



Ms Pauline Gallagher
Section Secretary
CSIRO Section (PSU Group)
CPSU, the Community and Public Sector Union
10th Floor, 440 Collins Street
MELBOURNE VIC 3000

By email: csstaff@cpsu.org.au

Dear Ms Gallagher

**Re: Schedule 1 of the Workplace Relations Act 1996 (RAO Schedule)
Financial Reports for year ended 30 June 2008 – FR2008/245**

I acknowledge receipt of the financial report for the CSIRO Section (PSU Group) of the CPSU, the Community and Public Sector Union for the year ended 30 June 2008. The documents were lodged in the Industrial Registry on 31 October 2008.

The documents have been filed.

Although the documents have been filed, I like to make a comment regarding the notice drawing attention to subsections (1),(2) and (3) of section 272 of the RAO Schedule. On page 15 in Note 2 of the General Purpose Financial Report the reproduced subsections of s272 have been superseded.

The current section 272 states:

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

Note: This subsection is a civil penalty provision (see section 305).

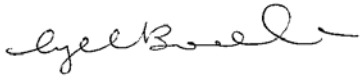
- (4) A Registrar may only make an application under subsection (1) at the request of a member of the reporting unit concerned, and the Registrar must provide to a member information received because of an application made at the request of the member.*
- (5) A general purpose financial report prepared under section 253, a concise report prepared under section 265 and a report prepared under subsection 270(4) must include a notice drawing attention to subsections (1), (2) and (3) of this section and setting out those subsections.*

Note: This subsection is a civil penalty provision (see section 305)....”

Please ensure the current section is reproduced in future financial reports.

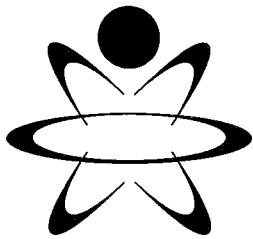
If you have any queries regarding this letter please do not hesitate to contact me on (03) 8661 7989 (Weds to Fri) or by email at cynthia.lobooth@airc.gov.au

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Cynthia Lo-Booth', with a stylized flourish at the end.

Cynthia Lo-Booth
Statutory Services Branch

5 November 2008



CSIRO Staff - CSIRO'S Future

CSIRO Staff Association

A Section of the Community and Public Sector Union

29 October 2008
057.3/C3-55

Lynette Markovski
Industrial Registrar
Australian Industrial Registry
GPO Box 1994
MELBOURNE VIC 3001

Dear Lynette

Financial Statements for year ended 30 June 2007

Please find enclosed the annual Full Report of the CSIRO Section of the Community and Public Sector Union as accepted by our membership along with the certificate of the Secretary.

These statements were provided to the Industrial Registrar by email to orgs@air.gov.au on 28.10.2008.

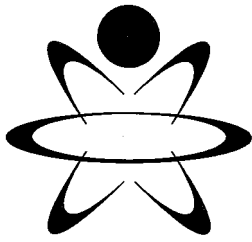
Please advise receipt of this letter by email or post.

If you have any questions or concerns, please contact me directly at the email address below or by phone on 03 8620 6348.

Yours sincerely

Pauline Gallagher
Secretary





CSIRO Staff - CSIRO'S Future

CSIRO Staff Association

A Section of the Community and Public Sector Union

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, 10TH FLOOR, 440 COLLINS 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 2008 were made available to all members of the Section on 1 October 2008.

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. Retired members received hard copies through the mail. All workplace delegates and contacts/distributors received 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 16 September 2008, accepted the General Purpose Financial Report and the Operating Report for 2007-08.

The second meeting in accordance with s266 of the RAO Schedule was a general meeting of members and was held at CSIRO Minerals, Bayview Avenue, Clayton, VIC 3168 on Friday 24 October 2008 at 12:30pm. The Full Report (operating report and audited financial statements) was accepted.

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 1 October 2008 and accepted by a general meeting of members on 24 October 2008.

Pauline Gallagher
Section Secretary

28 October 2008

CSIRO STAFF ASSOCIATION

COMMITTEE OF MANAGEMENT CERTIFICATE

On *16 September 2008* 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 2008:

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

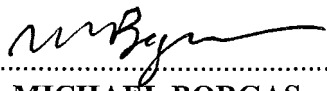
- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the Reporting Guidelines of the Industrial Registrar;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial 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.
- (f) in relation to recovery of wages activity:
 - (i) the financial report on recovery of wages activity has been fairly and accurately prepared in accordance with the requirements of the reporting guidelines of the Industrial Registrar; and
 - (ii) the committee of management caused the auditor to include in the scope of the audit required under section 257(1) of the RAO Schedule all recovery of wages activity by the reporting unit in which revenues had been derived for the financial year in respect of such activity; and
 - (iii) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from moneys recovered from employers on behalf of workers other than reported in the financial report on recovery of wages activity and the notes to the financial statements; and

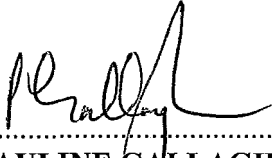
CSIRO STAFF ASSOCIATION

COMMITTEE OF MANAGEMENT CERTIFICATE

- (iv) that prior to engaging in any recovery of wages activity, the organisation has disclosed to members by way of a written policy all fees to be charged or reimbursed of expenses required for recovery of wages activity, and any likely request for donations or other contributions in acting for a worker in recovery of wages activity; and
- (v) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from moneys recovered from employers on behalf of workers until distributions of recovered money were made to the workers.

For the Committee of Management:


.....
MICHAEL BORGAS
Section President


.....
PAULINE GALLAGHER
Section Secretary

Dated this 18th day of September, 2008.

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF THE CSIRO STAFF ASSOCIATION

Scope

The financial report and committee of management responsibility

The financial report of CSIRO Staff Association comprises the Certificate of Committee of Management, Income Statement, Balance Sheet, Statement of Recognised Income and Expense, Cash Flow Statement, Statement of Receipts and Payments for Recovery of Wages Activity and accompanying notes to the financial statements for the year ended 30 June 2008.

The Committee of Management are responsible for the preparation and true 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 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 CSIRO Staff Association. 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 Union'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:

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

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.

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF THE CSIRO STAFF ASSOCIATION

Independence

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

Audit Opinion

In our opinion, under section 257(5) of the RAO Schedule, the general purpose financial report is presented fairly in accordance with any of the following that apply in relation to the reporting unit:

- (a) the Australian Accounting Standards, and Australian Accounting interpretations;
- (b) in relation to recovery of wages activity;
 - (i) that the scope of the audit encompassed recovery of wages activity;
 - (ii) that the financial statements and notes and recovery of wages activity financial report properly and fairly report all information required by the reporting guidelines of Industrial Registrar, including;
 - 1. any fees charged to or reimbursements of expenses claimed from members and others for recovery of wages activity; and
 - 2. any donations or other contributions deducted from recovered money; and
- (c) any other requirements imposed by these Reporting Guidelines or Part 3 of Chapter 8 of the RAO Schedule



UHY Haines Norton
Chartered Accountants



R.H. Hutton
Registered Company Auditor

Dated this *18TH* day of *SEPTEMBER*, 2008.

