



**Australian Government**

**Australian Industrial Registry**

Level 4, 11 Exhibition Street  
Melbourne, VIC 3000  
GPO Box 1994, Melbourne, VIC 3001  
Telephone: (03) 8661 7777  
Fax: (03) 9654 6812

Ms Angela Briant  
Branch Secretary  
Tasmanian Catholic Education Employees Branch  
Independent Education Union of Australia  
PO Box 572  
NORTH HOBART TAS 7002

Dear Ms Briant,

**Independent Education Union of Australia  
– Tasmanian Catholic Education Employees Branch  
Financial Reports for the Year Ending 30 June 2005 - FR2005/248  
& Year Ending 30 June 2006 – FR2006/415  
Schedule 1 of the Workplace Relations Act 1996 (RAO Schedule)**

Thank you for the financial report of the Tasmanian Catholic Education Employees Branch of the Independent Education Union of Australia for the year ended 30 June 2005 & 30 June 2006. The documents were lodged in the Industrial Registry on 28 November 2005 & 13 November 2006 respectively.

The documents have been filed.

I make the following comments to assist you in preparing financial documents in the future. You do not need to take any further action in respect of the documents which have been lodged.

**Secretary's Certificate – Circulation of Documents to Members**

Paragraph 3 of the Secretary's Certificate (dated 10 November 2006) states that the financial statements were circulated to members "*at least 8 days prior to the AGM on 14<sup>th</sup> October 2006*". This raises two concerns:

1. Since the Auditor's Report is dated 11<sup>th</sup> October, 2006 and the documents were circulated by 6<sup>th</sup> October 2006 at the latest, it appears that the documents that were circulated may not have included the Auditor's Report? Section 265(1)(a)(i) of the RAO Schedule requires the Branch to provide to members a 'full report' consisting of 'a copy of the report of the auditor...'
2. If the Auditor's Report had been circulated on the 6<sup>th</sup> October, there was not sufficient time between the date of circulation and the date of the general meeting at which the documents were presented. Section 265(5)(a) of the RAO Schedule requires a period of at least 21 days between the date upon which documents were circulated to members and the date of the general meeting at which they were presented.

You are requested to ensure in future both that the Auditor's Report is circulated to members and that there is at least a 21 day period between the date of circulation and the date of the general meeting.

It would also be helpful if, in future, the Secretary's Certificate included the precise date upon which documents were circulated to members. This will assist us in verifying that documents have been prepared, circulated and presented to a meeting in accordance with the timeline requirements of the RAO Schedule.

**General Purpose Financial Report (GPFR)**

When preparing a GPFR, section 253(2) of the RAO Schedule requires a reporting unit to provide information that is specified in the Industrial Registrar's Reporting Guidelines. In particular, Guideline 11 sets out in detail those items of expense that must be disclosed by a reporting unit either in the notes to, or on the face of, a financial statement. Included are such items as:

- fees and/or allowances paid for attendance at conferences (11(i));
- conference and meeting expenses (11(k));

Each of these items must be *separately* disclosed. It is therefore insufficient to provide one figure for 'Accommodation, Travel & Meetings'. In future years this figure must be divided up into, on the one hand, fees and/or allowances paid for attendance at conferences and, on the other, conference and meeting expenses.

### **Operating Report – Number of Members**

A minor comment relates to the way in which the number of members of the Branch is presented in the Operating Report.

The Report states the number of members 'at the time of this report' (that is, at the date upon which the report was signed). Regulation 159(a) of the Workplace Relations (Registration and Accountability of Organisations) Regulations 2003, however, requires the Operating Report to contain the number of members 'at the end of the financial year to which the report relates' (that is, as at 30 June).

### **Timing of Financial Documents - Lodgement of Documents in the Registry**

Section 268 of the RAO Schedule requires the Branch to lodge its financial documents with the Registry within 14 days of the date of the meeting at which they were presented. You are requested to lodge documents within the 14 day period in future.

Please do not hesitate to contact me by email at [robert.pfeiffer@air.gov.au](mailto:robert.pfeiffer@air.gov.au) or on (03) 8661 7817 if you wish to discuss this letter.

