



FAIR WORK  
AUSTRALIA

31 May 2012

Ms Jo-Ann Davidson  
Divisional Secretary  
Flight Attendants' Association of Australia, Regional/Domestic Division  
email: [info@faaadomestic.org.au](mailto:info@faaadomestic.org.au)

Dear Ms Davidson

**Re: Financial Report for the Flight Attendants' Association of Australia,  
Regional/Domestic Division for year ended 30 June 2011 – FR2011/2763**

I acknowledge receipt of the statement of loans, grants and donations for the the Flight Attendants' Association of Australia, Regional/Domestic Division (the Division) for the year ended 30 June 2011. The statement was lodged with Fair Work Australia (FWA) on 9 May 2012.

The financial report has now been filed.

I make the following comments in relation to the full and concise reports to assist you when you next prepare a financial report. You are not required to take any further action in respect of the reports lodged.

**Timing of Financial Documents - Distribution to members and lodgement of documents with Fair Work Australia**

Sub-section 265(5)(b) of the Fair Work (Registered Organisations) Act 2009 (the Act) requires that where a reporting unit presents the full report to a meeting of the Committee of Management, the full report is to be distributed to members within five months of the end of the financial year.

Also, section 268 provides that a reporting unit must lodge the full report accompanied with a designated officer's certificate with FWA within 14 days of the meeting at which the full report was presented (that is, 6 December 2011). The documents were not lodged with FWA until 8 December 2011. In future years please ensure that financial reports are distributed to members within five months of the end of the financial year and lodged with FWA within 14 days of the meeting of the Committee of Management.

**Operating Report**

The Operating Report makes reference in 'Union details' to 'the number of financial members' of the Division. Regulation 159(a) of the Fair Work (Registered Organisations) Regulations 2009 states that the prescribed information to be included in the Operating Report is 'the number of persons that were, at the end of the financial year to which the report relates, recorded in the register of members for section 230 of the Act and who are taken to be members of the reporting unit under section 244 of the Act;'. Future Operating Reports should include the number of members of the Division.

**Committee of Management statement**

Reference to 'Australian Accounting' appearing in item 1. and 'Manager of FWA' appearing in item 2. of the Committee of Management statement should properly refer to the 'Australian Accounting standards' and 'General Manager, Fair Work Australia'.

If you wish to discuss any of the matters referred to above I can be contacted on (03) 8661 7764.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Kevin Donnellan', with a long horizontal flourish extending to the right.

Kevin Donnellan

Organisations, Research and Advice

Fair Work Australia

Email: [kevin.donnellan@fwa.gov.au](mailto:kevin.donnellan@fwa.gov.au)

**From:** DONNELLAN, Kevin  
**To:** ["Jo Ann Davidson"](#)  
**Subject:** FR2011/2763 - financial report for the year ended 30 June 2011 - Flight Attendants' Association of Australia, Regional/Domestic Division  
**Date:** Monday, 30 April 2012 9:45:00 AM  
**Attachments:** [FR2011\\_2763\\_FAAA\\_Dom\\_291211.pdf](#)  
[Sample LGDs statement.doc](#)

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Dear Jo-Ann, correspondence was sent to the Division outlining, amongst other things, the following matter:

### **Donations**

Note 7 to the financial statements discloses donations in excess of \$1,000 totalling \$2,000. Under [section 237\(1\)](#) of the *Fair Work (Registered Organisations) Act 2009* (RO Act), if an individual donation exceeds \$1000 a statement showing the relevant particulars of each donation must be lodged with Fair Work Australia. The statement must be signed by an officer of the Branch and must show the amount of each donation, the purpose for which it was made and, unless it was made to relieve a member of the organisation or their dependants from severe financial hardship, the name and address of the person to whom the donation was made. The statement is required to be lodged with Fair Work Australia within 90 days after the end of the financial year. A [sample statement](#) is attached.

Before the financial report can be filed, we require a statement to be lodged which complies with section 237, other than with respect to the required timeframe.

could the Division complete the attached statement of loans, grants and donations and lodge it with Fair Work Australia.

Regards

### **KEVIN DONNELLAN**

Organisations, Research and Advice

#### **Fair Work Australia**

Tel: 03 8661 7764

Fax: 03 9655 0410

[kevin.donnellan@fwa.gov.au](mailto:kevin.donnellan@fwa.gov.au)

11 Exhibition St, Melbourne Victoria 3000

GPO Box 1994, Melbourne Victoria 3001

[www.fwa.gov.au](http://www.fwa.gov.au)

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**From:** ANDERSON, Eve  
**Sent:** Thursday, 29 December 2011 4:27 PM  
**To:** 'info@faaadomestic.org.au'  
**Subject:** FAAA Domestic/Regional Division financial report for the year ended 30 June 2011 (FR2011/2763)

Attn: Ms Jo-Ann Davidson

Divisional Secretary, Flight Attendants' Association of Australia - Domestic/Regional Division

Please find attached correspondence regarding the FAAA Domestic/Regional Division financial report for the year ended 30 June 2011 (FR2011/2763). As indicated in the correspondence further information is sought. Please also find attached a sample Loans, Grants and Donations

Statement.

If you have any queries, I can be contacted on 03 8661 7929 or via email on [eve.anderson@fwa.gov.au](mailto:eve.anderson@fwa.gov.au)

Regards

**EVE ANDERSON**

Organisations, Research and Advice

**Fair Work Australia**

Tel: (03) 8661 7929

Fax: (03) 9655 0410

[eve.anderson@fwa.gov.au](mailto:eve.anderson@fwa.gov.au)

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GPO Box 1994, Melbourne Victoria 3001

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**From:** [Michael Mijatov](#)  
**To:** [DONNELLAN, Kevin](#)  
**Cc:** [Jo Ann Davidson](#); [Sharon Bodnar](#)  
**Subject:** Re: FR2011/2762 - Financial year ended 30 June 2011 - Flight Attendants' Association of Australia - International Division  
**Date:** Tuesday, 17 January 2012 11:59:31 AM

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Hi Kevin,

Further to our phone discussion earlier this morning regarding your letter to us on 11 January, 2012 I wish to give you the following information in relation to Capitation fees.

Rule 6 (1) (xii) empowers the Federal Council of the FAAA to set capitation fees. However, neither the International Division nor the Domestic/Regional Division have acted through the Federal Council to impose such Capitation fees, nor do we have any intention to do so. It is important to note that the Rules do not require Capitation fees to be set by Federal Council.

In 2000 the FAAA decided to "divisionalise" our structure from where industrial and financial powers resided in the Federal Council, to where such powers were given to the respective Divisional bodies. Since that time all finances are exclusively controlled by the respective Divisional Councils and no capitation fees have been set by the Federal Council.

We used to have a Federal Cheque account but even that was closed several years ago and hence the FAAA each year has sought a Section 271 exemption from the financial reporting obligations for the FAAA . Each Division of the FAAA separately lodges its financial reports.

I hope this clarifies the situation regarding Capitation fees.

Regards

**Michael Mijatov**

Secretary - International Division  
Flight Attendants Association of Australia  
20 Ewan Street  
MASCOT NSW 2020  
Tel:+61 2 8337 1111 Fax:+61 2 8337 1122  
Email: [michaelm@faaa.net](mailto:michaelm@faaa.net)  
Web: [www.faaa.net](http://www.faaa.net)

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**From:** "DONNELLAN, Kevin" <[Kevin.Donnellan@fwa.gov.au](mailto:Kevin.Donnellan@fwa.gov.au)>  
**Date:** Wed, 11 Jan 2012 06:09:53 +0000  
**To:** "[sharon@faaa.net](mailto:sharon@faaa.net)" <[sharon@faaa.net](mailto:sharon@faaa.net)>  
**Cc:** MICHAEL MIJATOV <[michaelm@faaa.net](mailto:michaelm@faaa.net)>  
**Subject:** FR2011/2762 - Financial year ended 30 June 2011 - Flight Attendants' Association of Australia - International Division

Dear Michael, attached is correspondence in relation to the above matter.