CSIRO STAFF ASSOCIATION
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
Revenue	5	1,270,134	1,220,362
Other Expenses		<u>1,427,663</u>	<u>1,316,960</u>
PROFIT/(LOSS) BEFORE INCOME TAX		(157,529)	(96,598)
INCOME TAX EXPENSE	1(a)	<u>-</u>	<u>-</u>
PROFIT/(LOSS) AFTER INCOME TAX	6	<u>(157,529)</u>	<u>(96,598)</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

BALANCE SHEET AS AT 30 JUNE 2008

	Note	2008 \$	2007 \$
EQUITY			
Accumulated Funds		1,173,688	1,331,217
Reserves		<u>52,472</u>	<u>240,631</u>
TOTAL EQUITY		<u>1,226,160</u>	<u>1,571,848</u>
Represented by:			
CURRENT ASSETS			
Cash & Cash Equivalents	8	652,840	867,878
Receivables	9	32,682	27,754
Financial Assets	10	818,536	948,618
Other	11	<u>3,022</u>	<u>1,664</u>
TOTAL CURRENT ASSETS		<u>1,507,080</u>	<u>1,845,914</u>
NON-CURRENT ASSETS			
Plant & Equipment	12	<u>6,080</u>	<u>12,285</u>
TOTAL ASSETS		<u>1,513,160</u>	<u>1,858,199</u>
CURRENT LIABILITIES			
Payables	13	170,451	185,068
Provisions	14	<u>116,549</u>	<u>101,283</u>
TOTAL CURRENT LIABILITIES		<u>287,000</u>	<u>286,351</u>
TOTAL LIABILITIES		<u>287,000</u>	<u>286,351</u>
NET ASSETS		<u>1,226,160</u>	<u>1,571,848</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2008

	Accumulated Funds	Available-for-Sale Financial Instruments Gain Reserve	Total
	\$	\$	\$
Balance at 1 July 2007	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
Profit/(Loss) for the year	(157,529)	-	(157,529)
Available-for-sale financial assets valuation gains/(losses) taken to equity	-	(188,159)	(188,159)
Balance at 30 June 2008	1,173,688	52,472	1,226,160

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
INCOME			
Membership Subscriptions		1,143,079	1,084,278
Interest Received		55,993	53,360
Sundry Income		-	2,583
Investment Income		<u>71,062</u>	<u>80,141</u>
		<u>1,270,134</u>	<u>1,220,362</u>
EXPENDITURE			
Salaries and Related Expenditure			
Elected Officials		84,342	80,334
Industrial & Administrative Staff		<u>571,069</u>	<u>498,321</u>
<i>Total Salaries</i>		<i>655,411</i>	<i>578,655</i>
Payroll Tax		34,922	31,869
Workers Compensation Insurance		16,132	15,584
Superannuation		86,635	93,619
Staff Amenities & Training		4,019	6,181
Career Transition Expense		5,500	-
Provision for Annual Leave		21,265	11,597
Provision for Long Service Leave		12,147	29,912
Relocation Costs		-	4,906
Recruitment		<u>13,986</u>	<u>1,578</u>
Total Salaries & Related Expenditure		850,017	773,901
Administrative & Equipment Overheads			
Accounting & Audit Fees		8,200	9,413
Amortisation		3,689	7,372
Bank Charges		1,106	1,328
Depreciation		3,354	5,861
Electricity		3,300	3,600
Furniture & Computer Equipment (less than \$1,000)		-	748
Investment Management Fees		11,780	10,438
Interest Paid		161	106
Loss on Sale of Equipment		195	-
National Office Charge		80,313	75,899
Postage & Freight		10,042	5,295
Printing & Stationary		19,755	17,540
Rent & Outgoings		88,853	80,955
Sundry Expenses		15,324	1,497
Telephone		20,814	30,313
Website Service Agreement		<u>1,164</u>	<u>176</u>
Total Administrative & Equipment Overheads		268,050	250,541

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
EXPENDITURE <i>continued</i>			
Industrial Expenditure			
Affiliation Fees	1(h)	4,409	4,214
Annual Consultative Conference		-	7,834
Cabcharge		11,735	14,695
Council & Executive Meeting Expenses		41,019	38,325
CSIRO Consultative Council		(666)	2,135
Diversity		-	679
Enterprise Bargaining Agreement		24,480	3,138
FASTS Board Meetings		1,114	1,310
Global Warming Project		-	194
Industrial Support & Representation		1,796	195
Legal Costs		4,573	7,932
Library & Publications		4,885	6,677
Membership Expenses		-	415
Occupational Health & Safety		5,258	530
Presidential Expenses		764	-
Promotions & Merchandising		7,338	1,820
PSU Matters		1,446	713
Regional Forum		-	8,563
Research Policy Committee		-	1,076
Research Support Services Project		-	1,509
Science Meets Parliament		2,254	3,916
Scholarship Awards		4,500	-
Site Visits		32,251	22,642
Sub-Section Activities		1,770	2,245
Term Contract Campaign Expenses		-	7,213
Training & Conferences		4,563	43
Travelling Expenses		(362)	2,356
YRAW Campaign	1(i)	<u>156,469</u>	<u>152,149</u>
Total Industrial Expenditure		<u>309,596</u>	<u>292,518</u>
Total Expenditure		<u>1,427,663</u>	<u>1,316,960</u>
NET PROFIT/(LOSS)		<u>(157,529)</u>	<u>(96,598)</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
CASHFLOWS FROM OPERATING ACTIVITIES			
Membership Subscriptions		1,257,387	1,192,706
Interest Received		50,028	55,126
Other Income		-	2,583
Payments to Suppliers & Employees		(223,682)	(199,501)
Payments to CPSU National Office		(1,297,577)	(1,157,114)
Interest Paid		<u>(161)</u>	<u>(106)</u>
Net Cash Used in Operating Activities	16 (b)	<u>(214,005)</u>	<u>(106,306)</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Payment for Office Furniture and Equipment		<u>(1,033)</u>	<u>(2,720)</u>
Net Cash Used in Investing Activities		<u>(1,033)</u>	<u>(2,720)</u>
Net Decrease in cash held		(215,038)	(109,026)
Cash & Cash Equivalents at Beginning of Year		<u>867,878</u>	<u>976,904</u>
Cash & Cash Equivalents at End of Year	16 (a)	<u>652,840</u>	<u>867,878</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF RECEIPTS AND PAYMENTS FOR RECOVERY OF WAGES ACTIVITY - CASH BASIS FOR THE YEAR ENDED 30 JUNE 2008

	Note	2008 \$	2007 \$
Cash Assets in respect of recovered money at beginning of the year			
Receipts			
Membership Subscriptions		-	-
Interest Received		-	-
Total Receipts		<u>-</u>	<u>-</u>
Payments			
Deductions of amounts due in respect of membership		-	-
Deductions of donations or other contributions to accounts or funds		-	-
Deductions of fees or reimbursements of expenses		-	-
Payments to workers in respect of recovered money		-	-
Total Payments		<u>-</u>	<u>-</u>
Cash assets in respect of recovered money at the end of the year		<u>-</u>	<u>-</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2008

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 2008

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 2008

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.

(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.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2008

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(g) Revenue

Contributions from members are shown net of refunds and are accounted for on a cash basis.

