



Australian Government
Australian Industrial Registry

Level 36, Nauru House
80 Collins Street, Melbourne, VIC 3000
GPO Box 1994S, Melbourne, VIC 3001
Telephone: (03) 8661 7777
Fax: (03) 9655 0401

Mr David Carey,
Federal Secretary
CPSU, the Community and Public Sector Union: State Public Services Federation Group
Federal Office
4th Floor
160 Clarence Street
SYDNEY NEW SOUTH WALES 2000

Dear Mr Carey,

**Financial documents for the CPSU, The Community and Public Sector Union: State Public Services Federation Group
Year ended 30 June 2003
(052V: FR2003/368)**

Receipt is acknowledged of the financial documents lodged under former section 280(1) of the *Workplace Relations Act 1996* ("the Act") for the CPSU, the Community and Public Sector Union: SPSF Group for the year ended 30 June 2003. The documents were lodged in the Industrial Registry on 9 August 2004.

The documents have been filed.

Receipt is further acknowledged of the statement made under former s269 of the Act pertaining to relevant loans, grants and donations made in the financial year ended 30 June 2003. That statement has been placed on a file not available for public viewing.

As you would know the Workplace Relations (Registration and Accountability of Organisations) legislation (the RAO legislation) generally came into operation on 12 May 2003.

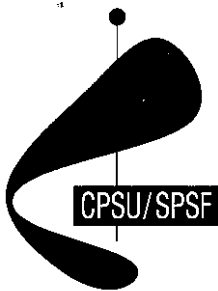
The RAO legislation establishes a **Registration and Accountability of Organisations Schedule** (the RAO Schedule) inserted as schedule 1B within the *Workplace Relations Act 1996* (the WR Act) pertaining to registered organisations. Many of the provisions relating to registered organisations in the WR Act have been replicated in the new RAO Schedule, with some amendments. Other matters have been substantially changed by the RAO Schedule, particularly the financial reporting requirements.

Please note that your branch will be required to complete the financial reporting obligations for the financial year ending 30 June 2003 under the previous provisions of the WR Act whereas the reporting obligations for the financial year ending 30 June 2004 will be governed by the requirements of the RAO Schedule. This is because the relevant provisions of the *Workplace Relations Legislation Amendment (Registration of Accountability of Organisations) (Consequential Provisions) 2002 Act* apply to the first complete financial year subsequent to the commencement of the legislation [(see item 44(1))].

Please contact me by telephone on 03 8661 7776 or by email at mark.elliott@air.gov.au should you either wish to discuss this correspondence or if you require any further information on the financial reporting requirements now contained in Schedule 1B to the Act.

Yours sincerely,

Mark Elliott
Statutory Services Branch
18 August 2004



COMMUNITY & PUBLIC SECTOR UNION
STATE PUBLIC SERVICES FEDERATION GROUP

In reply please quote
reference number:

4 August 2004

Australian Industrial Registry
Level 35 Nauru House
80 Collins St
MELBOURNE VIC 3000



Federal Office
4th Floor, 160 Clarence Street
Sydney NSW 2000
AUSTRALIA

Tel: (02) 9299 5655
Fax: (02) 9299 7181

Joint National Secretariat

Attention: Clency Lapierre, Team Manager – Your Ref: FR2003/386

Dear Sir

Re: CPSU-SPSF Group – Financial Documents – Year Ended 30 June 2003

Further to your letter dated 21 July 2004 and our subsequent telephone call on 27 July 2004, we now attach the following:

1. Financial Statements for the Year Ended 30th June 2003.
2. Statement by Principal Accounting Officer
3. Certificate in Accordance with Section 280 (1)(a) and (b) of the Workplace Relations Act 1996
4. Independent Auditor's Report
5. Auditor's Certificate
6. Certificate by the Executive Committee
7. Certificate in Accordance with Section 280 (1)(a) and (b) of the Workplace Relations Act 1996
8. List of Donations over \$1,000.

We apologise for the delay in submitting these documents.

Yours faithfully

Wendy Byers
Accounts

AUDITOR'S CERTIFICATE

We certify that the above Summary is a fair and accurate summary of the Report, Accounts and Statements of the Community and Public Sector Union - SPSF Group - Federal Council, for the year ended 30th June 2003.

Our Auditor's Report dated 9th day of December, 2003 on the Accounts did not contain particulars of any deficiency, failure or shortcoming as referred to in the Workplace Relations Act 1996.