Regards

**KEVIN DONNELLAN**  
Tribunal Services and Organisations

**Fair Work Australia**  
Tel: 03 8661 7764  
Fax: 03 9655 0410  
[kevin.donnellan@fwa.gov.au](mailto:kevin.donnellan@fwa.gov.au)

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FAIR WORK  
AUSTRALIA

29 December 2011

Ms Jo-Ann Davidson  
Divisional Secretary, Flight Attendants' Association of Australia - Domestic/Regional Division  
18/538 Gardeners Road, Alexandria, NSW, 2015  
By email: [info@faadomestic.org.au](mailto:info@faadomestic.org.au)

Dear Ms Davidson

**Re: Flight Attendants' Association of Australia - Domestic/Regional Division financial report for the year ended 30 June 2011 (FR2011/2763)**

I acknowledge receipt of the financial report of the Domestic/Regional Division of the Flight Attendants' Association of Australia for the year ended 30 June 2011. The documents were lodged with Fair Work Australia on 8 December 2011

I have examined the financial report. Following that examination I have identified two matters, the details of which are set out below, that need to be attended to before the report can be filed.

**Donations**

Note 7 to the financial statements discloses donations in excess of \$1,000 totalling \$2,000. Under [section 237\(1\)](#) of the *Fair Work (Registered Organisations) Act 2009* (RO Act), if an individual donation exceeds \$1000 a statement showing the relevant particulars of each donation must be lodged with Fair Work Australia. The statement must be signed by an officer of the Branch and must show the amount of each donation, the purpose for which it was made and, unless it was made to relieve a member of the organisation or their dependants from severe financial hardship, the name and address of the person to whom the donation was made. The statement is required to be lodged with Fair Work Australia within 90 days after the end of the financial year. A [sample statement](#) is attached.

Before the financial report can be filed, we require a statement to be lodged which complies with section 237, other than with respect to the required timeframe.

**Capitation fees**

I note that rule 6(1)(ii) of the union's rules enables the Federal Council to set a capitation fee and rule 25(a)(i) provides that the federal funds consists of, among other things, capitation fees. Item 11(b) of the [Report Guidelines](#) requires capitation fees to be disclosed either in the Statement of Comprehensive Income or in the notes to financial statements. I cannot locate any disclosures regarding payment of capitation fees from the Division to the federal fund. I therefore seek clarification from the Division regarding the absence of such disclosure.

If you have any queries I can be contacted on 03 8661 7929 or via email on [eve.anderson@fwa.gov.au](mailto:eve.anderson@fwa.gov.au)

Yours sincerely

Eve Anderson  
Tribunal Services and Organisations  
Fair Work Australia  
Tel: 03 86617929  
Email: [eve.anderson@fwa.gov.au](mailto:eve.anderson@fwa.gov.au)

11 Exhibition Street Telephone: (03) 8661 7777  
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# FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA

Domestic/Regional Division  
18/538 Gardeners Road, Alexandria NSW 2015 Ph: (02) 9669 5366, Fax: (02) 9669 5388  
Email: [info@faadomestic.org.au](mailto:info@faadomestic.org.au)

6 December 2011

Mr Tim Lee  
General Manager  
Fair Work Australia  
11 Exhibition Street  
MELBOURNE VIC 3000

Dear General Manager

**Audited Financial Reports of the Flight Attendants' Association of Australia –  
Domestic/Regional Division for the Year Ended 30 June 2011**

Please find enclosed the Designated Secretary's Certificate and the bound copies of the above.

Yours faithfully

  
Jo-Ann Davidson  
Divisional Secretary



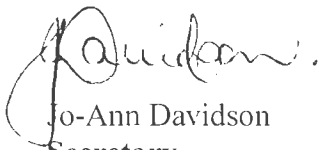
Jo-Ann Davidson, Divisional Secretary



## DESIGNATED SECRETARY'S CERTIFICATE

I, Jo-Ann Davidson, being the Secretary of the Flight Attendants' Association of Australia, Domestic/Regional Division certify:

In accordance with the requirements of the Fair Work Act 2009, I hereby certify that the documents lodged with Fair Work Australia on 6 December 2011 are true copies of the documents presented to the Association's Divisional Executive on 22 November 2011 and the Concise report was circulated to FAAA Domestic/Regional Division members on 6 December 2011.



Jo-Ann Davidson

**Secretary**

**FAAA Domestic/Regional Division**

6 December 2011

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA -  
DOMESTIC/REGIONAL DIVISION  
ABN 72 742 734 217**

**ANNUAL FINANCIAL REPORT  
FOR THE YEAR ENDED 30 JUNE 2011**



**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA**

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Domestic/Regional Division  
18/538 Gardeners Road, Alexandria NSW 2015 Ph: (02) 9669 5366, Fax: (02) 9669 5388  
Email: [info@faaadomestic.org.au](mailto:info@faaadomestic.org.au)

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**TABLE OF CONTENTS**

Operating Report	1
Financial Report	
Statement of comprehensive income	4
Balance sheet	5
Statement of changes in equity	6
Statement of cash flows	7
Notes to the financial statements	8 – 21
Committee of management statement	22
Independent auditor's report	23

This financial report covers the Flight Attendants' Association of Australia - Domestic/Regional Division as an individual entity. The financial report is presented in the Australian currency.

The Flight Attendants' Association of Australia - Domestic/Regional Division is a registered trade union under the Fair Work (Registered Organisations) Act 2009 and domiciled in Australia. The purpose of the entity is to protect and improve conditions and entitlements for members. Its principle activities are promoting union activities in the aviation sector.

*The principal place of business is:*

Flight Attendants' Association of Australia - Domestic/Regional Division  
Unit 18, 538 Gardeners Road  
ALEXANDRIA NSW 2015

The financial report was authorised for issue by the Divisional Executive on 22nd day of November 2011.

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**OPERATING REPORT**

Your Divisional Executive present their report on the Flight Attendants' Association of Australia - Domestic/Regional Division (The Division) for the financial year ended 30 June 2011.

**Members of committee**

The names of the members of Divisional Executive in office at any time during or since the end of the financial year are:

<i>Name</i>	<i>Position</i>	
Tom Snowball	Divisional President	
Jo-Ann Davidson	Divisional Secretary	
Jack Hastings	Assistant Secretary	
Brett Inman	Divisional Vice President	(appointed 1 July 2010)

The names of the members of Divisional Council in office at any time during or since the end of the financial year are:

<i>Name</i>	<i>Position</i>	
Tom Snowball	Divisional President	
Jo-Ann Davidson	Divisional Secretary	
Jack Hastings	Assistant Secretary	
Brett Inman	Divisional Vice President	(appointed 1 July 2010)
Neil Rao	Qantas Tem Coordinator	
Carol Locket	Qantas Council Delegate	
Chris Worthy	Virgin Blue Council Delegate	
Susan Lindberg	Qantas Council Delegate	
Owen Greenwood	Qantas Council Delegate	
Stephen Redding	Qantas Council Delegate	
Monique Neeteson-Lemkes	Jetstar Team Coordinator	(appointed 29 September 2010)
David Brady	Tiger Team Coordinator	
Stacey Hogan	Virgin Team Coordinator	
Jo Woodford	Small/Regional Airlines Team Coordinator	
Toni Lockyer	Qantas Council Delegate	
Dominic Biviano	MAM Team Coordinator	
Michael Richards	Eastern/Sunstate Team Coordinator	(resigned 28 March 2011)

## **OPERATING REPORT (Continued)**

### **Significant changes in state of financial affairs**

No significant changes in the state of financial affairs of the Division occurred during the financial year.