Interest revenue is recognised on an accruals basis.

Revenue arising from the disposal of non-current assets is recognised when the organisation and the buyer are both committed to a contract.

(h) Comparative Figures

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

- (i) Affiliation fees of \$3,893 and \$515 were paid during the year to FASTS and The Union Shopper respectively.

(j) YRAW Campaign

The CSIRO Section made contributions to the CPSU - PSU Group for the Your Rights At Work (YRAW) campaign amounting to \$156,469 (2007: \$151,467) and incurred some costs in the prior year 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 YRAW campaign has concluded and therefore the CSIRO Staff Association will not make further contributions beyond 30 June 2008.

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 2008

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	(Vacant)
	Russell Marnock (Resigned 9 November 2007)

Committee of Management-

ACT	- Eric Hines
NA	- Garry Rabbett
SA	- Ilma Lo Iacono
VIC	- Greg Short
NSW	- Philip Hendry (On Leave), Suzy Jackson (Acting)
QLD	- Ian McLeod
TAS	- Neil White
WA	- Suzy Rea (On Leave), Elizabeth Hulm (Acting)

- (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
	\$	\$	\$	\$	\$	\$
2008						
Total Compensation	110,599	106,562	-	4,037	-	-
2007						
Total Compensation	106,569	102,464	-	4,105	-	-

- (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 2008

NOTE 4: EMPLOYEE BENEFITS

Year Ended 30 June 2008:

	Elected Officials	Administrative & Industrial Staff	Total
	\$	\$	\$
Employee benefits paid to employees during the year:			
Wages & Salaries	\$ 80,209	\$ 523,948	\$ 604,157
Annual Leave and Sick Leave	\$ 3,598	\$ 42,057	\$ 45,655
Long Service Leave (Refer Note 1(e))	\$ -	\$ -	\$ -
Superannuation	\$ 22,755	\$ 63,880	\$ 86,635
Employee benefits paid to the CPSU National Office in respect to employees during the year (Refer Note 1(e)):			
Long Service Leave	\$ 4,037	\$ 14,110	\$ 18,147

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

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2008

	2008 \$	2007 \$
NOTE 5: REVENUE		
Operating activities:-		
- Contributions Received	1,143,079	1,084,278
- Interest (other persons/corporations)	55,993	53,360
- Investment Income	71,062	80,141
- Other Revenue	-	2,583
	<u>-</u>	<u>2,583</u>
Total Revenue	<u>1,270,134</u>	<u>1,220,362</u>

NOTE 6: PROFIT FROM ORDINARY ACTIVITIES

Profit from ordinary activities has been determined after:-

(a) Expenses:

Amortisation of non-current assets:		
- leasehold improvements	3,689	7,372
Depreciation of non-current assets:		
- office furniture and equipment	3,354	5,861
Amounts set aside to Provisions:		
- Long Service Leave	(6,000)	8,800
- Annual Leave	(21,266)	11,597

NOTE 7: AUDITING EXPENSES

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

Auditing the financial report	5,500	5,000
Other services	2,700	3,350
	<u>8,200</u>	<u>8,350</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 2008

	2008	2007
	\$	\$
NOTE 8: CASH & CASH EQUIVALENTS		
Cash on Hand	317	200
Cash Held at Call with Credit Unions:		
Cash with Members Australia Credit Union	29,140	89,843
Cash with Laboratories Credit Union	50,278	180,995
Cash with Credit Unions - Sub Sections	1,167	1,161
Cash on Deposit with Credit Unions:		
Deposits with Members Australia Credit Union	213,893	198,412
Deposits with Laboratories Credit Union	358,045	397,267
	<u>652,840</u>	<u>867,878</u>

NOTE 9: RECEIVABLES

Sundry Debtors	16,202	17,239
Accrued Interest	<u>16,480</u>	<u>10,515</u>
	<u>32,682</u>	<u>27,754</u>

NOTE 10: FINANCIAL ASSETS

Available for Sale Financial Assets:		
Shares in Members Australia Credit Union	10	10
Managed Funds Investment	<u>818,526</u>	<u>948,608</u>
	<u>818,536</u>	<u>948,618</u>

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2008

	2008 \$	2007 \$
NOTE 11: OTHER ASSETS		
Prepayments	<u>3,022</u>	<u>1,664</u>
	<u>3,022</u>	<u>1,664</u>
 NOTE 12: PLANT & EQUIPMENT		
Leasehold Improvements	-	44,240
Less: Accumulated Amortisation	<u>-</u>	<u>(40,552)</u>
	<u>-</u>	<u>3,688</u>
Office Furniture & Equipment	64,095	63,391
Less: Accumulated Depreciation	<u>(58,015)</u>	<u>(54,794)</u>
	<u>6,080</u>	<u>8,597</u>
	<u>6,080</u>	<u>12,285</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 2008:			
Balance at the beginning of year	\$ 3,689	\$ 8,596	\$ 12,285
Additions	-	1,033	1,033
Disposals	-	(195)	(195)
Depreciation/Amortisation	<u>(3,689)</u>	<u>(3,354)</u>	<u>(7,043)</u>
Carrying amount at end of year	<u>\$ -</u>	<u>\$ 6,080</u>	<u>\$ 6,080</u>
 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>

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2008

	2008	2007
	\$	\$
NOTE 13: ACCOUNTS PAYABLE		
CPSU National Office	158,787	169,577
Sundry Creditors	<u>11,664</u>	<u>15,491</u>
	<u>170,451</u>	<u>185,068</u>

NOTE 14: PROVISIONS

Current

Employee Benefits - short term benefits at nominal value:

Provision for Annual Leave	91,349	70,083
Provision for Long Service Leave Oncosts	<u>25,200</u>	<u>31,200</u>
	<u>116,549</u>	<u>101,283</u>
 (a) Provision for Annual Leave in respect to:		
Elected Officials	26,895	21,314
Administrative and Industrial Staff	<u>64,454</u>	<u>48,769</u>
	<u>91,349</u>	<u>70,083</u>
 (b) Provision for Long Service Leave Oncosts in respect to:		
Elected Officials	10,474	9,366
Administrative and Industrial Staff	<u>14,726</u>	<u>21,834</u>
	<u>25,200</u>	<u>31,200</u>

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

NOTE 15: CAPITAL AND LEASING COMMITMENTS

Non-cancellable operating leases contracted for but not capitalised in the financial statements:

Rental Commitments

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

Payable:

- not later than one year	39,160	29,163
- later than one year but not later than five years	<u>55,477</u>	<u>-</u>
	<u>94,637</u>	<u>29,163</u>

The lease relates to the premises at Level 10, 440 Collins Street, Melbourne which commenced on 1 December 2007 for a term of 10 years. The prior year lease related to the premises at Level 11, 575 Bourke Street, Melbourne.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2008

	2008	2007
	\$	\$

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	317	200
Cash Held at Call with Credit Unions	80,585	271,999
Cash on Deposits with Credit Unions	<u>571,938</u>	<u>595,679</u>
	<u>652,840</u>	<u>867,878</u>

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

Operating profit/(loss) for year	(157,529)	(96,598)
Non-cash flows in operating profit		
Depreciation	3,354	5,861
Amortisation	3,689	7,372
Loss on Sale of Plant and Equipment	195	-
Changes in assets and liabilities		
(Increase)/Decrease in Receivables	(4,928)	(15,447)
(Increase)/Decrease in Other Assets	(1,358)	998
(Increase)/Decrease in Other Financial Assets	(58,076)	(68,628)
Increase/(Decrease) in Accounts Payable	(14,618)	39,739
Increase/(Decrease) in Employee Provisions	<u>15,266</u>	<u>20,397</u>
Net Cash Provided by/(Used in) Operating Activities	<u>(214,005)</u>	<u>(106,306)</u>

(c) Financing Facilities

The Section has no overdraft facilities.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2008

NOTE 17: FINANCIAL INSTRUMENTS

(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.

