$ 47,959	\$ 53,238
Long Service Leave (Refer Note 1(e))	\$ -	\$ 1,613	\$ 1,613
Superannuation	\$ 16,112	\$ 62,195	\$ 78,307
Employee benefits paid to the CPSU National Office in respect to employees during the year (Refer Note 1(e)):			
Long Service Leave	\$ 10,181	\$ 19,764	\$ 29,945

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

	2007	2006
	\$	\$
NOTE 5: REVENUE		
Operating activities:-		
- Contributions Received	1,084,278	1,059,040
- Interest (other persons/corporations)	53,360	49,569
- Investment Income	80,141	53,601
- Other Revenue	<u>2,583</u>	<u>-</u>
Total Revenue	<u>1,220,362</u>	<u>1,162,210</u>

NOTE 6: PROFIT FROM ORDINARY ACTIVITIES

Profit from ordinary activities has been determined after:-

(a) Expenses:

Amortisation of non-current assets:		
- leasehold improvements	7,372	7,373
Depreciation of non-current assets:		
- office furniture and equipment	5,861	6,872
Amounts set aside to Provisions:		
- Long Service Leave	8,800	9,200
- Annual Leave	11,597	13,814

NOTE 7: AUDITING EXPENSES

Amounts receivable or due and receivable by the auditors in respect of:

Auditing the financial report	5,000	4,750
Other services	<u>3,350</u>	<u>2,010</u>
	<u>8,350</u>	<u>6,760</u>

Other services provided by the Auditor are in the nature of other audit procedures, taxation advice and assistance with accounting disclosure.

The auditors do not receive any other benefit from the Section.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

	2007	2006
	\$	\$
NOTE 8: CASH & CASH EQUIVALENTS		
Cash on Hand	200	500
Cash Held at Call with Credit Unions:		
Cash with Members Australia Credit Union	89,843	129,117
Cash with Laboratories Credit Union	180,995	107,328
Cash with Credit Unions - Sub Sections	1,161	1,303
Cash on Deposit with Credit Unions:		
Deposits with Members Australia Credit Union	198,412	191,923
Deposits with Laboratories Credit Union	<u>397,267</u>	<u>546,733</u>
	<u><u>867,878</u></u>	<u><u>976,904</u></u>
 NOTE 9: RECEIVABLES		
Sundry Debtors	17,239	26
Accrued Interest	<u>10,515</u>	<u>12,281</u>
	<u><u>27,754</u></u>	<u><u>12,307</u></u>
 NOTE 10: FINANCIAL ASSETS		
Available for Sale Financial Assets:		
Shares in Members Australia Credit Union	10	10
Managed Funds Investment	<u>948,608</u>	<u>799,874</u>
	<u><u>948,618</u></u>	<u><u>799,884</u></u>

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2007

	2007 \$	2006 \$
NOTE 11: OTHER ASSETS		
Prepayments	<u>1,664</u>	<u>2,662</u>
	<u>1,664</u>	<u>2,662</u>

NOTE 12: PLANT & EQUIPMENT

Leasehold Improvements	44,240	44,240
Less: Accumulated Amortisation	<u>(40,552)</u>	<u>(33,180)</u>
	<u>3,688</u>	<u>11,060</u>
Office Furniture & Equipment	63,391	60,671
Less: Accumulated Depreciation	<u>(54,794)</u>	<u>(48,933)</u>
	<u>8,597</u>	<u>11,738</u>
	<u>12,285</u>	<u>22,798</u>

a. Movements in Carrying Amounts

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

	Leasehold Improvements	Office Furniture & Equipment	Total
Year Ended 30 June 2007:			
Balance at the beginning of year	\$ 11,061	\$ 11,737	\$ 22,798
Additions		2,720	2,720
Disposals	-	-	-
Depreciation/Amortisation	<u>(7,372)</u>	<u>(5,861)</u>	<u>(13,233)</u>
Carrying amount at end of year	<u>\$ 3,689</u>	<u>\$ 8,596</u>	<u>\$ 12,285</u>
Year Ended 30 June 2006:			
Balance at the beginning of year	\$ 18,434	\$ 17,603	\$ 36,037
Additions	-	1,006	1,006
Disposals	-	-	-
Depreciation/Amortisation	<u>(7,373)</u>	<u>(6,872)</u>	<u>(14,245)</u>
Carrying amount at end of year	<u>\$ 11,061</u>	<u>\$ 11,737</u>	<u>\$ 22,798</u>

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

	2007 \$	2006 \$
NOTE 13: ACCOUNTS PAYABLE		
CPSU National Office	169,577	63,870
Sundry Creditors	<u>15,491</u>	<u>81,459</u>
	<u>185,068</u>	<u>145,329</u>

NOTE 14: PROVISIONS

Current

Employee Benefits - short term benefits at nominal value:

Provision for Annual Leave	70,083	58,486
Provision for Long Service Leave Oncosts	<u>31,200</u>	<u>22,400</u>
	<u>101,283</u>	<u>80,886</u>
 (a) Provision for Annual Leave in respect to:		
Elected Officials	21,314	19,292
Administrative and Industrial Staff	<u>48,769</u>	<u>39,194</u>
	<u>70,083</u>	<u>58,486</u>
 (b) Provision for Long Service Leave Oncosts in respect to:		
Elected Officials	9,366	9,044
Administrative and Industrial Staff	<u>21,834</u>	<u>13,356</u>
	<u>31,200</u>	<u>22,400</u>

Refer to Note 1(e) for accounting policy in respect to these provisions for employee benefits.

