

46 Greenhill Road Wayville SA 5034 Telephone (08) 8279 2255 Mobile 0419 036 615 Facsimile (08) 8279 2223 <u>hsusa@hsusa.asn.au</u> www.hsusa.asn.au

THE SECRETARY'S CERTIFICATE

s268 Fair Work (Registered Organisations) Act 2009

I, Jorge Navas being the Secretary of the Health Services Union certify:

- That the documents lodged herewith are copies of the full report, referred to in s268 of the Fair Work (Registered Organisations) Act 2009;
- That the full 2008/09 report was provided to members on 21st April 2011 by posting on our website and presented at the Annual General Meeting held on 14th June 2011;
- That the full 2009/10 report was provided to members on 21st April 2011 by posting on our website and presented at the Annual General Meeting held on 14th June 2011;
- That the 2009 & 2010 reports were provided free of charge.
- That the 2009 and 2010 reports were presented to meetings of the Committee of Management of the HSUA SA Branch on 28th February 2011 in accordance with section 266 of the RAO Schedule.
- Furthermore, the 2009 and 2010 financial reports were presented at the Committee of Management meetings held on 9th May 2011 in accordance with section 266 of the Fair Work (Registered Organisations) Act 2009.

If you have any queries, please contact me on 0419 036 615.

of of Most

FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2009

Liability limited by a scheme approved under Professional Standards Legislation

CONTENTS

Income Statement	2
Balance Sheet	3
Statement of Changes in Equity	4
Cash Flow Statement	5
Notes to the Financial Statements	6
Statement by Members of the Committee	14
Auditors' Report	15

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2009

		2009	2008
	Note	\$	\$
Revenue	2	244,023.40	237,462.50
Accountancy expenses		(5,537.80)	(8,964.45)
Advertising expenses		(247.00)	(45.41)
Depreciation and amortisation expenses		(6,207.00)	(7,772.00)
Employee benefits expenses		(75,155.11)	(74,811.28)
Other expenses		(115,697.17)	(115,729.68)
Profit before income tax	3	41,179.32	30,139.68
Retained earnings at the beginning of the financial year			
. tetamine carring of the interioral year		58,433.68	28,294.00
Profit attributable to the association		99,613.00	58,433.68

BALANCE SHEET AS AT 30 JUNE 2009

		2009	2008
	Note	\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	201,510.05	126,534.11
Trade and other receivables	5	6,701.51	1,950.52
Other current assets	6	2,752.42	2,584.67
TOTAL CURRENT ASSETS		210,963.98	131,069.30
NON-CURRENT ASSETS			
Property, plant and equipment	7	19,557.27	25,764.27
TOTAL NON-CURRENT ASSETS		19,557.27	25,764.27
TOTAL ASSETS		230,521.25	156,833.57
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	24,056.93	12,651.89
Provisions	9	106,851.32	85,748.00
TOTAL CURRENT LIABILITIES	-	130,908.25	98,399.89
TOTAL LIABILITIES	-	130,908.25	98,399.89
NET ASSETS	-	99,613.00	58,433.68
		CONTROL OF THE PROPERTY OF THE	Action (In the Control of Control
EQUITY			
Retained earnings	10	99,613.00	58,433.68
TOTAL EQUITY	_	99,613.00	58,433.68

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2009

	Note -	Retained earnings \$	Total \$
Profit attributable to members		30,140	30,140
Balance at 30 June 2008	_	30,140	30,140
Profit attributable to members		41,179	41,179
Balance at 30 June 2009		71,319	71,319

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2009

	2009	2008
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	244,023.00	237,462.00
Payments to suppliers and employees	(175,534.00)	(169,569.00)
Net cash provided by operating activities	68,489.00	67,893.00
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of investments	582.00	-
Payments for investments	-	(22,527.00)
Payments for other current assets	(5,501.00)	(753.00)
Net cash used in investing activities	(4,919.00)	(23,280.00)
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds from borrowings	13,034.00	488.00
Repayment of borrowings	(1,630.00)	(7,870.00)
Net cash provided by (used in) financing activities	11,404.00	(7,382.00)
Net increase in cash held	74,974.00	37,231.00
Cash at beginning of financial year	126,534.00	89,303.00
Cash at end of financial year	201,508.00	126,534.00

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

1 Statement of Significant Accounting Policies

This financial report covers HEALTH SERVICES UNION OF AUSTRALIA SA BRANCH as an individual entity. HEALTH SERVICES UNION OF AUSTRALIA SA BRANCH is an entity under the Workplace Relations Act 1996.