(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:

Economic Entity	Total Carrying Value		Weighted Average Interest Rates		Non Interest Bearing		Floating Interest Rate		Fixed Interest Rate	
	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007
	\$	\$	%	%	\$	\$	\$	\$	\$	\$
Financial Assets										
Cash and Bank Deposits	652,840	867,878	6.23	5.62	317	200	80,585	271,999	571,938	595,679
Managed Funds	818,536	948,618	4.34	3.11	699,128	871,164	61,489	16,314	57,919	61,140
Receivables	32,682	27,754	-	-	32,682	27,754	-	-	-	-
Total Financial Assets	1,504,058	1,844,250			699,445	871,364	80,585	271,999	629,857	595,679
Financial Liabilities										
Accounts Payable	170,451	185,068	-	-	170,451	185,068	-	-	-	-
Total Financial Liabilities	170,451	185,068			170,451	185,068	-	-	-	-

(c) Market Risk

The Section's sensitivity to market risk is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates, changes in price indexes such as the Australian Stock Exchange or changes in returns on managed fund investments. The Section manages this risk through diversity in the investment portfolio and by obtaining professional investment advice. Taking into account past performance, future expectations, economic forecasts and experience of the financial markets, the possible impact on net operating result and equity over the next 12 months is as follows:

CSIRO STAFF ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2008**

NOTE 17: FINANCIAL INSTRUMENTS *continued*

(c) Market Risk *continued*

2008	Total Carrying Value	Interest Rate Risk				Price Risk				Return Risk			
		-1% Profit	-1% Equity	+1% Profit	+1% Equity	-20% Profit	-20% Equity	+20% Profit	+20% Equity	-2% Profit	-2% Equity	+2% Profit	+2% Equity
Financial Assets													
Cash and Bank Deposits	652,840	(7,607)	(7,607)	7,607	7,607	-	-	-	-	-	-	-	-
Managed Funds	818,536	-	-	-	-	-	(139,826)	-	139,826	(13,355)	(13,355)	13,355	13,355
Receivables	32,682	-	-	-	-	-	-	-	-	-	-	-	-
Financial Liabilities													
Accounts Payable	170,451	-	-	-	-	-	-	-	-	-	-	-	-

2007	Total Carrying Value	Interest Rate Risk				Price Risk				Return Risk			
		-1% Profit	-1% Equity	+1% Profit	+1% Equity	-20% Profit	-20% Equity	+20% Profit	+20% Equity	-2% Profit	-2% Equity	+2% Profit	+2% Equity
Financial Assets													
Cash and Bank Deposits	867,878	(9,365)	(9,365)	9,365	9,365	-	-	-	-	-	-	-	-
Managed Funds	948,618	-	-	-	-	-	(174,233)	-	174,233	(6,838)	(6,838)	6,838	6,838
Receivables	27,754	-	-	-	-	-	-	-	-	-	-	-	-
Financial Liabilities													
Accounts Payable	185,068	-	-	-	-	-	-	-	-	-	-	-	-

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2008

NOTE 17: FINANCIAL INSTRUMENTS *continued*

(d) Credit Risk

The Section has no significant exposure to credit risk.

(e) 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 2008.

(f) 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 2007-08**

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 been particularly important for CSIRO and Staff Association members. A change of Government has heightened expectations for science and innovation in Australia while the relentless change in CSIRO causes mixed emotions.

Despite widespread recognition of importance of the work of CSIRO and its relevance for national science, Government cuts to its budget have prompted severe cutbacks in agricultural and food science.



Science Minister Kim Carr and even Prime Minister Rudd on the ABC, have affirmed the important place that CSIRO has in national innovation. Together with new thinking around science and innovation, we are now hopefully well placed to move beyond the current problems and to have better and more rewarding ways to support our broad-ranging public science. The case for independent and strong public science is an issue worldwide – it is not confined to the Australian innovation system.

The year has also been difficult for enterprise bargaining negotiations in what was expected to be a post-WorkChoices era. Staff seek better treatment overall, looking particularly for improvements for better consultation, participation and rewards. Good enterprise agreements change culture, such as the improvements seen in 2007 from enforcing our term appointment conditions.

It is in the nature of CSIRO to face relentless change, but it is not acceptable for staff to have to suffer this without proper consultation or useful face-to-face engagement with their leadership. As a staff association we will ourselves seek to maintain, as best we can, fundamental social interactions from the bottom up as supported by our hard working volunteers and staff. We hope this bottom-up engagement can become a better part of work more generally. We also plan to become more effective and influential in improving policy for science and innovation in Australia with better linkage with decision makers.

It has been a heartening experience to have tremendous support from our members both old and new through the current round of enterprise bargaining and in arguing for CSIRO's role in the Australian innovation system. Having a growing and active membership during times of considerable stress and change keeps our collective capacity viable. This will be the key change for the Organisation, helping it to face and solve current and future challenges.

I especially thank the volunteers, activists, delegates, organisers, Councillors, Association Executive and particularly the Secretary Pauline Gallagher and the Association office staff. Their time and effort makes the working lives of people in CSIRO better and more secure even in many difficult circumstances.

Dr Michael Borgas
President
15 September 2008

A handwritten signature in black ink, appearing to read 'M Borgas'. The signature is fluid and cursive, written over a white background.

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) the National Measurement Institute 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 2008 were:

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

Subscription income for 2007/08 was \$1,143,079, an increase of \$58,801 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 07/08 financial year, interest and returns on investments contributed 10.0% 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, AAO or NMI 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 2008 grew to 3182 members. While the total membership recorded a net increase of 6 members over the year, 91 were unfinancial. The real growth was in the financial membership, which increased by 112. This significant growth occurred through the early stages of the CSIRO enterprise bargaining campaign in 2007.

Membership in the Anglo-Australia Observatory (AAO) remained steady at 22 in 2008.

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.

Membership Year to 30th June 2008							
	Recruited	Cessations			Membership		
		Cancelled*	RRR#	Total	Unfinancial	Members	Growth
ACT	72	7	69	76	12	567	-4
NA	27	0	7	7	2	74	20
NSW	67	4	72	76	21	577	-9
QLD	35	4	52	56	11	388	-21
SA	32	0	44	44	3	223	-12
TAS	29	1	14	15	3	189	14
VIC	110	5	78	83	36	931	27
WA	30	4	35	39	3	233	-9
TOTAL	402	25	371	396	91	3182	6

* Left the Association but not their employment

Left their employment (resigned, retired, redundant)

Our recruitment of 402 new members to the Association exceeded the record recruitment of the previous year by another 47 new subscriptions. Nevertheless, our membership turnover continues to grow as CSIRO continues to struggle with its budget, the baby boomer generation retires and more staff resign from CSIRO.