### **Review of principal activities and results of operations**

The principal activities of the Division during the financial year were the protection and improvement of employment conditions for its members. No significant change in the nature of these activities occurred during the year.

A review of the operations of the Division indicate that it continued to engage in its principal activity of representing flight attendants in industrial and operational matters. In pursuing these activities the Division has sought to protect the members through representation of individuals in grievances and disputes. In pursuing such, the Division has initiated and activated legal and industrial action when appropriate.

### **After Balance date events**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Division, the results of those operations, or the state of affairs of the Division in future financial years.

### **Union details**

The number of employees on a full-time equivalent basis at 30 June 2011 was 10 (2010: 11).

The number of financial members of the Division, at 30 June 2011 was 3,428 (2010: 3,317).

### **Right of members to resign**

Members may resign from the union in accordance with Rule 33, which reads as follows:

#### **“33 - RESIGNATION**

- (a) A member may resign from membership of the Association by written notice addressed and delivered to the Divisional Secretary.
- (b) A notice of resignation from membership of the Association takes effect:
  - (1) Where a member ceases to be eligible to become a member of the Association:
    - (i) on the day on which the notice is received by the Divisional Secretary; or
    - (ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member; whichever is later; or
  - (2) in any other case:
    - (i) at the end of 2 weeks after the notice is received by the Divisional Secretary; or
    - (ii) on the day specified in the notice;whichever is the later.
- (c) Any membership fees payable but not paid by a former member of the Association, in relation to a period before the member's resignation from the Association took effect, may be sued for and recovered in the name of the Association, in a court of competent jurisdiction, as a debt due to the Association.
- (d) A notice delivered to the person mentioned in Sub-Rule (a) shall be taken to have been received by the Association when it was delivered.
- (e) A notice of resignation that has been received by the Association is not invalid because it was not addressed and delivered in accordance with Sub-Rule (a).
- (f) A resignation from membership of the Association is valid even if it is not effected in accordance with this rule if the member is informed in writing by or on behalf of the Association that the resignation has been accepted.”

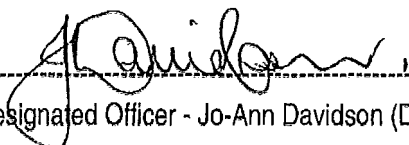
**OPERATING REPORT (Continued)**

**Superannuation trustees**

To the best of our knowledge and belief, no officer or member of the organisation, by virtue of their office or membership of the Flight Attendants' Association of Australia - Domestic/Regional Division is:

- (i) a trustee of a superannuation entity or exempt public sector superannuation scheme; or
- (ii) a director of a company that is the trustee of a superannuation entity or an exempt public sector superannuation scheme; and
- (iii) where a criterion for the officer or member being the trustee or director is that the officer or member is an officer or member of a registered organisation.

Signed in accordance with a resolution of the Divisional Executive

  
-----  
Designated Officer - Jo-Ann Davidson (Divisional Secretary)

Dated this 22<sup>nd</sup> day of NOVEMBER 2011

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2011**

	Notes	2011 \$	2010 \$
<b>Revenue from continuing operations</b>	4	1,647,324	1,645,812
<b>Expenses</b>			
Administration and other expenses		(144,116)	(137,002)
Industrial expenses	7	(361,664)	(220,401)
Legal and professional fees	8	(68,696)	(86,129)
Rent and occupancy expenses		(54,206)	(81,811)
Salaries and related expenses	9	(1,096,441)	(1,049,310)
		<u>(1,725,123)</u>	<u>(1,574,653)</u>
<b>(Deficit) Surplus before income tax</b>		(77,799)	71,159
<b>Income tax expenses</b>		-	-
<b>(Deficit) Surplus for the year</b>		<u>(77,799)</u>	<u>71,159</u>
<b>Other comprehensive income</b>		-	-
<b>Total comprehensive income for the year</b>		<u>(77,799)</u>	<u>71,159</u>
<b>Total comprehensive income for the year is attributable to:</b>			
Members of the union		<u>(77,799)</u>	<u>71,159</u>

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**BALANCE SHEET**  
**AS AT 30 JUNE 2011**

	Notes	2011 \$	2011 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	10	871,046	1,144,533
Trade and other receivables	11	<u>40,602</u>	<u>64,506</u>
<b>Total current assets</b>		<u>911,648</u>	<u>1,209,039</u>
<b>Non-current assets</b>			
Property, plant and equipment	12	<u>612,784</u>	<u>602,856</u>
<b>Total non-current assets</b>		<u>612,784</u>	<u>602,856</u>
<b>Total assets</b>		<u>1,524,432</u>	<u>1,811,895</u>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	13	134,319	112,486
Provisions	14	<u>51,849</u>	<u>264,572</u>
<b>Total current liabilities</b>		<u>186,168</u>	<u>377,058</u>
<b>Non-current liabilities</b>			
Provisions	15	<u>8,272</u>	<u>27,046</u>
<b>Total non-current liabilities</b>		<u>8,272</u>	<u>27,046</u>
<b>Total liabilities</b>		<u>194,440</u>	<u>404,104</u>
<b>Net assets</b>		<u>1,329,992</u>	<u>1,407,791</u>
<b>MEMBERS' FUND</b>			
Accumulated surplus	16	<u>1,329,992</u>	<u>1,407,791</u>
<b>Total members' fund</b>		<u>1,329,992</u>	<u>1,407,791</u>

The above balance sheet should be read in conjunction with the accompanying notes.



**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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	<b>Accumulated surplus \$</b>	<b>Total \$</b>
<b>Balance at 1 July 2009</b>	1,336,632	1,336,632
Total comprehensive income for the year	71,159	71,159
Transfer from retained surplus	<u>-</u>	<u>-</u>
<b>Balance at 30 June 2010</b>	<u>1,407,791</u>	<u>1,407,791</u>
<b>Balance at 1 July 2010</b>	1,407,791	1,407,791
Total comprehensive income for the year	(77,799)	(77,799)
Transfer from retained surplus	<u>-</u>	<u>-</u>
<b>Balance at 30 June 2011</b>	<u>1,329,992</u>	<u>1,329,992</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes.

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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	Note	2011 \$	2010 \$
<b>Cash flows from operating activities</b>			
Receipts from members		1,777,617	1,775,271
Sundry receipts		9,003	2,152
Payments to suppliers and employees		(2,044,363)	(1,755,348)
Interest received		29,493	31,031
<b>Net cash (outflow) inflow from operating activities</b>	21	<u>(228,250)</u>	<u>53,106</u>
<b>Cash flows from investing activities</b>			
Payment for property, plant and equipment		<u>(44,708)</u>	<u>(10,762)</u>
<b>Net cash (outflow) from investing activities</b>		<u>(44,708)</u>	<u>(10,762)</u>
<b>Cash flows from financing activities</b>			
Loan advanced		(5,780)	(7,278)
Loan repayment received		5,251	5,127
<b>Net cash (outflow) from financing activities</b>		<u>(529)</u>	<u>(2,151)</u>
<b>Net (decrease) increase in cash and cash equivalents</b>		<b>(273,487)</b>	40,193
Cash and cash equivalents at beginning of financial year		<u>1,144,533</u>	<u>1,104,340</u>
<b>Cash and cash equivalents at end of financial year</b>	10	<u><u>871,046</u></u>	<u><u>1,144,533</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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**1: Statement of significant accounting policies (Continued)**

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

The financial report includes the financial statements for the Flight Attendants' Association of Australia - Domestic/Regional Division ("The division").

**(a) Basis of preparation**

This general purpose financial report has been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements, other authoritative pronouncements of the Australian Accounting Standards Board, Urgent Issues Group Interpretations and the requirements of the Fair Work (Registered Organisations) Act 2009.