DAVID JAMES EDDY
Registered Company Auditor

EDDY PARTNERS
Suite 5, 6th Floor
20 Collins Street
MELBOURNE VIC 3000

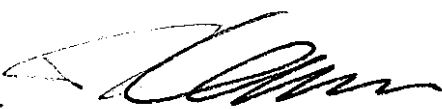
Dated 9th day of December 2003

**COMMUNITY AND PUBLIC SECTOR
UNION**

SPSF GROUP – FEDERAL COUNCIL

**CERTIFICATE IN ACCORDANCE WITH SECTION
280(1)(a) AND (b) OF THE WORKPLACE RELATIONS
ACT 1996**

I certify that the attached Statements, Auditor's Report and
Accounts for the year ended 30th June 2003 are a true copy of
all documents laid before the Federal Executive meeting on
4 August 2004.

Federal Secretary: 

Date: 4 August 2004

COMMUNITY AND PUBLIC SECTOR UNION

SPSF GROUP - FEDERAL COUNCIL

**CERTIFICATE IN ACCORDANCE WITH SECTION 280 (1) (a) AND (b)
OF THE WORKPLACE RELATIONS ACT 1996**

I certify that the attached Statements, Auditor's Report and Accounts are a true copy of all documents laid before the Executive Meeting held on the *fourth* day of *DECEMBER* 2003.



.....
Federal Secretary

Date *9 December 2003.*
.....

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

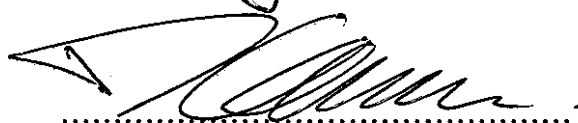
STATEMENT BY PRINCIPAL ACCOUNTING OFFICER

In accordance with Section 273(2) of the Workplace Relations Act 1996, I, David Carey, being the principal accounting officer of the Community and Public Sector Union, SPSF Group - Federal Council and responsible for keeping the accounting records of the Organisation-

1. certify that as at 30th June 2003 the number of members of Federal Council was six branches with a combined membership of 107,392.

2. state that, in my opinion, -
 - (i) the accounts show a true and fair view of the financial affairs of the Organisation as at the end of the financial period;
 - (ii) a record has been kept of all monies paid by, or collected from members, and all monies so paid or collected have been credited to the bank account or accounts to which those monies are to be credited in accordance with the Rules of the Organisation;
 - (iii) before any expenditure was incurred by the Organisation, approval for the incurring of the expenditure was obtained in accordance with the Rules of the Organisation;
 - (iv) no payment out of a fund referred to in subparagraph 107(b)(xiii) or (xv) of the Regulations was made for a purpose other than the purpose for which the fund was operated;
 - (v) any loans or other financial benefits granted to persons holding office in the Organisation were authorised in accordance with the rules of the Organisation; and
 - (vi) the Register of Members of the Organisation was maintained in accordance with Act.

Signed at *Sydney*, this the *9th* day of *December* 2003.



.....
David Carey (Federal Secretary)

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

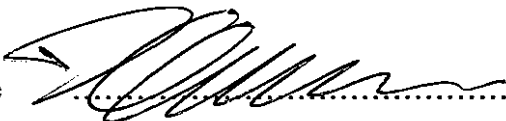
CERTIFICATE BY THE EXECUTIVE COMMITTEE

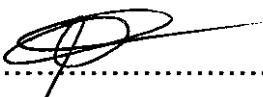
In accordance with Section 273(2) of the Workplace Relations Act 1996, the Executive Committee of the Community and Public Sector Union, SPSF Group - Federal Council, state that -

1. In the opinion of the members of the Executive Committee -
 - (a) the accompanying Statement of Financial Position is drawn up so as to show a true and fair view of the state of affairs of the Organisation as at 30th June 2003;
 - (b) the accompanying Statement of Financial Performance is drawn up so as to show a true and fair view of the results of the Organisation for the year ended 30th June 2003;
 - (c) meetings of the Executive Committee were held in accordance with the Rules of the Organisation;
2. To the knowledge of any member of the Executive Committee, there have been no instances during the financial year ended 30th June 2003 where records of the Organisation or other documents (not being documents containing information made available to a member of the Organisation under Sub-section 274(2) of the Workplace Relations Act 1996) or copies of those records or documents, or copies of the Rules of the Organisation, have not been furnished or made available, to members of the Organisation in accordance with the requirements of the Workplace Relations Act 1996, the Regulations thereto or the Rules of the Organisation, as the case may be.
3. The Union has complied with Section 279 of the Workplace Relations Act 1996 in relation to the accounts, statements and auditors report, of the Community and Public Sector Union, SPSF Group - Federal Council prepared in accordance with Section 273(1) and 276 of the Act, in respect to the financial period immediately preceding the financial year to which the accounts relate.