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.

Rental Commitments

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

Payable:

- not later than one year	29,163	56,937
- later than one year but not later than five years	<u>-</u>	<u>29,163</u>
	<u>29,163</u>	<u>86,100</u>

Negotiations are proceeding by the CPSU National Office, on behalf of the Section, for the lease of new premises at Richmond, Victoria. It is anticipated that the CSIRO Staff Association will move to these new premises in December 2007.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

2007 **2006**
\$ **\$**

NOTE 16: CASH FLOW INFORMATION

(a) Reconciliation of Cash & Cash Equivalents

For the purposes of the Cash Flow Statement, cash and cash equivalents includes cash on hand and cash held at call and on deposit with financial institutions.

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

Cash on Hand	200	500
Cash Held at Call with Credit Unions	271,999	237,748
Cash on Deposits with Credit Unions	<u>595,679</u>	<u>738,656</u>
	<u><u>867,878</u></u>	<u><u>976,904</u></u>

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

Operating profit/(loss) for year	(96,598)	65,750
Non-cash flows in operating profit		
Depreciation	5,861	6,872
Amortisation	7,372	7,373
Changes in assets and liabilities		
(Increase)/Decrease in Receivables	(15,447)	(401)
(Increase)/Decrease in Other Assets	998	(71)
(Increase)/Decrease in Other Financial Assets	(68,628)	(44,045)
Increase/(Decrease) in Accounts Payable	39,739	25,768
Increase/(Decrease) in Employee Provisions	<u>20,397</u>	<u>23,015</u>
Net Cash Provided by/(Used in) Operating Activities	<u><u>(106,306)</u></u>	<u><u>84,261</u></u>

(c) Financing Facilities

The Section has no overdraft facilities.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

2007 **2006**
\$ **\$**

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>	
	2007	2006	2007	2006	2007	2006
(i) Financial assets						
Cash and Bank deposits	200	500	271,999	237,748	595,679	738,656
Other Financial Assets	723,468	452,597	37,097	73,868	188,053	142,399
Receivables	<u>27,754</u>	<u>12,307</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total financial assets	<u>751,422</u>	<u>465,404</u>	<u>309,096</u>	<u>311,616</u>	<u>783,732</u>	<u>881,055</u>
(ii) Financial liabilities						
Accounts Payable	<u>185,068</u>	<u>145,329</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total financial liabilities	<u>185,068</u>	<u>145,329</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
(iii) Weighted average interest rate of financial assets and liabilities above						
Cash and Bank					4.64%	3.97%
Deposits					6.16%	5.54%
Other Financial Assets					8.40%	6.90%

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 2007.

17(e) Liquidity Risk

The Section manages liquidity risk by monitoring forecast cash flows and ensuring that adequate cash funds are maintained.



CSIRO Staff Association

Operating Report

1 July 2006 - 30 June 2007

OUR CAUSE

To protect and progress the interests of our members in CSIRO and in society

We do this as the democratic voice for staff

We advocate for CSIRO and science

We provide the means to promote a community of staff in CSIRO so that we can assist members to enforce their rights.

From the Staff Association President



The past year has again seen us make important collective actions for the benefit of members, our science and the national interest.

An important process has been the *Productivity Commission* inquiry into public science in Australia. We contributed last year with a substantial submission and also responded to the draft report and were present at Science Meet Parliament for public statements by Commissioner Mike Woods on the implications. Public good research is back on the agenda, and with greater funding in the budget, the difficult times of change continue for CSIRO with some positive signs.

The multiple change processes continue to be a burden for staff and also for the Union as the 2003-2007 strategic plan is implemented. The rate and number of changes have stressed the workplace and have not allowed adequate consultation for effective implementation. The new strategic plan continues the changes, but will hopefully allow for a more humane and consultative approach than in the past.

The importance of the work of CSIRO is not in doubt, but whether the resources are adequate for the systems we implement is uncertain. People and their capability matter more than ever in CSIRO and finding more humane solutions to our organisation and management needs to be a priority.

Our organisation as a Union also requires constant renewal of new delegates, Councillors and activists. This remains a challenge with work pressures, but it cannot be over-emphasised how important it is for us to have the face-to-face links from our members to SDCs to Council to Executive. Our strength comes from our member's views and our ability to share them. Our priority is to continue this fundamental social activity as supported by our hard working volunteers and Union staff.