25 members resigned from the Association while remaining in CSIRO employment. This was notably higher than in previous years and reflects a greater use of individual contacts by CSIRO.

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 furthering the interests of our members at work.

Constraints on unions imposed by previous Government policy have persisted in CSIRO after the change of Government in November 2007 and despite clear direction from the new Government to public sector agencies through the Australian Government Employment Bargaining Framework. In CSIRO, the Association has been restricted from direct communication with non-members throughout the enterprise bargaining. While delegates have been increasingly diligent in approaching non-members about joining us, many staff are still not aware of the Association or its value. The enterprise bargaining campaign has provided a greater profile for the Association to help turn the situation around.

Committee of Management – Association Council

The Association's Committee of Management is the CSIRO Section Council. This Council is an 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.



Association Executive: (l to r) Pauline Gallagher, Michael Borgas, Christiane Ludwig, Steve McEvoy.

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 2007-08

Section President
Section Deputy Presidents

Section Secretary
Section Treasurer

Michael Borgas
Christiane Ludwig
Steve McEvoy
Pauline Gallagher
Russell Marnock (resigned 9 November 2007)

Section Councillors 2007-08

ACT
NA
NSW
SA
QLD
TAS
VIC
WA

Eric Hines
Garry Rabbett
Philip Hendry (on leave from February 2008)
Ilima Lo Iacono
Ian McLeod
Neil White
Greg Short
Suzy Rea



Happy retirement!
former Treasurer
Russell Marnock

The Section Treasurer position has been vacant since Mr Marnock resigned. The Secretary has carried responsibility for the Association's income from November 2007 with the oversight of the Section Executive and the support of the Finance Officer Ms Angela Yuan. The Staff Association Council thanks Russell for his many years of commitment service to the Association in a range of positions. We congratulate Russell on his retirement.

WA President Elizabeth Hulm has acted as proxy for Councillor Rea through the year following Councillor Rea's return from maternity leave.

NSW President Suzy Jackson has acted as proxy for Councillor Hendry during his absence on long service leave.

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 through to 31 December 2008:

1. Deputy President Christiane Ludwig.
2. Association Treasurer Russell Marnock (resigned November 2007). The Association Council appointed President Michael Borgas *pro tem* to the casual vacancy until the next round of elections.

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. The next round of full national elections for the Section Council and Executive positions will be held in September – November 2008.

SDC Executives are formed by SDC President, SDC Secretary and the relevant Section Councillor. SDC Executive positions other than the Councillor are elected every two years. The positions for SDC Executives were reduced by a resolution of the Section Council at CM53 for the 2008 elections, held in May-June 2008.

The results of the 2008 elections are:

SDC	President	Secretary
ACT	Michael James	Warren Hicks
NSW	Peter Saunders	<i>vacant</i>
NA	<i>vacant</i>	<i>vacant</i>
QLD	John Gardner	Matthew Purcell
SA	<i>vacant</i>	<i>vacant</i>
TAS	Neil White	Mark Green
VIC	Stuart Littler	Mary Reilly
WA	<i>vacant</i>	<i>vacant</i>

Vacancies can be filled by appointment of the Section Council or by a vote of a meeting of the relevant SDC.

Workplace Delegate and Deputy Delegate elections are held annually, with nominations called in June. In the 2008 elections, there were 108 workplaces in the Section, represented by 80 workplace delegates and 26 deputy delegates. In workplaces without a delegate, the Association relies on un-elected contacts to distribute information to members.

Association Council Business

In 2007-08, Council met formally for 11 meetings: two in face, one by videoconference and eight by telephone. It conducted its annual planning for the calendar year at the February in face Council Meeting.

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, collective bargaining for the next Enterprise Agreement in 2008 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 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.

PRIORITIES FOR 2008

1. CSIRO enterprise bargaining campaign ‘*Bringing People Together*’
 - establish the Association’s right to bargain on behalf of staff,
 - negotiate the next CSIRO Enterprise Agreement.
2. Advocating for science
 - build an active relationship with the new Government,
 - strengthen collaboration with partners to improve the effectiveness of our voice.
3. Occupational health and safety
 - campaign to ensure appropriate union monitoring of OHS and sustainability through the development and implementation of new Health and Safety Management Arrangements
 - progress advocacy to reduce work-related stress in our workplaces.
4. Strengthening our voice
 - streamline Sub-Section Delegate Committee (SDC) Executive positions,
 - promote use of SDC financial allocations for more local and regional initiatives,
 - increase SDC and delegate activism through effective elections and tailored training.

Council Meetings

The in-face meetings of the Council were:

CM 52 19 – 20 October 2007 at Sydney NSW

CM 53 21 - 23 February 2008 at Parkville and Melbourne VIC

The videoconference meeting was held on 30 May 2008.

The main business of each meeting:

At CM52, Council

- received a final report on the successful conclusion of the specified term appointments dispute in the Australian Industrial Relations Commission;
- resolved to upgrade our campaign regarding the Boggo Road and Coopers Plains developments in Brisbane following gross misrepresentation and trivialisation of staff concerns to the Senate Public Works Committee;
- considered the new CSIRO HSE strategy following a presentation from Mr Craig Roy CSIRO Executive Director with responsibility for HSE;
- monitored the progress of issues before the CSIRO Health Safety and Environment Committee, with special attention to the resistance of CSIRO representatives to dealing with the issue of work-related stress;
- discussed the restructured support services, the impact of the reduction in services on the research effort and determined to act quickly on the CSIRO tendering for IT desktop services;
- heard reports on the implementation of the new matrix structure in CSIRO and other major changes affecting employment and work in CSIRO;

- received a final report on the conclusion of enterprise bargaining in the AAO;
- considered the start of the CSIRO Enterprise Bargaining campaign, including the staff response to the Petition To Bargain, and workshopped possible staff claims as the basis for the Staff Issues Survey;
- heard a presentation from senior officials of the CFMEU on that union's efforts and directions on global warming as it affects their industries. Council resolved to make its air travel carbon neutral by July 2008.

At CM53, Council:

- conducted its annual planning;
- reviewed and expanded its plan for the current round of enterprise bargaining in CSIRO, including appointing the negotiating team and finalising the staff claims for bargaining;
- held a discussion with the Chair of the CSIRO Board, Dr John Stocker, on leadership and preferred attributes for a new CEO for CSIRO;
- heard a presentation from the NTEU National President, Dr Carolyn Allport, on working the ALP in government;
- heard a presentation from Dr Tom Beer on transport biofuels science and prospects;
- resolved to participate in the CSIRO Psychological Health and Wellbeing project and maintained oversight of very little action by CSIRO on the Health and Safety Management Arrangements;
- reviewed the very successful Your Rights At Work campaign following the federal Election and resolved not to continue financial contributions beyond June 2008;
- prepared for upcoming Association elections due in May and June, reduced the number of SDC Executive positions to President and Secretary and appointed returning officers for SDC Executive and workplace delegate elections.