*Compliance with Australian Accounting Standards – Reduced Disclosure Requirements*

The financial statements of the Division comply with Australian Accounting Standards – Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

*Early adoption of standards*

The Division has elected to apply the following pronouncements to the annual reporting period beginning 1 July 2010:

- AASB 2010-4 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project
- AASB 1053 Application of Tiers of Australian Accounting Standards and AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements

This includes applying the revised pronouncement to the comparatives in accordance with AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*. None of the items in the financial statements had to be restated as the result of applying this standard. The adoption of AASB 1053 and AASB 2011-2 allowed the Division to remove a number of disclosures. There was no other impact on the current or prior year financial statements.

*Historical cost convention*

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets and financial assets and liabilities at fair value through profit or loss.

*Critical accounting estimates*

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Division's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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**1: Statement of significant accounting policies (Continued)**

**(b) Revenue recognition**

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties.

The Division recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of the Division's activities as described below. The amount of revenue is not considered to be reliably measurable until all relating contingencies have been resolved. The Division bases its estimates on historical results, taking into consideration the type of member, the type of transaction and the specifics of each arrangement.

Revenue is measured at the fair value of the consideration received or receivable. Revenue is recognised to the extent that it is probable that the economic benefits will flow to the entity and that it can be reliably measured. Revenue is recognised for the major operating activities as follows:

*Membership fees and subscriptions*

Subscriptions are recognised when the right to receive the fee has been established and the receipt of the fee is certain. Subscriptions identifiable as being received in advance for next year are recorded as such in the balance sheet.

*Interest income*

Interest income is recognised on a time proportion basis using the effective interest method. When a receivable is impaired, the Division reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income.

*Other revenue*

Other revenue is recognised when the right to receive the revenue has been established.

All revenue is stated net of the amount of Goods and Services Tax (GST).

**(c) Income tax**

In accordance with section 50-15 of the Income Tax Assessment Act, the Division is exempt from income tax.

**(d) Cash and cash equivalents**

For statement of cash flows presentation purposes, cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the balance sheet.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

---

**1: Statement of significant accounting policies (Continued)**

**(e) Investment in other financial assets**

***Classification***

The Division classifies its investments in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and re-evaluates this designation at each reporting date.

Currently the Division holds "loan and receivables" financial assets.

***i) Loans and receivables***

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the balance sheet date which are classified as non-current assets. Loans and receivables are included in trade and other receivables in the balance sheet.

***Recognition and derecognition***

Regular purchases and sales of investments are recognised on trade-date - the date on which the Division commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Division has transferred substantially all the risks and rewards of ownership. Available-for-sale financial assets and financial assets at fair value through profit and loss are subsequently carried at fair value. Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method. Unrealised gains and losses arising from changes in the fair value of non monetary securities classified as available-for-sale are recognised in equity in the available-for-sale investments revaluation reserve. When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments are included in the income statement as gains and losses from investment securities.

***Fair value***

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the Division establishes fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuer's specific circumstances.

***Impairment***

The Division assesses at each balance date whether there is objective evidence that a financial asset is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the income statement. Impairment losses recognised in the income statement on equity instruments are not reversed through the income statement.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

---

**1: Statement of significant accounting policies (Continued)**

**(f) Fair value estimation**

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The fair value of financial instruments traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held by the Division is the current bid price; the appropriate quoted market price for financial liabilities is the current ask price.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Division for similar financial instruments.

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

Each class of property, plant and equipment is carried at historical cost less any accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of items.

*Depreciation*

The depreciable amount of all fixed assets including buildings are depreciated over their estimated useful lives to the Division commencing from the time the asset is held ready for use.

<b>Class of fixed asset</b>	<b>Depreciation rate</b>	<b>Depreciation basis</b>
Buildings	2.5%	Straight Line
Motor vehicles	18.75%	Diminishing value
Office furniture and equipment	7.5-22.5%	Diminishing value
Computer equipment	27– 66.67%	Diminishing value

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.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

**(h) Trade and other payables**

These amounts represent liabilities for goods and services provided to the Division prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid within 30 days of recognition.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

---

**1: Statement of significant accounting policies (Continued)**

**(i) Goods and Service Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables in the balance sheet are stated inclusive of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from, or payable to the ATO as classified as operating cash flow.

Commitments and contingencies are disclosed inclusive of GST.

**(j) Employee benefits**

*(i) Wages and salaries, annual leave and sick leave*

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in provision for employee benefits in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

*(ii) Long service leave*

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows

**(k) Functional and presentation currency**

Items included in the financial report are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The financial report is presented in Australian dollars, which is the Division's functional and presentation currency.

**(l) Comparative figures**

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

---

**1: Statement of significant accounting policies (Continued)**

**(m) Impairment of assets**

Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

**2: Critical Accounting Estimates and Judgements**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the Division and that are believed to be reasonable under the circumstances.

**(a) Critical accounting estimates and assumptions**

The Division makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. None of the estimates and assumptions are expected to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

**(b) Critical judgments in applying the Division's accounting policies**

The following are the critical judgements that management has made in the process of applying the Division's accounting policies and that have the most significant effect on the amounts recognised in the financial statements:

*Employee entitlements*

Management judgements is applies in determining the following key assumptions in the calculation of long service leave at balance date:

- future increase in wages and salaries;
- future on-costs rates; and
- experience of employees departures and period of service.

**3: Information to be provided to Members or General Manager of FWA**

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of subsection (1), (2) and (3) of section 272 which read as follows:

(1) a member of a reporting unit, or the General Manager of FWA, 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 made 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).



**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

**4: Revenue**

	2011 \$	2010 \$
<b>From continuing operations</b>		
<i>Service revenue</i>		
- member subscriptions	1,614,813	1,612,235
<i>Other revenue</i>		
- interest	30,686	32,456
- other revenue	1,825	1,121
	<u>1,647,324</u>	<u>1,645,812</u>

**5: Expenses**

	2011 \$	2010 \$
The (deficit) surplus for the year includes the following specific expenses:		
<i>Depreciation of non-current assets</i>		
- Buildings	16,942	16,942
- Office equipment and furniture	5,302	5,622
- Computer equipment	10,117	5,862
	<u>32,361</u>	<u>28,426</u>
<i>Net loss on disposal of non-current assets</i>	2,419	-
<i>Defined contribution superannuation expense</i>	74,733	91,065
<i>Commissions to airlines for fee collection</i>	2,860	3,204
Rental expenses on operating leases		
- minimum lease payments	15,876	37,732

**6: Auditors remuneration**

	2011 \$	2010 \$
During the year the following fees were paid or payable for services provided by the auditor and its related practices:		
Audit of the financial report	13,650	12,000
Audit – membership numbers	350	-
Accounting services provided by related practice of auditor	31,500	31,200
	<u>45,500</u>	<u>43,200</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

**7: Industrial expenses**

		2011 \$	2010 \$
Affiliation fees	a	62,499	33,874
Consulting fees		97,195	-
Donation (>\$1,000 each)		2,000	-
Donation (<\$1,000 each)		1,160	2,400
Meeting expenses		9,504	13,923
Meeting allowances		16,705	9,894
Travel and accommodation		96,306	93,576
Telephone		61,532	59,571
Other industrial expenses		14,763	7,163
		<u>361,664</u>	<u>220,401</u>

**a. Affiliation fee**

		2011 \$	2010 \$
ACTU – campaign levy		3,500	-
APHEDA		600	600
ACTU		10,770	9,959
ALP		24,320	-
ITF		7,001	7,757
Queensland Council of Unions		3,710	4,120
Union Shopper		2,814	2,122
Unions NSW		3,536	3,346
Unions WA		1,238	1,192
VTHC		5,010	4,778
		<u>62,499</u>	<u>33,874</u>