A copy of the financial report has been placed on the website maintained by the Industrial Registry at <http://www.e-airc.gov.au/130ntcee>.

Yours sincerely,



for  
Robert Pfeiffer  
Statutory Services Branch (Melbourne)

25 January 2007



Attention: Mark Elliott  
Australian Industrial Registry  
C/- Level 5  
11 Exhibition Street  
MELBOURNE Vic 3000

10<sup>TH</sup> November 2006

FR 2006/415

Dear Sir,

**RE: INDEPENDENT EDUCATION UNION OF AUSTRALIA - TASMANIAN  
CATHOLIC EDUCATION EMPLOYEES BRANCH - FINANCIAL REPORTING  
OBLIGATIONS UNDER THE WORKPLACE RELATIONS ACT 1996**

I, Angela Rae Briant, Secretary/Treasurer of the above Union state that:

- Financial documents were prepared audited, provided to members and presented to the required meetings of its members within the stated time scales as follows:
  1. The Committee of Management Meeting on 4<sup>th</sup> October 2006 at which statements by the President, Vice-President and Accounting Officer as per pages 2, 3 and 4 of the Auditor's Report were signed and dated. This properly constitutes the first meeting.
  2. Auditor's opinion obtained and dated the 11<sup>th</sup> October 2006.
  3. Financial Statements circulated to members at least 8 days prior to the AGM on 14<sup>th</sup> October 2006.
  4. Accounts and Auditor's Report presented to a General Meeting of members at the AGM on 14<sup>th</sup> October 2006.

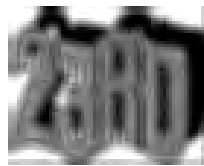
Herein please find a copy of the AGM booklet, which contains the accounts and Auditor's Report.

I further declare that I, Angela Rae Briant, Secretary/Treasurer of the above union do certify that the accounts and Auditor's Report were presented to a duly constituted General Meeting of members on Saturday the 14<sup>th</sup> October 2006 at which a quorum of members passed the motion to accept the audited financial report as contained in the AGM booklet.

Yours sincerely

Angela Briant  
SECRETARY.

# TCEEA



## Annual General Meeting

**379 ELIZABETH STREET, NORTH HOBART**

**14<sup>h</sup> OCTOBER 2006**

**COMMENCING AT 10.00 A.M.**

## COMMITTEE OF MANAGEMENT 2006

<b>President:</b>	Mr John Waldock - St Virgil's College
<b>Vice President:</b>	Mrs Mary Owen - Our Lady of Lourdes
<b>Secretary/Treasurer:</b>	Ms Angela Briant - TCEEA
<b>C.O.M Members:</b>	Ms Louise Briant - MacKillop College
	Ms Robyn McKenzie - St Patrick's College
	Mrs Kate Lakos - St Mary's College
	Ms Anne Healy - St Brigid's New Norfolk
	Mr Jeremy Oliver - St Cuthbert's School
	Mr Adrian Zolati - Our Lady of Lourdes
	Mr Phillip Kirkham - Dominic College
<b>Members of Executive:</b>	Mr John Waldock
	Mrs Mary Owen
	Ms Angela Briant

## TCEEA School Reps - 2006

### South:

Sacred Heart School, Geeveston	-	Ruth Johnson
Dominic Primary School - Glenorchy	-	Brent Scanlon
Holy Rosary School - Claremont	-	Helen Thomas
Dominic College - Glenorchy	-	Philip Kirkham
Sacred Heart College - New Town		Luciano LaPaglia / Noel Swan/ Helen Duggan
Sacred Heart College - Primary	-	Bernadette French (contact Person)
John Paul II School - Rokeby		Heather Beresford
Guilford Young College - Glenorchy		Adrian Sullivan/Chris Hatch
St Virgil's College - Austins Ferry		James Whitworth
St Cuthbert's School - Lindisfarne		Jeremy Oliver
St Virgil's Jnr School - Hobart	-	Helen Fielding
Corpus Christi School - Bellerive	-	Erica Halley/Paul Egan
St Therese's School - Moonah		Anne Duigan
Mt Carmel College, Sandy Bay	-	Virginia Jacobs/Paul Boutchard
St Aloysius School, Kingston Beach		Sue Heyward/Anna Bombardieri
St Paul's School, Bridgewater		Katie Mogford
St Brigid's School, New Norfolk	-	Anne Healy
St John's School - Richmond		Michael Casey
St Mary's College - Hobart	-	Kate Lakos
St James College - Cygnet	-	Rob Perigo/Bob Donaghue
Guilford Young College - Hobart	-	Ros Hey
Sacred Heart School IHOM Campus		Eric Monaghan
MacKillop College	-	Louise Wright/Corey Peterson