Signed by two members of the Executive Committee in accordance with a resolution of the Executive Committee of the Community and Public Sector Union, SPSF Group - Federal Council.

Date:

Signature 
Full Name DAVID JOHN CAREY

Signature 
Full Name SUZANNE WALSH

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

INDEPENDENT AUDITOR'S REPORT

Scope

We have audited the accompanying accounts of the Community and Public Sector Union, SPSF Group - Federal Council for the year ended 30th June 2003 comprising Statement of Financial Performance, Statement of Financial Position, Statement of Cash Flows and Notes to the Financial Statements. The Union's Executive Committee is responsible for the preparation and presentation of the accounts and the information they contain. We have performed an independent audit of these accounts in order to express an opinion on them to the members of the Union.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the accounts are presented fairly in accordance with statutory requirements so as to present a view of the Union which is consistent with our understanding of its financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

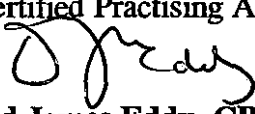
In our opinion -

- (a) satisfactory accounting records were maintained in respect of the year ended 30th June 2003 detailing the sources and nature of the income of the Union (including income from members) and the nature and purpose of expenditure; and
- (b) the accounts are properly drawn up so as to give a true and fair view of the financial affairs of the Union as at 30th June 2003, and the income and expenditure, cash flows and surplus, of the Union for the year ended on that date, and are in accordance with the provisions of the Workplace Relations Act 1996 and Australian Accounting Standards.

All information and explanations required of officers and employees of the Union were provided for the purpose of our audit.

Signed at Melbourne, this 9th day of December, 2003.

Eddy Partners
6th Floor, Coates Building
20 Collins Street
MELBOURNE, VIC., 3000
Tel: (03) 9654-5944
Fax: (03) 9654-6908

EDDY PARTNERS,
Certified Practising Accountants.

David James Eddy, CPA.
Registered Company Auditor.

**COMMUNITY & PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30TH JUNE 2003**

Registered Address:

**4TH FLOOR, 160 CLARENCE STREET
SYDNEY, NEW SOUTH WALES, 2000**

Tel: (02) 9299 5655

Fax: (02) 9299 7181

Secretary:

David Carey

Contents:

Statement of Financial Performance

Statement of Financial Position

Statement of Cash Flows

Notes to the Financial Statements

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30TH JUNE 2003**

	Note	2003 \$	2002 \$
<u>INCOME</u>			
Capitation Fees & Subscriptions		1,376,543	1,310,143
Interest Received		37,440	45,296
Doubtful Debt Recovered		-	4,447
Profit on Disposal of Non-Current Assets		-	3,788
Staff Secondment Income		8,172	-
Campaign Expenses Recovered		46,681	41,887
Sundry Income		2,991	3,881
		<u>1,471,827</u>	<u>1,409,442</u>
<u>LESS EXPENDITURE</u>			
Accountancy & Audit Fees		8,750	8,200
Affiliation Fees - APHEDA		2,418	2,000
Affiliation Fees - ICTUR		-	500
Affiliation Fees - PSI		23,754	-
Bank Charges		236	973
Campaign Expenses		36,153	73,981
Computer Expenses		6,162	12,173
Depreciation		34,756	30,114
Donations		7,455	30,637
Electricity		2,030	1,680
General Expenses		1,209	693
Hire of Office Equipment		-	3,998
Insurance		4,082	3,498
Internet & Website Expenses		13,891	19,618
Legal Fees		41,078	23,350
Meetings & Conferences		11,627	4,784
MUST Maintenance Expenses		14,818	11,817
Payroll Tax		37,301	32,696
Postage & Freight		2,652	1,982
Printing & Stationery		4,326	4,216
Provision for Recreation Leave		12,413	25,919
Provision for Long Service Leave		14,041	13,908
Public Relations		25,685	25,486
Publications & Subscriptions		24,965	17,345
Records Management		4,017	1,881
Rent & Outgoings		63,616	60,528
Repairs, Maintenance & Replacements		447	149

The accompanying notes form part of these financial statements.