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 like to thank Russell Marnock for many years of tireless work for the Staff Association, most recently as Treasurer and CPSU Governing Councillor and wish him the best for the future. Lastly, no individual is more responsible for whatever success we have, and strives harder to make the rest of us do the right thing, than our Secretary Pauline Gallagher. Many thanks Pauline, for a job that is often thankless.

A handwritten signature in dark ink, appearing to read 'Michael Borgas'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Dr Michael Borgas
President

28 September 2007

About the Association

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

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 2006 were:

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

Subscription income increased in 2006-07 by \$25,238 over the previous year.

The Association also receives income from its cash deposits and investments in the form of interest and unrealised gains from equity investments. In the 06/07 financial year, interest and returns on investments contributed 10.9% of income.

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, in other words, where they have left CSIRO employment.

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 2007 stood at 3177 members, of which 198 were unfinancial. While the total membership recorded a net decrease of 3 members over the year, the financial membership increased by 25. This small growth in financial membership was primarily a consequence of the systematic non-member contact (blitzing) strategy which our Organising Team applied to a number of sites in ACT, Victoria, QLD and WA.

Membership in the Anglo-Australia Observatory (AAO) increased from 13 in 2006 to 22 in 2007. This growth occurred mainly in the lead-up to bargaining for a new AAO Enterprise Agreement.

The Staff Association does not recruit new members in the National Measurement Institute but continues to provide service to the 54 members retained from the former National Measurement Laboratory.

Our recruitment of 355 new members to the Association through the year was the highest rate of recruitment we have experienced for decades. It was an increase of 126 new subscriptions (55%) over 2006 recruitment. Nevertheless, 358 members ceased their membership through the year – a turnover of 11%.

16 members resigned from the Association while remaining in CSIRO employment. This was steady and in line with previous years.

2006/07 was a difficult year for CSIRO as it struggled to meet its budget in the face of a national drought and the end of its three year triennial funding agreement with Government. CSIRO's official staffing decreased from 6556 in 2006 to 6331 at the end of June 2007. Significant numbers of staff left CSIRO as a consequence of the Research Support Services restructure and because fixed term appointments were not renewed.

In addition to these factors, the Association's cessation of members through resignation, retirement and redundancy was increasingly dominated by age retirement of the baby boomer generation. Most of these retiring staff were valued longstanding members.

The ongoing challenge to retain and grow our membership density in CSIRO and the AAO remains a top priority if the Association is to succeed in its cause in delivering strong enterprise agreements and in furthering all the interests of our members at work. Constraints on unions imposed by current Government policy and the WorkChoices legislative environment make this a very big challenge into 2007-08.

Membership Year to 30th June 2007							
	Recruited	Cessations			Membership		
		Cancelled*	RRR [†]	Total	Unfinancial	Members	Growth
ACT	109	4	70	74	22	577	35
NA	5	1	14	15	9	57	-10
NSW	41	2	59	61	33	590	-20
QLD	57	1	30	31	26	406	26
SA	34	0	39	39	31	234	-5
TAS	4	1	7	8	9	171	-4
VIC	73	6	86	92	45	901	-19
WA	32	1	37	38	23	241	-6
TOTAL	355	16	342	358	198	3177	-3

* Left the Association but not their employment

[†] Left their employment (resigned, retired, retrenched)

Committee of Management – Association Council

The Association's Committee of Management is the CSIRO Staff Association (CSIRO Section) Council. This Council is a democratically elected body that brings together representation from the Sub-Sections.

Council carries the responsibility for management of the finances and resources of the Staff Association within the CPSU. It also develops and implements Association policy at the national level, contributes to CPSU policy and its implementation within the Section, determines and drives national campaigns and activities and ensures that issues affecting the membership in all parts of the Association are considered for action. Members and Sub-Section Delegates Committees (SDCs) look to the Council for informed decision-making and leadership for the Association on matters of general significance or high priority. But they also expect the Council to seek and represent collective views of members on a regular basis.

The Council is made up of:

Section Executive Officers 2006-07

Section President	Michael Borgas
Section Deputy Presidents	Christiane Ludwig Steve McEvoy
Section Secretary	Pauline Gallagher
Section Treasurer	Russell Marnock

Section Councillors 2006-07

ACT	Eric Hines
NA	Garry Rabbett
NSW	Philip Hendry
SA	Ilma Lo Iacono
QLD	Ian McLeod
TAS	Neil White
VIC	Greg Short
WA	Suzy Rea

The Section Treasurer retired from CSIRO employment in March 2007. His eligibility to hold office will come up for review by the CPSU President in October 2007.

Councillor Rea was absent on maternity leave from June 2007.

Representation on the CPSU Governing Council

The Section Secretary, Pauline Gallagher, is an *ex officio* member of the CPSU Governing Council. The CSIRO Section also elects two Governing Councillor positions for the three year term.