### North:

St Thomas More's School - Newstead	-	Rosemary O'Brien/John Hood
St Finn Barr's School - Invermay	-	Joan Williams
Larmenier School - St Leonards	-	Ludwig Stuttgarten
Sacred Heart School - Launceston		Barry Nas
St Anthony's School - Riverside	-	Lisa Broadhurst
St Patrick's College - Kings Meadows	-	Wendy Kurth/David Clark
Star of the Sea College - George Town	-	Karen Tame
Our Lady of Mercy School - Deloraine	-	Rosemary Silvestri

### North-West:

St Joseph's School - Queenstown	-	Shayne Stratton
St Joseph's School - Rosebery		Dianne Edwards
Marist Regional College - Burnie	-	Stephen Walsh
St Brendan Shaw College - Devonport	-	Peter Stubbs/Judy McIver
Stella Maris School - Burnie	-	Jane Heatley (Contact Person)
Our Lady of Lourdes School - Devonport		Natasha Barber
Sacred Heart School - Ulverstone	-	S Riley / V Graham-Jones
St Peter Chanel School - Smithton	-	Jacqueline Wickham
St Brigid's School - Wynyard		Denise Troughton
St Patrick's School - Latrobe		Beth Bridger (Contact Person)

## TCEEA HISTORY

The TCEEA came into being at its inaugural meeting held at St Finn Barr's School on the 10<sup>th</sup> December 1983.

At that meeting an interim Committee of Management was set up consisting of Chris Shirley (President), Michael Tong-Lee (Vice President), Chris Smallbane (Secretary/Treasurer), Dorothy Herbert, John Crowson, Bev James, Elaine Doran, Marlene Hanlon, Sr Majella Kelly and Tony Webb. On medical advice Mr John Crowson resigned and his place was taken by Andrew Naylor.

The first elections for positions on the C.O.M. for the TCEEA were held in March 1984 and as a result the following took office:

Chris Shirley (President), Tony Webb (Vice President), Michael Tong-Lee (Secretary/Treasurer) and seven C.O.M. ordinary members Sr Majella Kelly, Dorothy Herbert, Chris Smallbane, Michael Tong-Lee, Bev James, Chris Shirley and Michael Gill.

Subsequently Andrew Naylor and Peter Bevilacqua filled the vacancies for the ordinary members of the C.O.M. left by Chris Shirley and Michael Tong-Lee.

The first office space leased by the TCEEA in June 1984 was Room 11 at the Trades Hall, 'Carolside' managed by the then T.T.L.C. Secretary Mr Robert Watling later Commissioner Watling.

The TCEEA affiliated as a member of the Independent Teachers Federation of Australia (ITFA) in July 1990 and subsequently affiliated as a branch of the Independent Teachers Federation (ITF) in March 1993 which became the Independent Education Union of Australia (IEU) on the 10<sup>th</sup> September 1993.

At present the IEU's affiliated branches consist of:

The Queensland Independent Education Union (QIEU)

The New South Wales/ACT Independent Education Union NSW/ACT (IEU)

The Victorian Independent Education Union (VIEU)

The Independent Education Union of South Australia (IEU SA)

The Independent Education Union of Western Australia (IEU WA)

The Tasmanian Catholic Education Employees Association (TCEEA)

The Tasmanian Independent Schools Teachers Association (TISTA)

2006 ANNUAL GENERAL MEETING  
Saturday 14<sup>th</sup> OCTOBER 2006  
COMMENCING AT 10:00 AM  
379 Elizabeth Street, North Hobart