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30TH JUNE 2003**

	Note	2003 \$	2002 \$
Salaries & Wages - Elected Officers		121,032	116,253
Salaries & Wages - Other Employees		426,427	355,138
Staff Amenities		380	85
Staff Training		950	500
Superannuation Contributions		98,972	85,240
Telephone		29,792	26,830
Travel & Accommodation		120,709	95,542
Workcover Levy		6,112	4,778
		<hr/>	<hr/>
		1,202,256	1,096,492
		<hr/>	<hr/>
SURPLUS/(DEFICIT) FOR YEAR		269,571	312,950
Accumulated Funds/(Deficiency) as at 1st July 2002		1,151,805	838,855
		<hr/>	<hr/>
ACCUMULATED FUNDS/(DEFICIENCY) AS AT 30TH JUNE 2003		1,421,376	1,151,805
		<hr/>	<hr/>

The accompanying notes form part of these financial statements.

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**STATEMENT OF FINANCIAL POSITION
AS AT 30TH JUNE 2003**

	2003 \$	2002 \$
<u>MEMBERS' FUNDS</u>		
Accumulated Funds	1,421,376	1,151,805
	<hr/>	<hr/>
Represented by:		
<u>CURRENT ASSETS</u>		
Cash on Hand	100	200
Cash at Bank - Commonwealth Bank	338,357	353,375
Sundry Debtors	53,721	255,757
Less: Provision for Doubtful Debts	52,178	54,844
	<hr/>	<hr/>
	1,543	200,913
Capitation Fees Owing	184,045	101,059
Loan - SPSF Pty Limited	600	400
Interest Receivable	11,872	18,299
Prepayments	24,184	21,256
	<hr/>	<hr/>
Total Current Assets	560,701	695,502
<u>NON-CURRENT ASSETS</u>		
Office Furniture & Equipment	288,020	265,580
Less: Accumulated Depreciation	199,925	165,169
	<hr/>	<hr/>
	88,095	100,411
Computer Project Equipment	72,988	72,988
Less: Accumulated Depreciation	72,988	72,988
	<hr/>	<hr/>
	-	-
	<hr/>	<hr/>
Total Non-Current Assets	88,095	100,411
	<hr/>	<hr/>

The accompanying notes form part of these financial statements.

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**STATEMENT OF FINANCIAL POSITION
AS AT 30TH JUNE 2003**

	2003 \$	2002 \$
<u>INVESTMENTS</u>		
Cash Deposit Account	100,675	110,837
Term Deposits	900,000	611,995
<i>Total Investments</i>	<u>1,000,675</u>	<u>722,832</u>
TOTAL ASSETS	<u><u>1,649,471</u></u>	<u><u>1,518,745</u></u>
<u>CURRENT LIABILITIES</u>		
Sundry Creditors & Accruals	70,591	234,459
GST Collected	54,447	54,139
GST Paid	(13,179)	(11,442)
Provision for Recreation Leave	70,100	57,688
Provision for Long Service Leave	20,778	-
<i>Total Current Liabilities</i>	<u>202,737</u>	<u>334,844</u>
<u>NON-CURRENT LIABILITIES</u>		
Provision for Long Service Leave	25,358	32,096
<i>Total Non-Current Liabilities</i>	<u>25,358</u>	<u>32,096</u>
TOTAL LIABILITIES	<u>228,095</u>	<u>366,940</u>
NET ASSETS	<u><u>1,421,376</u></u>	<u><u>1,151,805</u></u>

The accompanying notes form part of these financial statements.