Association Treasurer Russell Marnock was re-elected to one of these offices from 1 January 2006.

The CSIRO Staff Association Council appointed Deputy President Christiane Ludwig to the second position, for which no nomination was received in 2006, until national elections to fill casual vacancies would be held in the second half of 2007.

Election Cycles

The members of the Council and the Governing Councillor positions were elected to office for three years from 1 January 2006 following national elections conducted through the Australian Electoral Commission in September–November 2005. Elections to fill casual vacancies are held annually, with calls for nominations opening in September each year.

Association Council Business

Council meets in face three times per year and by telephone on a needs basis. It regularly conducts its annual planning for the calendar year at the February Council Meeting. This year the Council also used the June meeting to plan out preparations for enterprise bargaining in CSIRO for the first time under the harsh new WorkChoices legislation.

THREE-YEAR DIRECTIONS 2006-2008

- **Structure and job security.**
This includes structural change in employment such as the Research Support Services (RSS) major change project and the science investment process (SIP), job security as affected by specified term employment and the skills shortage, contracting out of functions, and matters to be progressed in the Enterprise Agreement such as workforce planning.
- **Advocating for CSIRO.**
This includes the promotion of science in society, increased appropriation funding for CSIRO and CSIRO's security.
- **Industrial interests.**
This includes a greater emphasis on occupational health and safety, campaigning against the industrial relations reforms of Government and counters to anti-union tactics by our employers.
- **Strengthening our voice.**
This seeks to increase our membership density and enhance the pride of our members in their Association, to increase our credibility and impact for members.
- **Advocating for science.**
This looks to securing long-term science through supporting and advocating on scientific integrity, bottom-up science, moral rights and the capacity for scientists to speak publicly, and countering the bureaucracy that is causing an erosion of science.
- **Collective conditions.**
This includes enforcement of the Enterprise Agreements, preparation for the next round of collective bargaining and strategies to assist members on individual contracts.
- **Fair and equal treatment.**
This includes support for diversity, equity, parity on pay and conditions and action on corporate bullying.

PRIORITIES FOR 2006

Overarching priority to build membership and involvement of members in the Association

1. Research Support Services major change project – consultation with management and support for members
2. Science advocacy – a new social contract for CSIRO – public advocacy in the lead-up to the new 2007 triennial funding agreement.
3. Specified terms enforcement of provisions – enforcement of the new Enterprise Agreement to reverse the erosion of indefinite employment in CSIRO.
4. Occupational Health and Safety – upgrade support for Health and Safety Representatives with better processes and advocacy on issues.
5. Your Rights At Work – participation in the union movement's campaign against the new IR laws

PRIORITIES FOR 2007

1. **Building our Representation to Bargain 2007**
 - strengthen our voice as the voice of staff in CSIRO; raise our membership above 50% of staff in CSIRO ahead of negotiations for a new collective agreement for CSIRO at the end of 2007; raise the value of the Association for members; build engagement through more collective working together.
2. **Advocacy on Global Warming**
 - develop a policy to reduce greenhouse gas impacts from Association activities,
 - advocate and support: CSIRO scientists to develop and apply greenhouse gas reduction technologies; CSIRO to direct further substantial funding to this crucial work; CSIRO to lead the Commonwealth public sector in policies and practices for reduction of greenhouse gas emissions in their business.
3. **Other priorities to continue through the year**
 - Science advocacy– public advocacy in the lead-up to the new 2007 triennial funding agreement.
 - Specified terms enforcement of provisions – continue the dispute before the AIRC to reverse the erosion of indefinite employment in CSIRO.
 - Occupational Health and Safety – upgrade support for Health and Safety Representatives with engagement on new arrangements in CSIRO and AAO as a consequence of changes to the OHS Act.
 - Your Rights At Work – participation in the union movement’s campaign against the new IR laws.

Council Meetings

The in-face meetings of the Council were

CM 49 27 - 28 October 2006 at Urrbrae and Mile End SA

CM 50 22 - 24 February 2007 at Clayton VIC

CM 51 15 – 16 June 2007 at Melbourne VIC.

The main business of each meeting:

At CM49, Council

- heard reports on movement with the RSS support services restructure and considered the stress on staff due to under-resourcing of the services;
- considered the impending changes to the *Occupational Health and Safety Act 1991* and actions needed before the changes come into effect, including the filling of all vacant Health and Safety Representative (HSR) positions. Council heard from OHS consultant Ms Verna Blewett on the importance of unionised workplaces for better OHS and the significance of HSRs as workplace leaders;
- began preparations for the Association's position on CSIRO's 2007 bid for renewal of the Triennial Funding Agreement with Government;
- considered CSIRO's lack of activity on diversity and the need for better support for the EEO-Contact Officers in the workplaces. Council determined to investigate initiatives that the association could take to encourage indigenous diversity in CSIRO and resolved to underwrite a sexual harassment case in the Federal Court;
- developed a position to advocate on Global Warming, both within CSIRO and in the public arena;
- reviewed progress for the year on the matters to be progressed in the CSIRO Enterprise Agreement.