# AGENDA

1. Chairperson declares the meeting open;
2. Apologies
3. Reading and Confirmation of the Minutes of the previous Annual General Meeting
4. Matters Arising from the Minutes
5. The President's Report
6. The Secretary / Treasurer's Report
7. Organiser and Industrial Officer's Reports
8. The Auditor's Report
9. General Business – Change of Name and Rule Changes
10. Closure



**IEU/TCEEA**  
**Annual General Meeting**  
**12<sup>th</sup> November 2005**  
**379 Elizabeth Street, North Hobart**

- Opening:** The President opened the meeting and welcomed members.
- Apologies:** Nicki Shanny, Robyn McKenzie, Brian Marshall, Chris Wright, Virginia Jacobs, Richard Lawler
- Present:** Chris Smallbane, Angela Briant, Paul Boutchard, Peter Bevilaqua, Louise Wright, John Waldoek, Ruth Johnson, Barry Nas, Adrian Zolati, Jeremy Oliver, Mary Owen, Jill Holloway, Anne Healy, Kate Gillespie, Patrick McManus, Michael Casey, Erica Halley, Helen Thomas, Phillip Kirkham, Kris Reeve, Dorothy Lincoln, Corey Peterson, Jeremy Oliver, Ros Hey and Dino Ottavi .

**Minutes of the Previous AGM:**

The Secretary presented the Minutes of the 2004 AGM.  
It was noted that some names were mentioned twice and Jeremy Oliver had been left off the list. It was resolved that the list of attendees be amended.

Motion: 018

“That the minutes of the A.G.M. of 2004 as amended be accepted”

Moved: Peter Bevilaqua

Seconded: Barry Nas

CARRIED

**Business Arising:**

There was no business arising.

**Presidents Report:**

- The President spoke about the concerns in regard to the federal legislation and referred to the Archbishop’s letter on maintaining just salaries and conditions for employees
- Members have been complacent
- The Collective Bargaining process. The union hopes to achieve significant improvements in conditions.
- The C.O.M. have been involved in a review & planning process
- The C.O.M. are meeting monthly, usually by teleconference
- Chris Smallbane will be retiring on 30<sup>th</sup> November this year
- New organisers Dino Ottavi & Jill Holloway will be employed from 1<sup>st</sup> January 2006.
- The TCEEA Website has been upgraded and enhanced
- Thanks were extended to the C.O.M. members for their commitment
- The Secretary and Industrial Officer were thanked for their hard work.
- Matters arising –presentation of Life Membership to Barry Nas and Chris Smallbane.

Motion: 019

"That the President's Report be accepted."

Moved: Mary Owen

Seconded: Kate Gillespie

CARRIED

### Secretary's Report:

- The Secretary thanked the Committee of Management for their time & commitment. Thanks to outgoing members Barry Nas, Jill Holloway, and Paul Boutchard. The C.O.M. has met times in the last 12 months. Particular thanks to Paul Boutchard and Mary Owen for their support and advice.
- The TCEEA is represented on various bodies including the Teachers Registration Board, The School Registration Board, Unions Tasmania and the Accreditation Council. As those members who represent the union need to report back on their activities a policy will be developed on reporting back.
- Thanks were extended to school reps for their work on behalf of the members. The TCEEA is very fortunate to have such a quality group of people who provide the officers with essential input.
- Membership numbers have shown a slight decrease, with membership numbers being 780 and slipping in terms of density.
- Minor Fellowships were awarded to members Julie Love and Denise Morgan of St Thomas More's School;
- Reference was made once again to the proposal to change the name of the union to indicate that we are a branch of the IEU. Also the question was posed - is it time to try to have one branch of the IEU in Tasmania? Perhaps a name change could help towards this or be a good idea in it's own right?
- Teachers Federation Health has been a successful initiative and has been taken up by many members
- The Secretary expressed his thanks to the TCEEA administrative staff Jill and Tracey for all their support and hard work that enhances the work of the union and to Angela Briant, the Industrial Officer for her foresight, preparation and planning

Motion: 020

"That the Secretary's Report be accepted."