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30TH JUNE 2003**

	NOTE	2003 \$	2002 \$
CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES	5		
Receipts			
Capitation Fees & Subscriptions		1,293,557	1,407,377
MUST Maintenance Income		-	2,679
GST Collected		656	93,359
Other Income		101,711	31,348
		<u>1,395,924</u>	<u>1,534,763</u>
Payments			
Salaries & Related Payments		(683,991)	(587,786)
Legal Fees		(32,814)	(45,785)
Travel & Accommodation Expenses		(112,790)	(93,315)
Other Expenditure		(283,110)	(307,533)
GST Paid		(1,005)	(95,746)
		<u>Net Cash Provided By/(Used In) Operating Activities</u>	<u>404,598</u>
		<u>282,214</u>	
CASH INFLOW/(OUTFLOW) FROM NON-OPERATING ACTIVITIES			
Purchase of Plant & Equipment, Furniture & Fittings		(22,440)	(42,120)
Purchase of Commercial Bills, Term Deposits etc.		(277,843)	(417,419)
Sundry loans made		(200)	(200)
Proceeds from Disposal of Plant & Equipment		3,151	4,432
Proceeds from Security Deposit		-	300
		<u>Net Cash Provided By/(Used In) Non - Operating Activities</u>	<u>(455,007)</u>
		<u>(297,332)</u>	
Net Increase/(Decrease) in Cash Held		(15,118)	(50,409)
Add: Cash Held at 1st July 2002		353,575	403,984
CASH HELD AS AT 30TH JUNE 2003		<u>338,457</u>	<u>353,575</u>
REPRESENTED BY:			
Cash on Hand		100	200
Cash at Bank - Commonwealth Bank		338,357	353,375
		<u>338,457</u>	<u>353,575</u>

The accompanying notes form part of these financial statements.

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2003**

1. STATEMENT OF ACCOUNTING POLICIES

The accounts have been prepared in accordance with the Australian Accounting Standards including the disclosure requirements of the Workplace Relations Act 1996.

The following is a summary of significant accounting policies adopted by the Union in the preparation of the accounts which, unless otherwise stated, have been consistently applied:-

(a) Basis of Accounting

The accounts have been prepared on the basis of historical costs and do not take into account changing money values or, except where otherwise stated, current valuations of non-current assets.

All income and expenditure of the Union has been brought to account on an accruals basis of accounting so as to match income for the period with the expenditure incurred in earning that income.

(b) Employee Entitlements

Provision has been made in the accounts for the Union's liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries, recreation leave and long service leave which will be settled after one year have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at their expected present value of the estimated future cash outflows to be made for those entitlements.

(c) Income Tax

No provision has been made in the accounts for income tax on the basis that the Union is exempt under Section 50-15 of the Income Tax Assessment Act 1997 (formerly Section 23(f) of the Income Tax Assessment Act 1936).

(d) Fixed Assets

Fixed assets are stated in the accounts at historical cost less, where applicable, any accumulated depreciation. The carrying amount of all fixed assets is reviewed annually by the Executive Committee to ensure the amount at which each asset is recorded in the books of the Union does not exceed its recoverable amount.

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2003 (CONTINUED)**

(e) Comparatives

Where necessary, comparative information has been reclassified to achieve consistency in disclosure with changes in presentation in the current year.

2. WORKPLACE RELATIONS ACT 1996

In accordance with the requirements of the Workplace Relations Act 1996, the attention of members is drawn to the provisions of sub-sections (1), (2) and (3) of Section 274, which reads -

- (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 sub-section (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 sub-section (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.

3. CONTINGENT LIABILITIES

The members of the Executive Committee are unaware of any contingent liability, the effect of which may be material in relation to the financial statements.

4. EVENTS SUBSEQUENT TO BALANCE DATE

The Executive Committee is unaware of any events which have arisen subsequent to balance date, the effect of which may be material in relation to the financial statements.

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2003 (CONTINUED)**

**5. RECONCILIATION OF CASH INFLOW/(OUTFLOW) FROM OPERATING
ACTIVITIES WITH OPERATING SURPLUS/(DEFICIT) FOR YEAR**

	2003	2002
	\$	\$
Operating Surplus/(Deficit) for Year	269,571	312,950
Add Back: Non Cash Flow Items		
Depreciation	34,756	30,114
Recreation Leave Accrued	12,413	25,919
Long Service Leave Accrued	14,041	13,908
Doubtful Debt Recovered	-	(4,447)
Profit on Disposal of Non-Current Assets	-	(3,788)
	<u>330,781</u>	<u>374,656</u>
Changes in Assets and Liabilities:		
(Increase)/Decrease in Capitation Fees Owing	(82,986)	97,234
(Increase)/Decrease in Sundry Debtors	196,217	(2,296)
(Increase)/Decrease in Interest Receivable	6,427	(18,299)
(Increase)/Decrease in Prepayments	(2,928)	(14,349)
(Increase)/Decrease in GST Paid	(1,737)	(79)
Increase/(Decrease) in Sundry Creditors and Accruals	(163,868)	(32,788)
Increase/(Decrease) in GST Collected	308	519
	<u> </u>	<u> </u>
Net Cash Provided by/(Used in) Operating Activities	282,214	404,598
	<u> </u>	<u> </u>