**8: Legal and professional fees**

		2011 \$	2010 \$
Legal fees		6,700	26,431
Other professional fees		61,996	59,698
		<u>68,696</u>	<u>86,129</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

**9: Salaries and other expenses**

	2011 \$	2010 \$
Salaries & related expenses - staff	784,237	804,889
Salaries & related expenses - holders of office	245,790	195,064
Other staff costs	66,414	49,357
	<u>1,096,441</u>	<u>1,049,310</u>

**10: Current assets – Cash and cash equivalents**

	2011 \$	2010 \$
Cash on hand	3,500	3,500
Cash at bank	564,418	977,777
Term deposit	303,128	163,256
	<u>871,046</u>	<u>1,144,533</u>

**(a) Reconciliation to cash at the end of the year**

The above figures are reconciled to cash at the end of the financial year as shown in the statement of cash flows as follows:

Balances as above	<u>871,046</u>	1,144,533
Balances per statement of cash flows	<u>871,046</u>	<u>1,144,533</u>

**11: Current assets – Trade and other receivables**

	2011 \$	2010 \$
Trade receivables	11,881	29,243
Other receivables	9,034	12,230
Prepayments	19,687	23,033
	<u>40,602</u>	<u>64,506</u>

**(a) Other receivables**

These amounts generally arise from transactions outside the usual operating activities of the Division. Interest may be charged at commercial rates where the terms of repayment exceed six months. Collateral is not normally obtained.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

**12: Non-current assets – Property, plant and equipment**

	2011 \$	2010 \$
<b>Land and Buildings</b>		
At cost	677,669	677,669
Less accumulated depreciation	<u>(139,760)</u>	<u>(122,818)</u>
Total land and buildings	<u>537,909</u>	<u>554,851</u>
<b>Plant and equipment</b>		
Office equipment	21,189	19,702
At cost	<u>(14,450)</u>	<u>(12,778)</u>
Less accumulated depreciation	<u>6,739</u>	<u>6,924</u>
Office furniture and fixtures	98,002	75,636
At cost	<u>(49,849)</u>	<u>(46,219)</u>
Less accumulated depreciation	<u>48,153</u>	<u>29,417</u>
Computer equipment		
At cost	99,428	96,884
Less accumulated depreciation	<u>(79,445)</u>	<u>(85,220)</u>
	<u>19,983</u>	<u>11,664</u>
<b>Total plant and equipment</b>	<u>74,875</u>	<u>48,005</u>
<b>Total property, plant and equipment</b>	<u>612,784</u>	<u>602,856</u>

**(a) Non-current assets pledged as security**

None of the non-currents assets are pledged as security.

**(b) Movements in carrying amounts**

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the year:

2010	Land and buildings	Office equipment	Computer equipment	Furniture and fixtures	Total
	\$	\$	\$	\$	\$
Opening net book amount	571,793	5,716	11,904	31,107	620,520
Additions	-	2,895	5,622	2,245	10,762
Depreciation	<u>(16,942)</u>	<u>(1,687)</u>	<u>(5,862)</u>	<u>(3,935)</u>	<u>(28,426)</u>
Closing net book amount	<u>554,851</u>	<u>6,924</u>	<u>11,664</u>	<u>29,417</u>	<u>602,856</u>

NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 30 JUNE 2011

**12: Non-current assets – Property, plant and equipment (“Continued”)**

**(b) Movements in carrying amounts (Continued)**

2011	Land and buildings \$	Office equipment \$	Computer equipment \$	Furniture and fixtures \$	Total \$
Opening net book amount	554,851	6,924	11,664	29,417	602,856
Additions	-	1,487	20,855	22,366	44,708
Disposals	-	-	(2,419)	-	(2,419)
Depreciation	(16,942)	(1,672)	(10,117)	(3,630)	(32,361)
Closing net book amount	<u>537,909</u>	<u>6,739</u>	<u>19,983</u>	<u>48,153</u>	<u>612,784</u>

**13: Current liabilities – Trade and other payables**

	2011 \$	2010 \$
<i>Unsecured</i>		
Trade creditors	102,774	61,136
Others	<u>31,545</u>	<u>51,350</u>
	<u><u>134,319</u></u>	<u><u>112,486</u></u>

**14: Current liabilities – Provisions**

	2011 \$	2010 \$
Employee benefits – officials (elected)	-	-
Employee benefits - staff	<u>51,849</u>	<u>264,572</u>
	<u><u>51,849</u></u>	<u><u>264,572</u></u>

**(a) Employee benefits - long service leave**

Included in the employee benefits provision is a provision that has been recognised for future employee benefits relating to long service leave for employees. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on an assessment of the individual employee's circumstances. The measurement and recognition criteria for employee benefits has been included in Note 1.

**(b) Amounts not expected to be settled within the next 12 months**

The current provision for long service leave includes all unconditional entitlements where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances.

NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 30 JUNE 2011

**15: Non-current liabilities – Provisions**

	2011	2010
	\$	\$
Employee benefits – officials (elected)	-	-
Employee benefits - staff	<u>8,272</u>	<u>27,046</u>
	<u>8,272</u>	<u>27,046</u>

**16: Accumulated surplus**

	2011	2010
	\$	\$
Movements in the accumulated surplus were as follows:		
Balance 1 July	1,407,791	1,336,632
Net (deficit) surplus for the year	<u>(77,799)</u>	<u>71,159</u>
Balance 30 June	<u>1,329,992</u>	<u>1,407,791</u>

**17: Contingencies**

There are no known contingent assets or liabilities at 30 June 2011.

**18: Commitments**

	2011	2010
	\$	\$
<i>Operating lease commitments</i>		
Non-cancellable operating leases contracted for but not capitalised in the financial statements		
Payables		
- not later than one year	5,522	18,709
- later than one year but not later than five years	<u>44,258</u>	<u>39,174</u>
	<u>49,780</u>	<u>57,883</u>

*General description of leasing arrangement:*

The leases are related to the rental of office equipment.

**19: Events occurring after the reporting date**

No matter or circumstance has arisen since the end of the financial year to the date of this report, that has or may significantly affect the activities of the Division, the results of those activities or the state of affairs of the Division in the ensuing or any subsequent financial year.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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**20: Related party transactions**

(a) The names of the members of Divisional Executive in office at any time during or since the end of the financial year are:

<i>Name</i>	<i>Position</i>	
Tom Snowball	Divisional President	
Jo-Ann Davidson	Divisional Secretary	
Jack Hastings	Assistant Secretary	
Brett Inman	Divisional Vice President	(appointed 1 July 2010)

The names of the members of Divisional Council in office at any time during or since the end of the financial year are:

<i>Name</i>	<i>Position</i>	
Tom Snowball	Divisional President	
Jo-Ann Davidson	Divisional Secretary	
Jack Hastings	Assistant Secretary	
Brett Inman	Divisional Vice President	(appointed 1 July 2010)
Neil Rao	Qantas Tem Coordinator	
Carol Locket	Qantas Council Delegate	
Chris Worthy	Virgin Blue Council Delegate	
Susan Lindberg	Qantas Council Delegate	
Owen Greenwood	Qantas Council Delegate	
Stephen Redding	Qantas Council Delegate	
Monique Neeteson-Lemkes	Jetstar Team Coordinator	(appointed 29 September 2010)
David Brady	Tiger Team Coordinator	
Stacey Hogan	Virgin Team Coordinator	
Jo Woodford	Small/Regional Airlines Team Coordinator	
Toni Lockyer	Qantas Council Delegate	
Dominic Biviano	MAM Team Coordinator	
Michael Richards	Eastern/Sunstate Team Coordinator	(resigned 28 March 2011)

(b) Transactions with officers

There were no transactions between the officers of the Division other than those relating to their membership of the Division and reimbursement by the Division 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 is reasonable to expect would have been adopted by parties at arm's length.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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**20: Related party transactions (Continued)**