Moved: Louise Briant

Seconded: Jill Holloway

CARRIED

### Industrial Officer's Report:

The Industrial Officer presented a paper containing statistics for enquiries to the TCEEA during the previous twelve months. This provides an effective overview of current industrial and workplace issues and most frequently asked questions.

Angela noted that there is a need to develop a summary of how the 'Workchoices' legislation may affect our members and that this may shake them out of their complacency.

Motion: 021

"That the Industrial Officer's Report be accepted"

Moved: Corey Peterson

Seconded: Ruth Johnson

### **Treasurer's Report:**

The Treasurer presented The Audit Report, Profit and Loss Statements, Financial Statements and Balance Sheets and highlighted a few key areas. Reference was made to a new item this year on pages 4 and 5, an Operating Report.

The Statement of Financial Performance for the year ended 30 June 2005 on Page 6 and 7 shows a deficit of \$6,330 compared to \$8,219 in 2004. Revenue from subscriptions up as can be seen on page 7. This is due to an increase in membership as well as the new membership category Level 11 and bracket creep.

Page 12 and 13 comprised notes including provisions and plant & equipment and cash flow information.

The Balance Sheet as at June 30, 2004 showed Net Accumulated Members' Funds as \$116,386. This is a continuing healthy financial situation.

Income from member subscriptions were slightly up on the previous year. Revenue is down compared to the previous year due to the cessation of the petrol scheme.

The union is looking at ways of improving the efficiencies of financial operations particularly in regard to the collection of member's subscriptions.

Motion: 022

"That the audited financial report be accepted."

Moved: Peter Bevilaqua

Seconded: Patrick McManus

CARRIED

### **General Business:**

Reference was made to Your Rights @ Work merchandise that is available for attendees to collect.

The association has purchased copies of the book 'Teachers, Students and the Law' published by the Victoria Law Foundation, for all members. Attendees were invited to collect their copy today.

The motion was put that Life Membership of the association be conferred on Barry Nas.

Motion: 023

"That Barry Nas be awarded Life Membership of the Tasmanian Catholic Education Employee's Association".

Moved : Chris Smallbane

Seconded: Peter Bevilaqua

CARRIED

The motion was put that Life Membership of the association be conferred on Chris Smallbane.

Motion: 024

“That Chris Smallbane be awarded Life Membership of the Tasmanian Catholic Education Employee’s Association”.

Moved : Kris Reeve

Seconded: Paul Boutchard

CARRIED

Presentations were made to retiring Committee of Management members Jill Holloway and Paul Boutchard.

Dr Dan White, Director of Catholic Education made a presentation to Chris Smallbane, due to Chris’s imminent retirement.

There being no other general business the meeting closed at 11.10a.m.

## **Presidents Report 2006**

I am writing this report at a time of great upheaval in many workplaces in this country. "Work choices" is proving to be everything that we in the union movement had feared and the next few years will be an important time for all Unions and their members as we move into this new industrial environment. It is pleasing to note the strong catholic voice against these changes and I commend our employers for confirming their commitment to maintaining fair and just working conditions for our members.

As a union we have also gone through some big changes with the retirement of Chris Smallbane. We have a new Secretary and two new organisers who have all brought energy and enthusiasm to their new roles. I would like to acknowledge the excellent work of Angela Briant (Secretary), Dino Ottavi and Jill Holloway (Organisers) and Jill and Tracey our administrative staff. It is only through their hard work and dedication that our Union is able to provide such excellent service to its members.

I would also like to acknowledge the work of management committee, Louise Briant, Kate Lakos, Anne Healy, Robyn McKenzie, Jeremy Oliver, Mary Owen, Adrian Zolati and Phillip Kirkham. It is only through the gift of their time and expertise that we are able to have such focussed direction in the running of our union. Our committee has a number of new members and they have brought fresh ideas and new energy to the group.

It is pleasing to note the growth in membership that we have experienced this year. Our officers have worked hard to connect with our members and the number of school visits has increased this year. We have over 100 new members who are benefiting from the services we are able to provide them. I am sure we will continue to grow as more catholic education employees see the value of the services and support we are able to provide.