At CM50, Council:

- conducted its annual planning and established the Association's priority activities for 2007;
- heard a presentation from the ALP Shadow Minister for Industry, Innovation, Science and Research, Senator Kim Carr on the ALP's intentions for CSIRO should it be elected to office in the 2007 Federal Election. Senator Carr stated his support for the integrity of CSIRO, for better staff relations and his intention to produce a Charter for CSIRO to protect its independence;
- reviewed progress on the Your Rights At Work campaign and resolved to fund the campaign through the GPSU for the second year. It also made provision for Your Rights At Work merchandise to be made available free of charge to members;
- received a briefing on upcoming changes to the Safety Rehabilitation and Compensation Act;
- assessed further developments in the RSS project and considered best approaches to support affected staff as the restructuring focussed more on Property Services and Engineering Services consolidations.

At CM51, Council:

- reviewed progress on the Association's systematic non-member contact strategy and outcomes to date;
- determined the Association's budget for the coming financial year;
- reviewed Association staffing and determined appointments to be made;
- met with ACTU President Ms Sharan Burrow to discuss the role of unions on sustainability and global warming;
- planned a campaign to bargain for a union Enterprise Agreement for CSIRO under WorkChoices legislation.

Committees of Council

1. **The Specified Term Contracts Committee** (Terms Committee) is convened by Deputy President Ludwig, with the assistance of Organiser Rod Drinkwater. Through 2006-07, the Terms Committee retained its oversight of the industrial dispute in the Australian Industrial Relations Commission about CSIRO's mis-use of fixed term appointments. This Committee, by virtue of the fact that most of its members are themselves on fixed term appointments, needs to be reconstituted regularly.

The Committee met in face on 14 June 2007 to establish ongoing directions in the interests of fixed term staff in view of the success of the Terms dispute. It considered the ongoing issue of communication with fixed term staff and the different messages that they respond to. It determined to seek more action from CSIRO on workforce planning and career development.

2. **The Occupational Health and Safety Policy Committee** (OHS Policy Committee) is convened by VIC Councillor Greg Short with the assistance of Organiser Ian Treloar. The committee has continued its work through the year in conjunction with the CSIRO Health Safety and Environment Committee (CSIRO HSE Committee) which has met regularly to monitor and improve OHS in CSIRO. The CSIRO HSE Committee's responsibilities include the review OHS policies as they come up for renewal or updating. Increasingly our team has been limited in its capacity to input effectively to

the CSIRO HSE Committee because of delays in distribution of papers to the committee members.

The committee has had a challenging job through the year in the face of changes to the OHS and SRC Acts.

The policy committee's agenda has been dominated by the need to complete all HSR elections where there are vacancies and ensure all structural arrangements are the best they can be for when the CSIRO takes over all responsibility for OHS structures and arrangements. The committee has also been responsible for informing HSRs of the impact of the changes to the OHS Act on their roles.

The policy committee sought the support of HSRs for the Association to have an active representative voice in the development of new Health and Safety Management Arrangements (HSMAs) for CSIRO, in line with the new OHS Act. We invited HSRs to nominate the Staff Association as their representative in the consultations to develop the HSMAs. The nominations received were advised to the CSIRO HSE Committee on 26 March 2007. CSIRO took five months to acknowledge receipt of the nominations and has not yet advised how the Association will be included in the development of the new HSMAs. The matter remains outstanding into 2007-08.

Convenor Greg Short was active in a group of delegates and members advocating for a CSIRO gas safety officer. The CSIRO Gas Safety Procedure was established in 2003; the member carrying out gas audit was made redundant in the course of the support services restructure. In view of the work fatality at the Australian Animal Health Laboratory in 2001 and the high use of inert gasses in CSIRO, the function needs to be supported and continued as a Corporate responsibility.

3. **The Research Policy Committee (RPC)** comprises representatives from each Sub-Section and analyses science policy issues, decisions and strategies of CSIRO, Government and other bodies relevant to our members. It also provides information and advice to the Association's representative on the Federation of Scientific and Technological Societies (FASTS), of which the Association is an affiliate. The RPC is convened by Association President Michael Borgas with the assistance of Research Officer Sam Popovski.

The RPC met twice in the 2006-07 year by telephone conference. Its outputs this year have included:

- Comment on the second round of the CSIRO Science Investment Process (SIP2);
- the Staff Association submission to the Productivity Commission's influential *Inquiry into the economic, social and environmental returns on public support for science and innovation in Australia*;
- A second follow-up submission to the draft report of the Productivity Commission's inquiry;
- A brief critique on the 2006 CSIRO Science Health Report.