	2011 \$	2010 \$
(c) Key management personnel compensation		
Short-term benefits	<u>245,790</u>	<u>195,064</u>

	2011 \$	2010 \$
(d) Advances to employees		
These loans are unsecured, interest-free (in most cases), at call and are disclosed in the Balance Sheet under current assets – other debtors. No provisions for doubtful debts have been raised during the year in relation to any outstanding balances, and no expense has been recognised in respect of bad or doubtful debts due from related parties.		
Beginning of the year	3,727	3,754
Loans advanced	5,780	5,100
Loan repayments received	<u>(5,251)</u>	<u>(5,127)</u>
End of year	<u>4,256</u>	<u>3,727</u>

**21: Cash flow information**

	2011 \$	2010 \$
<b>Reconciliation of cash flow from operations with (deficit) surplus for the year</b>		
(Deficit) Surplus for the year	(77,799)	71,159
<i>Non-cash flows in (deficit) surplus</i>		
Depreciation	32,361	28,426
Net loss on disposal of property, plant and equipment	2,419	-
<i>Changes in assets and liabilities</i>		
Decrease/(Increase) in receivables	24,433	(20,554)
Increase (Decrease) in payables	21,833	(40,573)
(Decrease) Increase in provisions	<u>(231,497)</u>	<u>14,648</u>
Cash flows from operations	<u>(228,250)</u>	<u>53,106</u>



**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

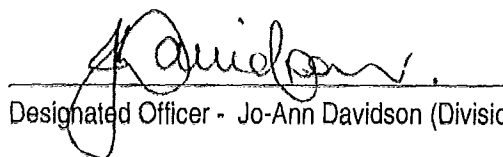
**COMMITTEE OF MANAGEMENT STATEMENT**

On 22 NOVEMBER 2011 the Divisional Executive of the Flight Attendants' Association of Australia - Domestic/Regional Division passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the year ended 30 June 2011:

The Divisional Executive declares in relation to the GPFR that in its opinion;

1. the financial statements and notes, as set out on pages 3 to 21 comply with Australian Accounting;
2. the financial statements and notes, as set out on pages 3 to 21 comply with the reporting guidelines of the Manager of FWA;
3. the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Division for the financial year to which they relate;
4. there are reasonable grounds to believe that the Division will be able to pay its debts as and when they become due and payable; and
5. during the financial year to which the general purpose financial report relates and since the end of 30 June 2011:
  - a. meetings of the Committee of Management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
  - b. the financial affairs of Flight Attendants' Association of Australia - Domestic/Regional Division have been managed in accordance with the rules of the organisation including the rules of a branch concerned;
  - c. the financial records of Flight Attendants' Association of Australia - Domestic/Regional Division have been kept and maintained in accordance with the Fair Work (Registered Organisations) Act 2009 and Fair Work (Registered Organisations) Regulations 2009;
  - d. 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
  - e. the information sought in any request of a member of the Flight Attendants' Association of Australia - Domestic/Regional Division or the General Manager of Fair Work Australia (FWA) duly made under section 272 of the Fair Work (Registered Organisations) Act 2009 has been furnished to the members or the General Manager of FWA: and
  - f. no orders for inspection of financial records have been made by the FWA under section 273 of the Fair Work (Registered Organisations) Act 2009 during the period.
6. There has been no recovery of wage activity undertaken by the reporting unit.

For the Divisional Executive



Designated Officer - Jo-Ann Davidson (Divisional Secretary)

Dated this 22<sup>nd</sup> day of NOVEMBER 2011



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## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION

### Report on the financial report

We have audited the accompanying financial report of Flight Attendants' Association of Australia - Domestic/Regional Division, which comprises the balance sheet as at 30 June 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Statement by the Committee of Management.

### Committee of Management 's responsibility for the financial report

The Committee of Management is responsible for the preparation of the financial report that give a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Fair Work (Registered Organisations) Act 2009, and for such internal control as the Committee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

### Auditor's responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Committee of Management, as well as evaluating the overall presentation of the financial report.

Our audit did not involve an analysis of the prudence of business decisions made by the Committee of Management.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.





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Incorporating BGL & Associates

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION  
(Continued)**

*Liability limited by a scheme approved under  
Professional Standards Legislation*

**Independence**

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

**Opinion**

In our opinion, the general purpose financial reports of Flight Attendants' Association of Australia - Domestic/Regional Division present fairly in accordance with:

- a) the Australian Accounting Standards – Reduced Disclosure Requirements and other mandatory professional reporting requirements in Australia; and
- b) the requirements imposed by the Fair Work (Registered Organisations) Act 2009.

BGL & Associates  
Chartered Accountants

I. A. Hinds - A.C.A. - Partner  
Member of The Institute of Chartered Accountants in Australia and  
holder of current Public Practice Certificate

22<sup>nd</sup> November 2011  
Melbourne



**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA -  
DOMESTIC/REGIONAL DIVISION  
ABN 72 742 734 217**

**ANNUAL CONCISE FINANCIAL REPORT  
FOR THE YEAR ENDED 30 JUNE 2011**



**F**LIGHT **A**TTENDANTS' **A**SSOCIATION OF **A**USTRALIA

---

Domestic/Regional Division  
18/538 Gardeners Road, Alexandria NSW 2015 Ph: (02) 9669 5366, Fax: (02) 9669 5388  
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**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**TABLE OF CONTENTS**

Discussion and analysis of financial report	1
Operating Report	2
Financial Report	
Statement of comprehensive income	5
Balance sheet	6
Statement of changes in equity	7
Statement of cash flows	8
Notes to the financial statements	9 – 10
Committee of management statement	11
Independent Auditor's Report	12

**Relationship of the concise financial report to the full financial reports**

The concise financial report is an extract from the full financial report for the year ended 30 June 2011. The financial statements and specific disclosures included in the concise financial report have been derived from the full financial report.

The concise financial report cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of the Flight Attendants' Association of Australia - Domestic/Regional Division as the full financial report. Further financial information can be obtained from the full financial report.

The full financial report and auditor's report will be sent to members on request, free of charge. Please contact the Flight Attendants' Association of Australia - Domestic/Regional Division's office and a copy will be forwarded to you. Alternatively, you can access both the full financial report and the concise report via the internet at our Members' Centre on our website.

The committee of management has resolved on 22nd November 2011 that this concise report be provided in accordance with s265 (2) of the Fair Work (Registered Organisations) Act 2009.

## **DISCUSSION AND ANALYSIS OF THE FINANCIAL STATEMENTS**

### **Information on Flight Attendants' Association of Australia - Domestic/Regional Division 's concise financial report**

The concise financial report is an extract of the full financial report for the year ended 30 June 2011. The financial statements and specific disclosures included in the concise financial report have been derived from the full financial report

This discussion and analysis is provided to assist members in understanding the concise financial report. The discussion and analysis is based on Flight Attendants' Association of Australia - Domestic/Regional Division financial statements and the information contained in the concise financial report has been derived from the full 2011 financial report of Flight Attendants' Association of Australia - Domestic/Regional Division.

### **Statement of comprehensive income**

The deficit attributable to members for the year was \$77,799 compared to a surplus of \$71,159 in the previous year. This deficit was a result of a 10% increase in expenses from \$1,574,653 in 2010 to \$1,725,123 this year. Whilst income remained comparable with 2010.

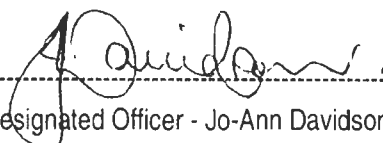
### **Balance sheet**

Total assets decreased from \$1,811,895 in 2010 to \$1,524,432 in 2011 mainly due to decrease in cash at banks. This was primarily a result of payout of employee entitlements on terminations. Total liabilities decreased by 52% or \$209,664 from \$404,104 in 2010 to \$194,440 in 2011. This was mainly due to a decrease in employee leave provision because of the payout of employee entitlements on terminations. The decrease in liabilities combined with a decrease in total assets resulted in the decrease of total member fund of 5.5%.