Basis of Preparation

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Australian Accounting Interpretations and the Workplace Relations Act 1996 Schedule 1.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of this financial report are presented below and have been consistently applied unless otherwise stated.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Accounting Policies

Property, Plant and Equipment

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

Property

Freehold land and buildings are shown at their fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Plant and equipment

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

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

The cost of fixed assets constructed within the association includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets including building and capitalised lease assets is depreciated on a straight-line basis over the asset

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance 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 the carrying amount. These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

Financial Instruments

Initial Recognition and Measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the association commits itself to either purchase or sell the asset (ie trade date accounting adopted).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expenses to profit or loss immediately.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Impairment of Assets

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

Where it is not possible to estimate the recoverable amount of an individual asset, the association estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. Those cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions recognised represent the best estimate of the amounts required to settle the obligation at reporting date.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

Revenue recognition relating to the provision of services is determined with reference to the stage of completion of the transaction at reporting date and where outcome of the contract can be estimated reliably. Stage of completion is determined with reference to the services performed to date as a percentage of total anticipated services to be performed. Where the outcome cannot be estimated reliably, revenue is recognised only to the extent that related expenditure is recoverable.

Revenue from the provision of membership subscriptions is recognised on a straight line basis over the financial year.

All revenue is stated net of the amount of goods and services tax (GST).

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

Comparative Figures

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

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 272, which reads:-

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

TO BE READ IN CONJUCTION WITH THE AUDIT REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

		2009 \$	2008 \$
2	Revenue and Other Income		
	Revenue		
	Sales revenue:		
	Rendering of services	244,023.40	237,462.50
	Total revenue	244,023.40	237,462.50
3	Profit		
	Expenses		
	Depreciation of property, plant and equipment	6,207.00	7,772.00
4	Cash and Cash Equivalents		
	Credit Union Cheque & Visa A/C	27,570.01	774.08
	Bendigo Cheque A/C	173,940.04	125,760.03
		201,510.05	126,534.11
	Reconciliation of cash		
	Cash at the end of the financial year as shown in the cash flow statement is reconciled to the related items in the balance sheet as follows:		
	Cash and cash equivalents	201,510.00	126,534.00
		201,510.00	126,534.00
5	Trade and Other Receivables		
	Current		
	Loan - Employees	2,178.51	755.52
	Input Tax Credits	4,523.00	1,195.00
		6,701.51	1,950.52

The association does not hold any financial assets whose terms have been renegotiated, but which would otherwise be past due or impaired.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

				2009 \$		2008
6	Other Current Assets					
	Current					
	Investments				002.42	2,584.67
	Prepayments				750.00	-
7	Property, Plant and Ed	quipment		2,	752.42	2,584.67
	,					
	Office Furniture & Equipmer	ıt.			651.00	8,651.00
	Less: Accumulated Deprecia			·	94.00)	(6,499.00)
					257.00	2,152.00
	Motor Vehicles				658.27	42,658.27
	Less: Accumulated Deprecia	ation		,	58.00)	(19,046.00)
	·				300.27	23,612.27
	Total Plant and Equipment	t		19,	557.27	25,764.27
	Total Property, Plant and E	Equipment		19,	557.27	25,764.27
	Movements in Carrying An	nounts				
	Movement in the carrying a beginning and the end of the			operty, plant	and equipment	between the
		Freehold Land	Buildings	Plant and Equipment	Leased Plant and Equipment	Total
		\$	\$	\$	\$	\$
		NIL	NIL	NIL	NIL	NIL
8	Trade and Other Paya	bles				
	Current					
	American Express			3,5	506.33	437.89
	Trade Creditors			5,2	204.60	2,570.46
				11 1	289.00	3,956.54
	GST Payable			11,2	203.00	0,000.04
	GST Payable Payroll Liabilities			4,0	057.00 056.93	5,687.00