At its videoconference, Council:

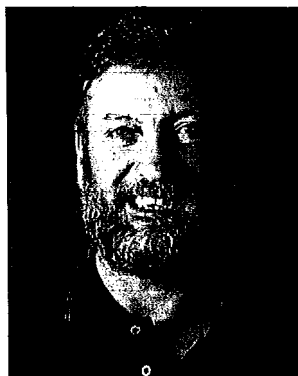
- Accepted a budget for the coming financial year and appointed an auditor for the Association's end of year reporting;
- determined the Association's budget for the coming financial year;
- reviewed the progress of negotiations in CSIRO enterprise bargaining and resolved to conduct a national day of protest on Friday 13 June 2008 against reductions in employment conditions and for a fair pay rise;
- considered the outcomes of the Federal Budget for CSIRO and CSIRO's response in closing sites and cutting jobs through the SIP process;
- heard a report on the Boggo Road Coopers plains campaign.

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 2007, the Terms Committee retained its oversight of the very successful industrial dispute in the Australian Industrial Relations Commission about CSIRO's mis-use of fixed term appointments. It did not meet formally in the 2007-08 year.

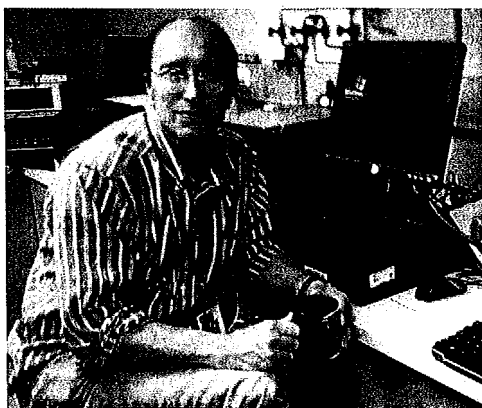
This Committee, by virtue of the fact that most of its members are themselves on fixed term appointments, needs to be reconstituted regularly.



NSW Terms Committee representative Peter Saunders

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.

Following changes to the OHS and SRC Acts, the committee had a challenging job through the year to maintain their influence with CSIRO. One of their tasks has been to ensure proper consultation with staff in development of the CSIRO Health and Safety Management Arrangements (HSMAs) which must be in place by 15 September 2008. Despite a raft of nominations for the Staff Association to represent staff in the group developing the CSIRO HSMAs, it took five months for CSIRO management to acknowledge receipt of the nominations.



VIC HSE representative Mark Bown

CSIRO permitted the Staff Association one position on the working group that was eventually set up to develop draft HSMAs and consult with staff. Our OHS policy committee nominated Victorian representative Mark Bown for this HSMA working group. The group was convened only once by telephone in March 2008 and was not given the task of drafting the HSMAs. Draft HSMAs were not available for staff consultation before the end of June. The OHS policy committee has pursued the matter by means of correspondence with CSIRO and Comcare.

The OHS policy committee was also responsible for recommending a representative to the CSIRO Psychological Health and Wellbeing Working Group.

We look forward to a more productive year at enterprise level in the interests of staff in the coming year as CSIRO brings in a new General Manager for HSE and a more effective dialogue on HSE issues is resumed. The HSE community in the divisions and around the sites continues to deliver strong benefit for CSIRO and its staff despite high workloads and other constraints.

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 once in July 2007 by telephone conference where it shared ideas for our position on the many strategic changes in CSIRO. Since that meeting the committee has operated as a network to provide input for the Association's activities on research policy and advocacy.



Sam Popovski and Michael Borgas
- RPC Convenors

Its outputs this year have included the Staff Association submission to the Government's 2008 Review of the National Innovation System. This review is a critical wide-ranging deliberation that will form the basis of the Labor Government's agenda for innovation, including scientific R&D; it is anticipated to be the mechanism for reinvigorating the CSIRO and other public sector research agencies. The Association therefore gave it considerable priority in a year dominated by enterprise bargaining.

Sam Popovski represented the Staff Association at a public forum in Melbourne as part of the Review.

As part of his research policy advocacy for CSIRO and public sector science, Michael Borgas continued his role as the CPSU representative on FASTS. Michael has lead a number of different delegations to meet with politicians through the year and has played a critical role as our media spokesperson against the Federal budget cuts and site closures announced in May 2008.

In February 2008 Michael addressed the FASTS forum on the Charters for CSIRO, ANSTO and AIMS.

In September 2007 Michael was a keynote speaker at '*Public Science in Canada/Strengthening Science to protect Canadians Symposium*' held in Gatineau, Quebec, by our Canadian Counterpart organisation the Professional Institute of the Public Service of Canada. Relationships with such organisations overseas will be come more important as CSIRO expands its focus internationally.



Dr. Bernard Choi, Senior Research Scientist, Public Health Agency of Canada; Dr. Michael Borgas, CSIRO Staff Association; Dr. Vasily Grebennikov, Research Scientist, Canadian Food Inspection Agency at the Canadian Symposium.

Principal Activities in 2006-07

Success with the Enforcement of Specified Term Employment

September 2007 saw the conclusion of the long-running dispute in the Australian Industrial Relations Commission (AIRC) regarding the mis-use of specified term contracts. The dispute was an exercise in dogged persistence as CSIRO representatives refused to acknowledge at any stage any wrong-doing towards staff.

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 dispute yielded results. In June 2006, around the time the dispute was lodged with the AIRC, 27.2% of CSIRO staff were on fixed term contracts; by August 2007, the proportion was down to 18.2% (a drop of 650 fixed term positions). From our own estimates of CSIRO jobs advertised, the proportion of fixed term advertisements dropped from over 80% down to around 40% (excluding post-doctoral positions).

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. Officially, 310 fixed term staff were converted to indefinite tenure as a result of these reviews. In practice, a larger undisclosed number were converted during the 16.5 months of the formal dispute and many jobs that would otherwise have been appointed on fixed terms were made indefinite.

It was a strong win for the Staff Association in enforcing the CSIRO Enterprise Agreement.

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, in 2007-08 the final expenditure was \$4573 – a total of \$19,518 over the life of the dispute. There were additional expenditures on a joint review of term appointments in Plant Industry, meetings of the Terms Committee and interviews with contract staff in the workplaces. Council viewed the expenditures as money well spent.

Success with the Federal Election for the 'Your Rights at Work' Campaign

The Association continued its active support for the Unions campaign 'Your Rights at Work' on the Government's harsh new industrial laws as reviewed by Council after the first year and resolved in its meeting of February 2007. The campaign maintained a high visibility through 2007 leading up to the Federal Election on 24 November 2007. The campaign against the WorkChoices IR legislation is widely credited with tipping the balance of the national vote to drive a landslide Change of Government.

The Staff Association contributed to the CPSU effort on the campaign by providing financial contributions through the year and continuing to raise awareness in the workplace and at community events. Many of our members around Australia came out on polling day in orange shirts to hand out Your Rights at Work how to vote material at the polling booths.