This information and advice from the RPC provided the basis of the Association's public comment in 2007 on the Government's increases for CSIRO's base funding and Flagships Program which were announced in January 2007 and in the May Federal Budget.

In February 2007, the RPC was given responsibility by Council for our external activity on Global Warming.

Principal Activities in 2006-07

Enforcement of Specified Term Employment Requirements

Through the year the Staff Association continued its dispute regarding the mis-use of specified term contracts with the assistance of conciliation process in the Australian Industrial Relations Commission (AIRC). It was an exercise in dogged persistence as CSIRO representatives refused to acknowledge at any stage any wrong-doing towards staff. However, it has yielded results: in May 2007 the Chief Executive advised that he had required the Chiefs and heads of all business units in CSIRO to review their term appointments.

Many staff were converted to indefinite status in the year after June 2007. It was a strong win for the Staff Association in enforcing the CSIRO Enterprise Agreement.

The formal dispute had been prompted by the increasing proportion of fixed term employees in CSIRO, which by the end of June 2006 was 27.1% of staff and by unfair treatment of fixed term staff at the start of the RSS restructure. Our organising team surveyed and interviewed fixed term staff in a number of divisions and found staff on multiple consecutive contracts in ongoing support roles, staff who had been moved from one project to another the same as indefinite staff but with less security of employment, and staff who had been given reasons for their fixed terms that had no bearing on the requirements in the Enterprise Agreement – a legally binding document.

The standard form of tenure for CSIRO staff is indefinite employment. This provides the staff member with a greater sense of personal and career stability and commitment to CSIRO; it makes CSIRO a more attractive employer to job applicants and enables greater organisational engagement with CSIRO's strategies. The Association's many approaches to Corporate Executives and even the Chief Executive on the issue had not delivered better practice in line with the provisions of the Enterprise Agreement.

In March 2006, the Staff Association had referred the matter to the AIRC and the dispute continued through 2006-07. While much of the conciliation process was towards interpretation of the criteria, set out in Schedule 2 of the Enterprise Agreement, that must be met for an appointment to be specified term, it became clear through the fact-finding that the problem was more a consequence of poor application of the requirements.

A joint Corporate/Staff Association investigation of fixed term appointments in Plant Industry was a significant exercise in the fact-finding. This review showed up many shortcomings in management of staffing such that individual staff members were carrying the risks associated with project funding. Workforce planning was not transparent or obvious beyond programs, groups or laboratories in the Division.

Even though the CSIRO Chief Executive advised the divisional reviews of terms in May 2007, the Staff Association was not included to ensure that they were done properly. The reviews were still under way or had not been initiated in some divisions by the end of June 2007. However, it was pleasing to hear reports back from workplaces that many staff were being converted to indefinite.

In 2005-06, the Staff Association had spent \$7013 (including GST) on legal advice and representation to progress this dispute; in 2006-07 legal expenditure amounted to \$7932.

Research Support Services Restructure

Implementation of the support services restructures under CSIRO's strategic change program rolled ahead to completion at the end of June 2007. The Research Support Services (RSS) major change project affected staff in administrative and property functions. At the same time, engineering services on the major sites were moved out of divisions and consolidated. The changes have been rapid and large scale; affected staff have struggled to deal with their own situations in the spill and fill of restructured jobs such that they have had little opportunity to

provide input on the change processes. Where they have given input, staff have felt strongly that they have not been listened to anyway.

DP McEvoy led the Association's interactions with the Enterprise Transition Team (responsible for management of people issues into the new structures). In May 2006 DP McEvoy made a comprehensive presentation to Consultative Council regarding the effects of RSS change project. However, the Chief Executive failed to respond, not even on the pain and stress being experienced as a consequence of the RSS.

Therefore, we moved our efforts in 2007 from strategic and structural considerations to support for individuals. Many affected staff resigned from CSIRO rather than have to compete for their jobs or work in the restructured services. Our submissions were about making sure affected staff received advice of their status and proper access to redundancy benefits, we sought to ensure appropriate classification of the new positions, recognition of merit and experience and providing the option for job swaps with people not in scope.

Outsourcing of many junior positions in engineering and property services staff became evident with the new structure and the Association sought information on existing and planned contracting arrangements. From the response received it is clear that CSIRO decision-makers in service functions have not assessed outsourced contracts on any other basis than financial savings and have allowed outsourcing to proceed uncritically.

Savings from the support services change projects were projected to be \$18million per annum and staffing reduced by 160 effective full time positions (EFTs) by June 2009. 686 EFTs were in scope of the restructure. The actual savings were undeclared to staff but the number of positions retained was higher than anticipated. At April 2007, 62 staff left CSIRO on redundancy, 77 in-scope staff resigned, 32 term appointments were not renewed, 4 term appointments were terminated early and 6 in-scope staff went into retirement.