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

		2009 \$	2008 \$
	Financial liabilities at amortised cost classified as trade and other payables		
	Trade and other payables:		
	- Total current	24,056.93	12,651.89
	Financial liabilities as trade and other payables	24,056.93	12,651.89
9	Provisions		
	Provision for Annual Leave	24,052.44	25,534.00
	Provision for Long Service Leave	36,843.88	14,259.00
	Provision for Sick Leave	45,955.00	45,955.00
		106,851.32	85,748.00
	Total provisions	106,851.32	85,748.00
	Analysis of Total Provisions		
	Current	106,851.32	85,748.00
		106,851.32	85,748.00
10	Retained Earnings		
	Retained earnings at the beginning of the financial year	58,433.68	20 204 00
	Net profit attributable to the association	41,179.32	28,294.00 30,139.68
	Retained earnings at the end of the financial year	99,613.00	58,433.68
11	Cash Flow Information		
	Reconciliation of Cash Flow from Operations with Profit after Income Tax		
	Profit after income tax	41,179.32	30,139.68
		41,179.32	30,139.68

12 Financial Risk Management

The association's financial instruments consists mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, loans to and from subsidiaries, bills and leases.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

2009

2008

\$

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements are as follows:

2009

2008

\$

\$

Financial Risk Management Policies

The chairman's overall risk management strategy seeks to assist the association in meeting its financial targets, whilst minimising potential adverse effects on financial performance.

Risk management policies are approved and reviewed by the committee on a regular basis. These included the credit risk policies and future cash flow requirements.

The association does not have any derivative instruments at 30 June 2009.

13 Association Details

The registered office of the association is: 46 Greenhill Road, Wayville, South Australia

The principal place of business is: 46 Greenhill Road, Wayville, South Australia

14 Employee Benefits to Elected Officers

Elected Office Holders

Total income received, or due and receivable, by all elected office holders of each entity in the economic entity from the union, related bodies corporate, or controlled entities.

68,950

Non Office Holders

Total income received, or due and receivable, by all non office holders of each entity in the economic entity from the union, related bodies corporate, or controlled entities.

8,217

STATEMENT BY MEMBERS OF THE COMMITTEE

		the Branch Committee of Management of the Health Services Union of Australia anch passed the following resolution in relation to the general purpose financial report such for the year ended 30 June 2009.
The Co	mmittee of I	Management declares in relation to the GPFR that in its opinion:
(a)	the financia	al report and notes comply with the Australian Accounting Standards;
(b)	the financia	al report and notes comply with the reporting guidelines of the Industrial Registrar;
(c)		al report and notes give a true and fair view of the financial performance, financial nanges in equity and cash flows of the branch for the financial year ended 30 June 2009.
(d)		easonable grounds to believe that the Branch will be able to pay its debts as and when ne due and payable; and
(e)	during the f	inancial year ended 30 June 2009 and since the end of the financial year;
	(i)	meetings of the Branch Committee of Management were held in accordance with the rules of the organisation and the rules of the Branch; and
	(ii)	the financial affairs of the Branch have been managed in accordance with the rules of the organisation and the rules of the Branch; and
	(iii)	the financial records of the Branch have been kept and maintained in accordance with the RAO Schedule and the RAO Regulations; and
	(iv)	the financial records of the Branch have been kept, as far as practicable, in a consisten manner to each of the other branches of the organisation; and
	(v)	no information has been sought in any request of a member of the branch or a Registra under section 272 of the RAO Schedule; and
	(vi)	no order for inspection of the financial records was made by the Commission under section 273 of the RAO Schedule.
	during the fi wages activ	inancial year ended 30 June 2009 the Branch did not participate in any recovery of rity.
For	the Branch	Committee of Management

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HEALTH SERVICES UNION OF AUSTRALIA SA BRANCH A.B.N 358 98 865 510

Report on the Financial Report

We have audited the accompanying financial report of HEALTH SERVICES UNION OF AUSTRALIA SA BRANCH (the association) which comprises the balance sheet as at 30 June 2009, and the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporations Act. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditors' 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 auditors consider internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HEALTH SERVICES UNION OF AUSTRALIA SA BRANCH A.B.N 358 98 865 510

Auditors' Opinion

In our opinion:

The General Purpose Financial Report of HEALTH SERVICES UNION OF AUSTRALIA SA BRANCH is in accordance with the Workplace Relations Act 1996 including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2009 and of their performance for the year ended on that date; and
- (ii) complying with the Australian Accounting Standards (including the Australian Accounting Interpretations) and the Workplace Relations Act 1996.