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2003 (CONTINUED)**

6. RELATED PARTY DISCLOSURES

(i) The following persons have held office in the Union during the financial year:

D. Carey	-	Federal Secretary	
G. Rennie	-	Federal President	(Resigned 4/12/2002)
K. Batt	-	Federal President	(Elected 4/12/2002)
K. Batt	-	Senior Federal Vice President	(Resigned 4/12/2002)
M. O'Sullivan	-	Senior Federal Vice President	(Elected 4/12/2002)
M. O'Sullivan	-	Vice President	(Resigned 4/12/2002)
J. McMahon	-	Vice President	
D. Robinson	-	Vice President	(Resigned 4/12/2002)
S. Strugnell	-	Vice President	
A. Scott	-	Vice President	(Elected 4/12/2002)
T. Walkington	-	Vice President	(Elected 4/12/2002)
E. Brady	-	New South Wales Branch Delegate	
F. Nimmett	-	New South Wales Branch Delegate	
B. Webb	-	New South Wales Branch Delegate	
S. Walsh	-	New South Wales Branch Delegate	
G. Dennett	-	New South Wales Branch Delegate	
L. Lewis	-	New South Wales Branch Delegate	
P. McLeay	-	New South Wales Branch Delegate	
B. Cumberland	-	New South Wales Branch Delegate	
J. Good	-	New South Wales Branch Delegate	
D. Griffin	-	New South Wales Branch Delegate	
I. Holmes	-	Queensland Branch Delegate	(Resigned 8/10/2002)
J. Morris	-	Queensland Branch Delegate	
A. Scott	-	Queensland Branch Delegate	
A. Snow	-	Queensland Branch Delegate	(Resigned 8/10/2002)
P. Cousar	-	Queensland Branch Delegate	(Resigned 8/10/2002)
B. Hunter	-	Queensland Branch Delegate	(Resigned 8/10/2002)
R. Mellifont	-	Queensland Branch Delegate	(Resigned 8/10/2002)
B. McCreadie	-	Queensland Branch Delegate	(Elected 8/10/2002)
L. Haigh	-	Queensland Branch Delegate	(Elected 8/10/2002)
I. Trail	-	Queensland Branch Delegate	(Elected 8/10/2002)
A. Clarke	-	Queensland Branch Delegate	(Elected 8/10/2002)
V. Doogan	-	Queensland Branch Delegate	(Elected 8/10/2002)
P. Gray	-	Queensland Branch Delegate	(Elected 8/10/2002)

**COMMUNITY AND PUBLIC SECTOR UNION
SPSF GROUP - FEDERAL COUNCIL**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2003 (CONTINUED)**

6. RELATED PARTY DISCLOSURES (continued)

K. Goodall	-	Victoria Branch Delegate	
P. Keogh	-	Victoria Branch Delegate	(Resigned 25/3/2002)
P. Lilywhite	-	Victoria Branch Delegate	
J. Mead	-	Victoria Branch Delegate	
J. Walton	-	Victoria Branch Delegate	(Elected 25/3/2002)
J. Haddaway	-	South Australia Branch Delegate	
L. Oxlad	-	South Australia Branch Delegate	
M. Warner	-	South Australia Branch Delegate	
N. Kitchen	-	South Australia Branch Delegate	
M. Armstrong	-	Western Australia Branch Delegate	
B. Ellis	-	Western Australia Branch Delegate	
D. Robertson	-	Western Australia Branch Delegate	
T. Walkington	-	Western Australia Branch Delegate	
J. Gaines	-	Western Australia Branch Delegate	(Elected 14/8/2002)
T. Lynch	-	Tasmania Branch Delegate	
P. Parks	-	Tasmania Branch Delegate	
J. Punch	-	Tasmania Branch Delegate	

- (ii) The aggregate amount of remuneration paid to officers during the financial year is disclosed in the Statement of Financial Performance under "Salaries & Wages - Elected Officers".

The aggregate amount paid during the financial year to a superannuation plan in connection with the retirement of officers was \$32,969.

- (iii) There were no other transactions between the officers of the Union other than those relating to their membership of the Union and the reimbursement by the Union in respect of expenses incurred by them in the performance of their duties. Such transactions have been on conditions no more favourable than those which it is reasonable to expect would have been adopted by parties at arm's length.