### **Statement of cash flows**

Net cash assets decreased from \$1,144,533 as at 30 June 2010 to \$871,046 as at 30 June 2011 mainly due to the increase in cash payments made.

Signed in accordance with a resolution of the Committee of Management:

  
-----  
Designated Officer - Jo-Ann Davidson (Divisional Secretary)

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**OPERATING REPORT**

Your Divisional Executive present their report on the Flight Attendants' Association of Australia - Domestic/Regional Division (The Division) for the financial year ended 30 June 2011.

**Members of Committee**

The names of the members of Divisional Executive in office at any time during or since the end of the financial year are:

<i>Name</i>	<i>Position</i>	
Tom Snowball	Divisional President	
Jo-Ann Davidson	Divisional Secretary	
Jack Hastings	Assistant Secretary	
Brett Inman	Divisional Vice President	(appointed 1 July 2010)

The names of the members of Divisional Council in office at any time during or since the end of the financial year are:

<i>Name</i>	<i>Position</i>	
Tom Snowball	Divisional President	
Jo-Ann Davidson	Divisional Secretary	
Jack Hastings	Assistant Secretary	
Brett Inman	Divisional Vice President	(appointed 1 July 2010)
Neil Rao	Qantas Tem Coordinator	
Carol Locket	Qantas Council Delegate	
Chris Worthy	Virgin Blue Council Delegate	
Susan Lindberg	Qantas Council Delegate	
Owen Greenwood	Qantas Council Delegate	
Stephen Redding	Qantas Council Delegate	
Monique Neeteson-Lemkes	Jetstar Team Coordinator	(appointed 29 September 2010)
David Brady	Tiger Team Coordinator	
Stacey Hogan	Virgin Team Coordinator	
Jo Woodford	Small/Regional Airlines Team Coordinator	
Toni Lockyer	Qantas Council Delegate	
Dominic Biviano	MAM Team Coordinator	
Michael Richards	Eastern/Sunstate Team Coordinator	(resigned 28 March 2011)

## **OPERATING REPORT (Continued)**

### **Significant changes in state of financial affairs**

No significant changes in the state of financial affairs of the Division occurred during the financial year.

### **Review of principal activities and results of operations**

The principal activities of the Division during the financial year were the protection and improvement of employment conditions for its members. No significant change in the nature of these activities occurred during the year.

A review of the operations of the Division indicate that it continued to engage in its principal activity of representing flight attendants in industrial and operational matters. In pursuing these activities the Division has sought to protect the members through representation of individuals in grievances and disputes. In pursuing such, the Division has initiated and activated legal and industrial action when appropriate.

### **After balance date events**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Division, the results of those operations, or the state of affairs of the Division in future financial years.

### **Union details**

The number of employees on a full-time equivalent basis at 30 June 2011 was 10 (2010: 11).

The number of financial members of the Division, at 30 June 2011 was 3,428 (2010: 3,317).

### **Right of members to resign**

Members may resign from the union in accordance with Rule 33, which reads as follows:

#### ***"33 - RESIGNATION***

- (a) A member may resign from membership of the Association by written notice addressed and delivered to the Divisional Secretary.
- (b) A notice of resignation from membership of the Association takes effect:
  - (1) Where a member ceases to be eligible to become a member of the Association:
    - (i) on the day on which the notice is received by the Divisional Secretary; or
    - (ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member; whichever is later; or
  - (2) in any other case:
    - (i) at the end of 2 weeks after the notice is received by the Divisional Secretary; or
    - (ii) on the day specified in the notice;whichever is the later.
- (c) Any membership fees payable but not paid by a former member of the Association, in relation to a period before the member's resignation from the Association took effect, may be sued for and recovered in the name of the Association, in a court of competent jurisdiction, as a debt due to the Association.
- (d) A notice delivered to the person mentioned in Sub-Rule (a) shall be taken to have been received by the Association when it was delivered.
- (e) A notice of resignation that has been received by the Association is not invalid because it was not addressed and delivered in accordance with Sub-Rule (a).
- (f) A resignation from membership of the Association is valid even if it is not effected in accordance with this rule if the member is informed in writing by or on behalf of the Association that the resignation has been accepted."



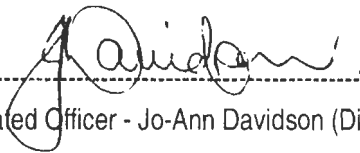
**OPERATING REPORT (Continued)**

**Superannuation trustees**

To the best of our knowledge and belief, no officer or member of the organisation, by virtue of their office or membership of the Flight Attendants' Association of Australia - Domestic/Regional Division is:

- (i) a trustee of a superannuation entity or exempt public sector superannuation scheme; or
- (ii) a director of a company that is the trustee of a superannuation entity or an exempt public sector superannuation scheme; and
- (iii) where a criterion for the officer or member being the trustee or director is that the officer or member is an officer or member of a registered organisation.

Signed in accordance with a resolution of the Divisional Executive



-----  
Designated Officer - Jo-Ann Davidson (Divisional Secretary)

Dated this 22<sup>nd</sup> day of NOVEMBER 2011

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2011**

	Note	2011 \$	2010 \$
<b>Revenue from continuing operations</b>	4	1,647,324	1,645,812
<b>Expenses</b>			
Administration and other expenses		(144,116)	(137,002)
Industrial expenses		(361,664)	(220,401)
Legal and professional fees		(68,696)	(86,129)
Rent and occupancy expenses		(54,206)	(81,811)
Salaries and related expenses		(1,096,441)	(1,049,310)
		<u>(1,725,123)</u>	<u>(1,574,653)</u>
<b>(Deficit) Surplus before income tax</b>		(77,799)	71,159
<b>Income tax expenses</b>		-	-
<b>(Deficit) Surplus for the year</b>		(77,799)	71,159
<b>Other comprehensive income</b>		-	-
<b>Total comprehensive income for the year</b>		<u>(77,799)</u>	<u>71,159</u>
<b>Total comprehensive income for the year is attributable to:</b>			
Members of the union		<u>(77,799)</u>	<u>71,159</u>

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**BALANCE SHEET**  
**AS AT 30 JUNE 2011**

	2011 \$	2011 \$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	871,046	1,144,533
Trade and other receivables	<u>40,602</u>	<u>64,506</u>
<b>Total current assets</b>	<u><b>911,648</b></u>	<u><b>1,209,039</b></u>
<b>Non-current assets</b>		
Property, plant and equipment	<u>612,784</u>	<u>602,856</u>
<b>Total non-current assets</b>	<u><b>612,784</b></u>	<u><b>602,856</b></u>
<b>Total assets</b>	<u><b>1,524,432</b></u>	<u><b>1,811,895</b></u>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	134,319	112,486
Provisions	<u>51,849</u>	<u>264,572</u>
<b>Total current liabilities</b>	<u><b>186,168</b></u>	<u><b>377,058</b></u>
<b>Non-current liabilities</b>		
Provisions	<u>8,272</u>	<u>27,046</u>
<b>Total non-current liabilities</b>	<u><b>8,272</b></u>	<u><b>27,046</b></u>
<b>Total liabilities</b>	<u><b>194,440</b></u>	<u><b>404,104</b></u>
<b>Net assets</b>	<u><b>1,329,992</b></u>	<u><b>1,407,791</b></u>
<b>MEMBERS' FUND</b>		
Accumulated surplus	<u>1,329,992</u>	<u>1,407,791</u>
<b>Total members' fund</b>	<u><b>1,329,992</b></u>	<u><b>1,407,791</b></u>

The above balance sheet should be read in conjunction with the accompanying notes.