The Union webpage has just had its one year anniversary and continues to grow as more and more information is added to it. I would like to thank Angela Briant for her input as it is mainly through her efforts that the documents are written, checked and ready for posting. I encourage all members to use the Webpage as their first "port of call" for information as it can either answer a query fully or give a starting place for further enquiries with one of our officers.

In this time of renewal the committee thought it was also time to look at the name of our union. The TCEEA label has served us well for 22 yrs and as a name represents the slow evolution of this union as a group of like minded catholic education employees. We are part of a national union ( the IEU ) and the committee felt it would be good to represent this in a new name.

After discussion and consultation the consensus view was that Independent Education Union Tasmania (IEU Tas.) was the best sounding and clearest name of the suggestions put forward. It acknowledges our links with the IEU clearly, but also recognises our island state and our function as a body that represents employees in independent education.

We are working with a graphic artist, who is the School Rep. at Dominic College Primary Campus, Brent Scanlon, to develop a new logo.

Members will get a chance to comment on this in the near future and we hope that our name and logo will become a “rallying point” for all catholic education employees in Tasmania in the years ahead.

**John Waldock**

## **Secretary/Treasurer's Report**

### **Annual General Meeting – 14<sup>th</sup> November 2006**

This year has been a busy and productive one characterised by continual activity both in a very busy union office and out there in our schools.

- The year commenced with a new **Catholic Education Agreement** in place, that having been approved by the Tasmanian Industrial Commission on 16<sup>th</sup> December 2005. This agreement included a number of enhancements to conditions including on-going employment status for Teacher Assistants.
- In January **new Organisers Dino Ottavi and Jill Holloway** commenced work with the union. They are becoming increasingly well known around their schools as they travel the state and we are receiving very positive feedback about their work in schools supporting and educating members.
- The union was successful in negotiating a **4.1% salary increase** for all employees in catholic education from the first pay period in April. For teachers this maintained parity with government school teachers and for other employees such as clerical staff and teacher assistants this continued to take them further ahead of equivalent employees in the government school system.
- The union continued to put some effort into maintaining and updating our **website**. That this is a worthwhile exercise is indicated by an examination of the usage of the site; for example during September this year there were more than 1800 visits to our website! We will continue to improve the website and make keeping it up-to-date a priority.
- **Membership** of the union has gradually increased during this year with financial membership now at 880 and total membership at just over 900. New members are paying their subs by direct debit as we progressively move away from total reliance on the system of payroll deductions.
- On the industrial front in May this year the '**Workchoices**' legislation commenced operation. Anyone who has seen the 1800 pages of the Act and Regulations can understand the feeling of being almost overwhelmed by the greatest attack on working people in Australia in the last 100 years. There have been many voices of dissent raised against the injustice of this legislation including the Catholic Church and the union movement. The ACTU continues to lead the fight against 'Workchoices' and your union will actively participate in this. Members are encouraged to join in the November 30<sup>th</sup> National Day of Action. In Hobart this will commence with a march from Parliament House to the City Hall starting at 7.45 a.m.
- After canvassing members during 2005 the Committee of Management has made the decision to change the name of our organization to **Independent education Union Tasmania, IEU (Tas.)**. The motion to ratify this must be put to this meeting today. As John mentioned, we are now working on a new logo and in the near future this will go out to members to approve.