The new Labor Government brought in transitional legislation to in March 2008 to smooth the path towards a major overhaul of the industrial relations system which is to take effect from 1 January 2010. It also developed a new *Australian Government Employment Bargaining Framework* for the public sector to replace the old *Department of Employment and Workplace Relations Policy Parameters for Agreement Making in the Australian Public Sector*. This bargaining framework established better recognition of unions and the right to bargain collectively. However, it was not implemented in the full spirit intended by Government such that much of the WorkChoices behaviours and strategies against the unions have continued. This has had a particular impact in CSIRO, slowing down the bargaining.

The CPSU is continuing the campaign into 08-09, with particular emphasis on an iconic bargaining campaign in Telstra.

The CSIRO Staff Association contributions to the CPSU (and through them to the ACTU) for the Your Rights at Work campaign in 2006-07 was \$151,467, in 2007-08 was \$156,469, amounting to a total of \$307,936 over the two years. There will be no further contributions in 2008-09.

Enterprise Bargaining

1. Anglo-Australian Observatory

The Association completed bargaining for a new collective agreement in the Anglo-Australian Observatory in October 2007. We achieved a union collective agreement under WorkChoices legislation and within an Organisation constrained by declining funding from the UK partner and an uncertain future. The new Agreement provides three salary increases of 4% per annum, five days' emergency services leave access to part time work for staff phasing into retirement and the right for fixed term staff to be considered for ongoing employment after three years of service.

Notably, the agreement provides a range of protections to protect staff conditions under WorkChoices. The Staff Association Council congratulates representatives Jac Collins, Keith Shortridge and Helen Davies for their efforts through the campaign with Organiser Ben Peters Jones to ensure the rights of AAO staff at work.

2. CSIRO

Enterprise bargaining in CSIRO has been the dominant activity for the year. The campaign developed by Council built an agenda of bringing people together for better relationships at work, protecting conditions and ensuring that the Association could enforce them.

The campaign began in August 2007, prior to the Federal Election. Under WorkChoices legislation, which tied productivity gains to cuts to conditions and facing aggressive strategies by employers within the Commonwealth public sector in bargaining, the Staff Association first ran a staff petition to bargain and then conducted a Staff Issues Survey to establish the staff claim for bargaining. This had to be done before the Association could begin to negotiate with CSIRO.



CSIRO CEO Geoff Garrett accepts the staff petitions to bargain from President Borgas and Secretary Gallagher

"Our Right To Bargain Collectively", the petition to bargain, nominated the CSIRO Staff Association to represent CSIRO staff in the bargaining and chose a union-negotiated collective agreement as the workplace agreement. It was signed by more than 54% of staff. 3365 petitions were presented to the CEO and his DCEO by a group of delegates, representatives and members at Clayton on 8 November before the start of business.

CSIRO agreed to negotiate with the unions as representing all staff, but failed to give us full access to communicate directly with non-members. As a consequence the Association had to rely heavily on eye-catching posters and handouts to try to alert non-members throughout the bargaining campaign; we have been

restricted in seeking their views, ensuring they have had the full picture or enabling them to participate in collective activities.

Part of our collection of CSIRO staff views was done through the *Staff Issues Survey*. This survey, conducted through October – December 2007 sought to establish the level of interest and support for an Association agenda for enterprise bargaining. It canvassed a range of 40 issues and priorities, almost all of which were supported by a majority of the 1045 responses. The Survey was distributed to staff manually because our delegates were not able to communicate Association information to non-members electronically.

Survey Finding 1 - The things that staff value most about working for CSIRO are:

- 1. the people they work with**
- 2. the quality of the work they do**
- 3. clear, accessible and flexible employment conditions.**

Survey Finding 2 - The things that staff most wish to improve about CSIRO are:

- 1. the level of bureaucracy**
- 2. the performance of executive management**
- 3. support services infrastructure**

From the Staff Issues Survey results, Council developed a log of staff issues for bargaining which was endorsed by meetings of members.

The Staff Association agenda for bargaining on a new Enterprise Agreement with the CSIRO Executive, was directed at gains to CSIRO, its staff and the environment through:

- 1. Protecting existing conditions of employment**, by ensuring they are written in the Agreement and that they define entitlements rather than management discretion;
- 2. Providing long term productivity initiatives** through reducing bureaucracy, more sustainable energy use and better relationships at work, and;
- 3. Delivering equitable and fair pay rises and superannuation** benefits to keep pace with the market, for attraction and retention of our highly professional and competent workforce.

The CSIRO claim however, sought to reduce conditions for particular groups of staff and make staff more vulnerable by removing management accountability or commitment to staff and increasing management discretion. CSIRO management put forward a pre-constructed package required unacceptable trade-offs for a pay offer of less than CPI. The tactic was to use their package as the basis for negotiations rather than the existing Agreement and gave little ground. They insisted on a new agreement under WorkChoices legislation rather than opting for a simpler extension and variation to the existing pre-reform agreement to streamline the negotiations and approvals processes.

Preliminary negotiations were held with CSIRO Executive and People and Culture representatives in October and December 2007 but full negotiations on the content of a new Enterprise Agreement did not begin until the end of February 2008. Negotiations were tough with the CSIRO Executive looking to avoid any financial improvements for staff. Two rounds of workplace



Staff at Cleveland, Qld, turn their backs on the CSIRO Executive in the Black Friday protest.

membership meetings ratified that staff wanted no trade-off of conditions and a better pay rise.

Members backed their position up with a CSIRO wide day of protest on 13 June 2008 – Black Friday. Staff turned up for work in black on Friday 13 June to protest to the CSIRO Executive Team about enterprise bargaining and the Budget cuts to research and site closures. Letters were signed, black cakes and (brown) sausages were eaten, placards were waved and speeches made as staff stood together to make their voice heard.



Staff at Clayton, Vic, braved cold wet conditions to make their protest on Black Friday – a black day for CSIRO.

The protest made a difference to the negotiations. Many items, however, remained unresolved by the end of the financial year. The new CSIRO Enterprise Agreement is not anticipated to be in place before November 2008.

Federal Budget and CSIRO cuts and closures

The Federal Budget on 13 May 2008 announced efficiency cuts to CSIRO's direct appropriations, amounting to \$63.4 million over the 4 year forward estimates or approximately \$15 million per annum.

In response, CSIRO announced extensive cuts to agricultural and food research with further reductions in the forestry research effort and restructuring of the Manufacturing and Materials Technology, Forestry Biosciences, Textile and Fibre Technology and Molecular and Health Technologies Divisions. Four regional facilities were slated for closing and staff to be relocated or made redundant. Overall, over 150 positions were under threat by the end of June 2008, with more anticipated.

The four facilities to close were: the Merbein Plant Industry Laboratory in Victoria, the JM Rendel Laboratory at Rockhampton, the Forest Biosciences station at Cooroy Qld and the Yalanbee field station at Bakers Hill, WA.

The Association's response was immediately to go public. Our media release on the day the site closures were announced received some coverage in the national news and major daily newspapers. The story was given extensive coverage in Rockhampton and Mildura where it and generated significant community concern and activity - our representatives met with the Mayors of Merbein and Armidale.

Members were angered by the rapid and uncompromising decisions of the CSIRO Executive with the cuts and carried motions objecting to them. The Black Friday protest was expanded

to protest to CSIRO about the closures and staff at Merbein and Rockhampton were supported in organised protests when the Chief Executive visited the sites.