Name of Firm:

Jacobs Noble & Associates

Chartered Accountants

Name of Director:

Stephen J Noble Registered Company Auditor No 5445

Address:

1 Alexandra Avenue, Rose Park SA 5067

Dated this 14

day of

HEALTH SERVICES UNION OF AUSTRALIA SOUTH AUSTRALIAN BRANCH ABN: 35 898 865 510

OPERATING REPORT

The **principle activities** as a Trade Union during the financial year ended 30th June 2009 were to improve the rights of members, maintain reasonable hours of work and obtain fair wages and industrial condition for members.

No significant changes in nature of those activities occurred during the year.

No significant changes occurred in the unions financial affairs during the year ended 30th June 2009.

Resignation from Membership

- A member may resign from the Branch of the Union by written notice addressed and delivered to the Branch Secretary or a Branch of the Union.
- 2) A notice of resignation takes effect
 - Where the member ceases to be eligible to become a member of the Union
 - i) On the day in which the notice is received by the organisation; or
 - On the day specified in the notice and not earlier than the day of cessation eligibility whichever is the later; or
 - b) In any other case
 - i) At the end of two weeks after the notice is received by the Union; or
 - ii) The day specified in the notice whichever is the later
- Any member resigning shall be liable for payment of all subscriptions, fines and levies owing to the Union under the Rules at the date of leaving, and such monies may be sued for and recovered by the Union.
- A notice delivered in person to the Branch Secretary is taken to have been received by the Union when it was delivered.
- A notice of resignation is not invalid because it was not addressed and delivered in accord with subsection 1)

6) A resignation from membership is valid even if it is not effected in accord with 1) to 5) if the member is informed in writing by or on behalf of the organisation that the resignation has been accepted by the Union.

Trustee or Director of Trustee Company Superannuation Entity or Exempt Public Sector Superannuation Scheme

No members or officials held reserved positions in such and entity.

The number of Members at the end of the financial year was 625.

The number of persons who were employees of the Branch at the end of the financial year was 01.

Members of the Committee of Management

The persons holding office during the year were:

Mark Panes; Bruno Sonza; Andrew Coleman; Marilyn Betchley; Riccardo lannella; Elizabeth Reid; Lesley Dummin; Anthony Newman; Cherry Mitchell; Nick Petrakas; and Jorge Navas

Jorge Navas BRANCH SECRETARY

Dated 30/11/09



22 July 2011

Mr Jorge Navas Branch Secretary Health Services Union SA Branch 46 Greenhill Road WAYVILLE SA 5034

By email: hsusa@hsusa.asn.au By facsimile: (08) 8279 2223

Dear Mr Navas,

Financial Reports - Y/E 30 June 2009 & 2010 - FR2009/10102 & FR2010/2728 Re:

s.268 Fair Work (Registered Organisations) Act 2009 (RO Act)

I refer to the financial reports for the SA Branch of the Health Services Union for years ending 30 June 2009 and 2010 that were lodged earlier in 2011. The Operating Reports for each year were subsequently lodged on 18 July 2011.

The financial reports for years ending 30 June 2009 and 2010 have now been filed.

We appreciate your assistance with respect to these matters.

Future financial reports

We look forward to the lodgement of the financial reports for year ending 30 June 2011 by 15 January 2012 (this time frame is set out in ss.265, 266 and 268 of the RO Act).

Such documents are to consist of a General Purpose Financial Report, a Committee of Management Statement, an Operating Report and an Auditor's Report.

Once the documents have been prepared they are to be provided to members, presented to a meeting and then lodged in this office with a Designated Officer's Certificate that confirms that the above steps have been taken.

If the Branch or the Branch's Auditors require any assistance at any stage regarding the preparation of financial report do not hesitate to contact this office.

Yours faithfully,

Andrew Schultz

Tribunal Services and Organisations

Telephone: (03) 8661 7777 Melbourne VIC 3000 International: (613) 8661 7777 Facsimile: (03) 9655 0401

Melbourne VIC 3001 Email: melbourne@fwa.gov.au