Engineering services at the Australian Animal Health Laboratory (AAHL) were due to be included on the corporatised service by the end of June. Members at AAHL wrote to the Chief Executive about serious problems with external contractors and requested that the transfer be delayed. Following further Association advocacy at Consultative Council, the RSS transfer was deferred for AAHL.

The Staff Association continues to speak up for the rights, conditions and concerns of staff having to cope with strategic major change program in CSIRO.

Consultation Meetings

1. Regional Forum

The Staff Association Council was particularly concerned that the special concerns of regional sites be heard in the change processes. To this end, President Michael Borgas convened a forum in Adelaide on 24 November 2007 that brought together Staff Association delegates and representatives from nine different regional sites. They met with CSIRO Executive Member Dr John Curran and spent the day reporting mainly about the unforeseen impacts of the support services restructures at their sites.

Prior to the Regional Forum, regional delegates had completed a brief questionnaire on issues. The results were discussed at the Forum and a large set of points documented for the consideration of the Chief Executive. Dr Curran subsequently took these points forward to CEO Dr Garrett and a summary of the Forum was presented to the subsequent Consultation Workshop as a case study.

2. Consultation Workshop

The first annual Consultation Workshop was held in Canberra on 27-28 November 2006. There were approximately 30 participants ranging from a member of the Executive Team, a

Chief, staff and senior management from various Business Units and representatives from both CSIRO People & Culture and the Staff Association in attendance. The Staff Association sent 13 representatives.

The purpose of the first workshop was to review the consultation process of two recent organisational changes (RSS and the Public Comment Policy review). The Staff Association presented case studies on regional site issues and property issues in order to identify successes and opportunities for improvement. It was agreed that good consultation would positively impact job security, career status and respect for staff.

The workshop identified a range of things to start doing, stop doing and things that should be done better for more effective consultation. These points were taken forward to the CSIRO Consultative Council as recommendations for action.

IR Reform and 'Your Rights at Work'

The Association continued its active support for the Unions campaign 'Your Rights at Work' on the Government's harsh new industrial laws. Association members turned out in smaller numbers than previously for the 'Fill the G' protest in Melbourne on 30 November 2006 but they took information on the campaign and participated in a range of protest activities around the states at that time.

The Staff Association contributed to the CPSU effort on the campaign by providing financial contributions through the year. In return the CPSU prepared all materials and information and managed the organisation of campaign activities for the Association. The campaign has had a massive impact on community understanding of the impacts of the Government's IR changes and continues into 07-08.



Breaking out orange at the Melbourne rally on 28 June 2006. Left to right: Ariel Paterson, April Byrne, Mary Reilly and Lorna Craig.

Enterprise Agreements

1. Anglo-Australian Observatory

The Association also began bargaining for a new collective agreement in the Anglo-Australian Observatory in 2007. This was our first experience of bargaining under WorkChoices legislation and with the CPSU Core Claim. The existing AAO Enterprise Agreement expired at the end of June 2007. Negotiations for the new agreement were still under way at that time.

2. CSIRO

A number of matters were defined in the *CSIRO Enterprise Agreement 2005-2008* to be progressed during the life of the Agreement. These include:

- Development of more effective workforce planning to improve job security;
- A working group to reduce excess bureaucracy;
- Completion and implementation of the special provisions for Post Doctoral Fellowships;
- An assessment of demand and capacity for better provision of work-based childcare;
- An annual workshop on better organisational consultation;

- A review of the Duty at Sea conditions following effective implementation of the Sea Safety Strategy and other considerations.

In the second half of 2006, members of the Association Executive met with Corporate People and Culture representatives twice on these matters. Progress has been slow and the initiatives do not appear to be resourced to achieve real outcomes for staff. In 2007, work related childcare has been pursued by a pilot group in CSIRO workplaces at the Curtin University and have run a short survey of demand.

Systematic Non-Member Contact

In view of the necessity to grow our membership density ahead of bargaining, the Association's organising team, lead by Sam Popovski, developed a strategy for systematically approaching non-members in a workplace and inviting them to join. The strategy involved identification of workplaces with good potential for new members and bringing the Organisers together with delegates and other members willing to help to approach all staff on site for membership. These blitzes were done as intensive efforts over one or two days. It was usually combined with a barbeque or other event for members.

Starting with a pilot exercise at Textile and Fibre Technology, Belmont, in November 2006, the Organising team visited:

1. Plant Industry at Black Mountain ACT
2. Manufacturing and Materials Technology at Clayton
3. Queensland Centre for Advanced Technologies (QCAT) and Queensland Biosciences precinct (QBP) in Brisbane
4. All sites in WA

Total conversations	456
New members	118
Average union density before	42%
Average union density at sites after	49%



Organiser April Byrne chats with staff at the QCAT barbeque.

The barbeques helped turn the exercise into a promotional event for the Association. Members responded well and appreciated the opportunity to talk to the Secretary freely about their issues at work.

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 with the Chief Executive 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 7 December 2006 and 27 June 2007.