Lead by President Borgas, Association representatives have held meetings with a wide range of decision makers to seek a reversal of the decisions or new funding for CSIRO. These meetings included: the Minister for Science, CSIRO Chief Executive Dr Garrett and Deputy CEO Mike Whelan, the Chair of the CSIRO Board, Dr Stocker, Dr Terry Cutler, Board member and chair of the National Innovation Review, members of parliament or their advisers in relevant electorates and the Mayors of Mildura and Armidale.

Our efforts are continuing in the 08/09 year to find solutions before the affected staff are lost.

Work-related Stress

After years of advocacy to the CSIRO Consultative Council (see below) about the level of work-related stress in CSIRO, a Psychological Health and Wellbeing Working Group was established in early 2008 to assess the issue. The Staff Association Council appointed WA President Elizabeth Hulm as our representative on this group.



Elizabeth Hulm - representative on the Psychological Health and Wellbeing Working Group

This Working Group has recognised an increase in bullying behaviours in CSIRO, compiled qualitative evidence of significant stress in some parts of CSIRO - validating the Association's 2004 Stress Surveys - and has identified some of the stressors in CSIRO. The group has the task of gathering reliable quantitative data, identifying mitigation strategies and developing a plan of action to deal with the issue. This is an important initiative which the Association will support to complete its task thoroughly in the coming year.

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.

Only one meeting of Consultative Council was held this year, on 19 November 2007. The Chief Executive deferred the second meeting to allow enterprise bargaining negotiations to proceed.

The Agenda for the November meeting was dominated by change projects including the impending implementation of the BETR change project and the SAP integrated system, matrix management and the Boggo Rd/Coopers Plains developments in Brisbane. None of these issues were resolved but the concerns of staff were put forward to the Chief Executive.

The Council also received a briefing on the IT tendering for desktop services. The Association challenged the request for tender in respect of appropriate consultation, the consultancy study on diversity in CSIRO and the consultancy on sustainability.

Staff Association representatives had raised the issue of work-related stress in a number of meetings. It was pleasing at last in this meeting to have a proposal tabled for a joint project on work related stress with the CSIRO Health Safety and Environment Group. The Staff Association was pleased to support the initial proposal.

Assisting our Members

It is a major function of the Association to provide support to members individually in their workplaces. Our organising team provided assistance to members with their individual grievances and classification appeals both internally and with external tribunals. We have also provided legal referrals on request.

Members have required advice and assistance with a wide range of matters such as termination of employment, redeployment, reclassification appeals, Clause 11 individual contracts, tenure status, payment of casual wages, workload, superannuation and Comcare claims. All members of our professional organising 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 2008 the Executive extended the criteria for qualification to allow four year first degrees to be supported. This change recognised that CSIRO is increasingly requiring tertiary qualifications for employment.

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.

In 2008, there were five winners:

- Mr Keith Churchill (Forestry, Hobart) who is studying for a Diploma of Conservation and Land Management at TAFE Tasmania.
- Mr David Kaczan (Land and Water, Urrbrae) who is in his fourth year of a Bachelor of Arts and Science at the University of Adelaide.
- Ms Cherie Murnane (Entomology, Black Mountain), who is doing a part time Certificate IV in Business Administration at the Canberra Institute of Technology.
- Mr Benjamin Padovan (Entomology, Black Mountain) who is studying for a Bachelor of Science (Chemistry) at Charles Sturt University.
- Ms Kristie Rudd (Livestock Industries, Rockhampton) who is undertaking a Diploma of Agriculture at the Australian Agricultural Colleges.

Our Team

The main office of the Association is in Melbourne at the CPSU Office, 10/440 Collins Street, Melbourne 3000. The office was relocated from 575 Bourke Street in December 2007 following termination of the lease.

The Section Secretary position is salaried. Dr Pauline Gallagher holds this office.

At 30 June 2008, the Association employed 5.6 effective full time organiser positions, 1 research officer and 2 full time 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, returned from leave without pay in December 2007 and has been allocated to communications and technical support for the enterprise bargaining campaign. Ms Merle Thomas was appointed to QLD and NA organising responsibilities on a 0.6 part time basis from 2 July 2007. Her initial six month appointment proved very successful and her position has been converted to ongoing.



Our organising team (l to r): April Byrne, Ben Peters Jones, Ian Treloar (back), Pauline Gallagher, Nathan Oakes, Merle Thomas, Sam Popovski, Rod Drinkwater

Research Officer Sam Popovski	Location Melbourne	Responsibility Science Policy and Leading Organising
Organiser April Byrne Rod Drinkwater Ben Jones Nathan Oakes Merle Thomas Ian Treloar	Location Melbourne ACT ACT Melbourne Brisbane Adelaide	Responsibility VIC and TAS ACT and Southern NSW NSW Enterprise bargaining campaign QLD and NA SA and WA
Office staff Angela Fang Yuan Julie Carlin	Finance and Membership Administration and Organising Support	

In 2007 the Association farewelled first Mary Anne Macko in August and Lorna Craig in October 2007 from the office. Mary Anne and Lorna had seen the Association through the huge transitions from stand-alone Officers and Technical Associations through to the current structure in the CPSU. The Council recognised and thanked Lorna and Mary Anne for their many years of dedicated service to the Association.

Financial Changes of Note in 07/08

The Association returned an overall operating deficit for the year of \$157,529. This was largely attributable to the \$156,469 in contributions to the CPSU 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.

The Association's return on investment income was down from \$80,141 in the previous year to 71,062. This was a consequence of losses in the stock market mainly in the third quarter, which reduced the value of our investments through Deutsche Bank from \$948,618 down to \$818,536. Our reserves in cash deposits have also been significantly reduced over the two years of the Your Rights at Work campaign.

Expenses were higher this year due to a much greater workload on the Association with enterprise bargaining and the 2008 budget impacts.

Overall expenditure on salaries and related expenditure increased by \$76,116 this year. This was due to:

- i) The appointment of a new Organiser for QLD and NA,
- ii) Payment of career transition expenses to Ms Craig and Ms Macko

- iii) \$13,986 in expenditures on recruitment agency costs for our new administrative office staff.

The cost of Council and Executive meetings increased by \$2,694, even though only two in-face meetings of Council were held through the year. The 2006-07 expenditures had been lower than previous years and the cost of travel increased significantly in 07/08 with the general rise in fuel costs. This line item also included \$4104 in costs for Michael Borgas to attend the Professional Institute of the Public Service of Canada's symposium.

Expenditure on site visits increased by \$9,609, due to higher levels of activity in workplaces with enterprise bargaining and visits to sites affected by the CSIRO Budget decisions. The costs allocated to enterprise bargaining also increased from \$3138 in 06/07 to \$24,480 in 07/08, consistent with a much greater activity in a bargaining year. Associated with this the Association expanded its provision of black Association-badged shirts to delegates and activists, accounting for an additional \$5,518 in merchandise expenditure.

The cost of provision of journey insurance for members from August 2007 through the CPSU policy was \$13,791 or on average \$4.56 per member, and is included under Sundry Expenses. This cover will be continued in the coming year.


John Little Scholarships for both 06/07 and 07/08 were paid in the 2007/08 year.

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
16 September 2008