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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	Accumulated surplus \$	Total \$
<b>Balance at 1 July 2009</b>	1,336,632	1,336,632
Total comprehensive income for the year	71,159	71,159
Transfer from retained surplus	<u>-</u>	<u>-</u>
<b>Balance at 30 June 2010</b>	<u>1,407,791</u>	<u>1,407,791</u>
<b>Balance at 1 July 2010</b>	1,407,791	1,407,791
Total comprehensive income for the year	(77,799)	(77,799)
Transfer from retained surplus	<u>-</u>	<u>-</u>
<b>Balance at 30 June 2011</b>	<u>1,329,992</u>	<u>1,329,992</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes.

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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	2011 \$	2010 \$
<b>Cash flows from operating activities</b>		
Receipts from members	1,777,617	1,775,271
Sundry receipts	9,003	2,152
Payments to suppliers and employees	(2,044,363)	(1,755,348)
Interest received	29,493	31,031
<b>Net cash (outflow) inflow from operating activities</b>	<u>(228,250)</u>	<u>53,106</u>
<b>Cash flows from investing activities</b>		
Payment for property, plant and equipment	(44,708)	(10,762)
<b>Net cash (outflow) from investing activities</b>	<u>(44,708)</u>	<u>(10,762)</u>
<b>Cash flows from financing activities</b>		
Loan advanced	(5,780)	(7,278)
Loan repayment received	5,251	5,127
<b>Net cash (outflow) from financing activities</b>	<u>(529)</u>	<u>(2,151)</u>
<b>Net (decrease) increase in cash and cash equivalents</b>	(273,487)	40,193
Cash and cash equivalents at beginning of financial year	1,144,533	1,104,340
<b>Cash and cash equivalents at end of financial year</b>	<u>871,046</u>	<u>1,144,533</u>

The above statement of cash flows should be read in conjunction with the accompanying notes.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2011**

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**1: Summary of accounting policies**

**(a) Basis of Preparation of Concise Financial Reports**

The concise financial reports have been prepared in accordance with the requirements of the Fair Work (Registered Organisations) Act 2009 and Accounting Standard AASB 1039 "Concise Financial Reports".

A full general purpose financial report has been prepared for the Flight Attendants' Association of Australia - Domestic/Regional Division ("The division"). The financial statements and specific disclosures included in the concise financial report have been derived from the general purpose financial report of the Division. The concise financial report cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of the entity as the general purpose financial report of the Division.

**(b) Basis of Accounting**

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards, including Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Fair Work (Registered Organisations) Act 2009.

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets and financial assets and liabilities at fair value through profit or loss.

The accounting policies adopted have been consistently applied to all years presented, unless otherwise stated.

**(c) Presentation currency**

The presentation currency used in this concise financial report is Australian dollars.

**2: Information to be provided to Members or General Manager of FWA**

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of subsection (1), (2) and (3) of section 272 which read as follows:

(1) a member of a reporting unit, or the General Manager of FWA, 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 made 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).

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2011

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**3: Revenue**

	2011 \$	2010 \$
<b>From continuing operations</b>		
<i>Service revenue</i>		
- member subscriptions	1,614,813	1,612,235
<i>Other revenue</i>		
- interest	30,686	32,456
- other revenue	1,825	1,121
	<u>1,647,324</u>	<u>1,645,812</u>

**4: Contingencies**

There are no known contingent assets or liabilities at 30 June 2011.

**5: Events occurring after the reporting date**

No matter or circumstance has arisen since the end of the financial year to the date of this report, that has or may significantly affect the activities of the Division, the results of those activities or the state of affairs of the Division in the ensuing or any subsequent financial year.

**FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION**  
**ABN 72 742 734 217**

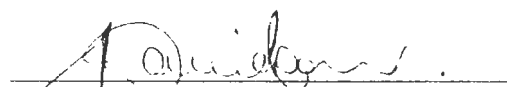
**COMMITTEE OF MANAGEMENT STATEMENT**

On 22 NOVEMBER 2011 the Divisional Executive of the Flight Attendants' Association of Australia - Domestic/Regional Division passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the year ended 30 June 2011:

The Divisional Executive declares in relation to the GPFR that in its opinion;

1. the financial statements and notes, as set out on pages 5 to 10 comply with Australian Accounting;
2. the financial statements and notes, as set out on pages 5 to 10 comply with the reporting guidelines of the Manager of FWA;
3. the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Division for the financial year to which they relate;
4. there are reasonable grounds to believe that the Division will be able to pay its debts as and when they become due and payable; and
5. during the financial year to which the general purpose financial report relates and since the end of 30 June 2011:
  - a. meetings of the Committee of Management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
  - b. the financial affairs of Flight Attendants' Association of Australia - Domestic/Regional Division have been managed in accordance with the rules of the organisation including the rules of a branch concerned;
  - c. the financial records of Flight Attendants' Association of Australia - Domestic/Regional Division have been kept and maintained in accordance with the Fair Work (Registered Organisations) Act 2009 and Fair Work (Registered Organisations) Regulations 2009;
  - d. 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
  - e. the information sought in any request of a member of the Flight Attendants' Association of Australia - Domestic/Regional Division or the General Manager of Fair Work Australia (FWA) duly made under section 272 of the Fair Work (Registered Organisations) Act 2009 has been furnished to the members or the General Manager of FWA; and
  - f. no orders for inspection of financial records have been made by the FWA under section 273 of the Fair Work (Registered Organisations) Act 2009 during the period.
6. There has been no recovery of wage activity undertaken by the reporting unit.

For the Divisional Executive

  
Designated Officer - Jo-Ann Davidson (Divisional Secretary)

Dated this 22nd day of NOVEMBER 2011





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## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION

### Report on the concise financial report

We have audited the accompanying financial report of Flight Attendants' Association of Australia - Domestic/Regional Division, which comprises the balance sheet as at 30 June 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Statement by the Committee of Management.

### Committee of Management 's responsibility for the financial report

The Committee of Management is responsible for the preparation and presentation of the concise financial report in accordance with Accounting Standard AASB 1039 *Concise Financial Reports*, and the Fair Work (Registered Organisations) Act 2009, and for such internal control as the management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

### Auditor's responsibility

Our responsibility is to express an opinion on the concise financial report based on our audit procedures which were conducted in accordance with Auditing Standard ASA 810: Engagements to Report on Summary Financial Statements. We have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of the Flight Attendants' Association of Australia - Domestic/Regional Division for the year ended 30 June 2011. We expressed an unmodified audit opinion on that financial report in our report dated 22 November 2011. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the concise financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the concise financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the concise financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Our procedures included testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year, and examination on a test basis, of audit evidence supporting the amounts, and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion on whether, in all material respects, the concise financial report complies with AASB 1039: *Concise Financial Reports*.

Our audit did not involve an analysis of the prudence of business decisions made by the Committee of Management.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.





**B.G.L. & Associates Pty. Ltd.**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA - DOMESTIC/REGIONAL DIVISION  
(Continued)**

*Liability limited by a scheme approved under  
Professional Standards Legislation*

**Independence**

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

**Opinion**

In our opinion, the concise financial report of the Flight Attendants' Association of Australia - Domestic/Regional Division for the year ended 30 June 2011 complies with Australian Accounting Standard AASB 1039 *Concise Financial Reports* and the Fair Work (Registered Organisations) Act 2009.

*BGL + Associates*

BGL & Associates  
Chartered Accountants

*I. Hinds.*

I. A. Hinds - A.C.A. - Partner  
Member of The Institute of Chartered Accountants in Australia and  
holder of current Public Practice Certificate

22<sup>nd</sup> November 2011  
Melbourne