Items discussed at the December meeting included:

- The new matrix structure and the Organisational Design Principles (ODPs) to help make the structure work;

- Energy efficiency in CSIRO - the Council committed to investigate joint initiatives on reduction of greenhouse gas emissions;
- Diversity and directions for a new diversity plan for CSIRO;
- Outcomes and recommendations of the Consultation Workshop.

At the June meeting the agenda included:

- A report on the Indigenous Initiative;
- A briefing on the new CSIRO Strategic Plan, which would be released in July;
- A discussion on directions and issue with joint ventures;
- Whistleblower policy;
- The status of the scheme for IP returns to staff.

At this meeting, President Michael Borgas presented an overview of socialisation of science and the need for independence of science in the Government science agencies.

Assisting our Members

The Association continued to provide support to members individually in their workplaces and on a needs basis as a major function. The office supported members with their individual grievances, both internally and with external tribunals. We have also provided legal referrals on request.

This year the Staff Association underwrote an action the Federal Court for a member who had been sexually harassed in CSIRO. The member reached a confidential settlement through the Court's mediation prior to hearing.

Members have required advice and assistance with a wide range of matters such as termination of employment, redeployment, reclassification appeals, Clause 11 individual contracts, superannuation and Comcare claims. All members of our professional team are available on site and in the office to assist members as required.

John Little Scholarship

Every year the Staff Association awards a number of scholarships in memory of the late Mr John Little, an active and committed stalwart of the former CSIRO Technical Association. The scholarships are awarded in recognition of the increasing professionalism of technicians and aim to assist members in the technical ranks to achieve qualifications up to a first degree or equivalent. The Scholarships are worth \$750 each.

In 2007, the winner was:

Ms Alexandra Fry from CSIRO Land and Water at Floreat in WA. Ms Fry is studying for a Bachelor of Social Science at the Curtin University of Technology.

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. Dr Pauline Gallagher holds this office.

At 30 June 2007, the Association employed 4 full time organiser positions, 1 research officer and 2.8 EFT administrative staff. Staff not located in Melbourne work out of the CPSU offices in each capital city or centre.

Organiser Nathan Oakes, based in Melbourne, took indefinite leave without pay from 15 June 2007. His responsibilities have been taken up by April Byrne. Ms Merle Thomas has been

appointed to take up the QLD and NA organising responsibilities for six months from 2 July 2007.

Research Officer	Location	Responsibility
Sam Popovski	Melbourne	Science Policy and Leading Organising
Organiser	Location	Responsibility
April Byrne	Melbourne	Vic and TAS
Rod Drinkwater	ACT	ACT and Southern NSW
Ben Jones	ACT	NSW
Ian Treloar	Adelaide	SA and WA
Office staff		
Mary Anne Macko	Finance and Administration	<i>4 days/week</i>
Lorna Craig	Membership and Administration	<i>fulltime</i>
Daniel Oddo	Administration	<i>fulltime</i>



Our organising team at the Discovery Centre, ACT in February 2007.
From left to right: Ian Treloar, Nathan Oakes, Pauline Gallagher, Sam Popovski, April Byrne, Ben Jones, Rod Drinkwater

Financial Changes of Note in 06/07

The Association returned an operating deficit for the year of \$96,598. This was largely attributable to the \$151,476 in contributions to the CPSU plus \$682 of our own costs for the Your Rights At Work campaign, which were over and above normal ongoing expenditure for the Association and which Council had resolved to fund from reserves. Without this expenditure we would have achieved an operating surplus of \$55,551.

The Association's income increased by \$58,152 on the previous year. This was due to:

- i) adjustment to normal subscriptions of \$25,238 with the CSIRO 4% pay rise effective from 29 June 2006;
- ii) increase in investment income of \$26,540;
- iii) increase in interest from term deposits of \$3791.

Overall expenditure on salaries and related increased by \$74,833 this year from the 05/06 year. This was due to:

- i) The appointment of Mr Daniel Oddo to cover absences and upgrade the Association's administrative protocols and records management. Daniel replaced Ms Aspa Papas, who had resigned on 2 June 2006;
- ii) CPSU staff pay rise of \$5 from 1 July 2006.

The Council had determined that the Research Officer position should be funded by reserves. The cost of the appointment, however, did not exceed income available during the year.

The cost of Council meetings was reduced by \$16,383 over the previous year. The 2005-06 expenditures had been higher than usual due to two meetings being held in centres other than Melbourne.

Expenditure on site visits was increased by \$11,642, which was a return to more normal costs after low expenditure on this item on 2005-06. The systematic non-member contact strategy added to this expenditure.

Postage and freight costs were also down by \$5710; CPSU did not produce one issue of *The Works*, which the Association freights to members in their workplaces and is no longer producing the hard copy newsletter *Delegates@Work*. Increasing use of electronic distribution is reducing this expenditure.

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
3 October 2007