- The change of name means that **our rules must be changed** to replace every reference to Tasmanian Catholic Education Employee's Association with Independent education Union Tasmania. Once again this motion needs to be put to this meeting today.
- Being part of a national union of 65,000 members brings up many benefits and offers collegial support and advice. Recently the Education Committee of the IEU, of which Jill Holloway is a participant, produced the **IEU Teachers' Guide to the Disability Discrimination Act Standards for Education**. We have ordered a copy of this brochure for all of our members and will shortly be distributing it.
- The IEU has also made recent public comment in response to the call by the Federal government Minister for Education Julie Bishop for a '**national curriculum**' and **performance based pay for teachers**. The Minister's pronouncements continually include derogatory comments about teachers and teacher unions and our national union will be strong in responding to these attacks.  
 The IEU supports work to achieve greater national consistency and comparability in curriculum, assessment, reporting and certification which contribute to ongoing improvements in learning outcomes.  
 The IEU has long supported the recognition of highly accomplished teachers in schools. The union believes that teachers should have the right to access a well supported program of skill development that is integrated into a program of whole school development. What is required is an integrated career structure that is reflective of the work currently underway in Australia around highly accomplished teacher standards and that understands the need for a substantial commitment of resources by employers and government.
- During the year we have produced a number of **publications and guides for members**, some of these being:
  - Member Information Booklet
  - Guide to Long Service Leave
  - Guide to 'Professional Learning Leader'
  - Guide for Teacher Assistants on Employment Assistants on Employment Contracts and Hours of Work
  - School Support Staff Newsletter
  - *Newslines* in January, March, April, May, July and October
- A major initiative was our participation in the **Anna Stewart Project**. This project offers female union members an opportunity to participate in a two week in-service at their union. Our successful applicant was Louise Wright, C.O.M. member and teacher at MacKillop College. As her special project Louise designed a Member/Non-Member survey which went out to schools in the first week of Term 3. To date we have received 150 completed surveys back and this will provide us with invaluable information about member priorities and satisfaction ratings.



- Member sign- up for **Teachers Federation Health** continues to grow and we hear many positive comments about the quality of the service and the very reasonable cost of this cover. New teachers can join up and have the first two months of membership free.
- **During 2006 the union has represented members in a number of forums:**
  - School Registration Board
  - Teacher Registration Board
  - Unions Tasmania (Trades & Labour Council)
  - Tasplan Superannuation Fund
  - Tasmanian Qualifications Authority
  - Industry Advisory Group overseeing the review of the Teacher Aide Learning and Recognition Framework
  - Working Women's Centre
  - Worker's Compensation – Re the accreditation of rehabilitation providers
  - Review of the Workplace Health & Safety Act
  - The conference of the Tasmanian Catholic Schools Parents & Friends Federation
  - Staff in Australia's Schools National Survey/Workforce Planning
  - University of Tasmania re teachers supervising student teachers on practicum placements
- A most positive aspect of the year to date is the positive working relationship that has developed with the **Catholic Education Office** and in particular the Director, Dr Dan White.  
 During the year the union has participated in a number of meetings to discuss matters of significance to members and we have had significant input into the development of policies such as the 'Code of Conduct'.  
 Nevertheless, it is disappointing when the union as a major stakeholder is not invited to participate in a major exercise such as the 'Kingborough Secondary School Review', this despite our request to participate along with principal and parent groups.
- **I would like to express my thanks to the team here at our office.** Dino Ottavi, Jill Holloway, Jill Sturges and Tracey Connolly have worked together so well this year and have created such a positive working environment.  
 Thank you for all your hard work.

## ORGANISING REPORT 2006

What a busy office!

Our inaugural visit for 2006 around the state was the first week in February. Staff in schools were very much still in holiday mode. We enthusiastically informed them of our new makeup and gave out the 2006 Rep's folder containing the new Agreement and everything they needed to know about being a rep. We also distributed Teacher's Federation Health brochures and the first edition of 'Newsliner' for the year which contained some of the changes to our Agreement.

During Term 1 the Reps, who were available, were withdrawn from schools for a day to undertake training which included hands on finding their way around the new Agreement, membership plans for their school and recruitment techniques.

During Term 2 the membership plans were followed up with the reps and up to date information disseminated about pay procedures, Professional Learning Leaders, Parental Leave, Personal Leave, Bereavement Leave and spread of hours for part-time employees. An hours of work survey was distributed to kinder staff and a newsletter for School Support staff was introduced. Many schools also celebrated the National Day of Action during a union meeting.

The first round of visits for Term 3 informed members of our change of name to The Independent Education Union Tas and the AGM. Staff were also encouraged to fill in the member/nonmember survey devised by Louise Wright, our Anna Stewart candidate. The application form for Professional Learning Leader was give out to interested people who may be eligible and the Position of Responsibility allowance and release time entitlements given to the reps to distribute.

All in all most schools in the state will have been visited 5 to 6 times throughout the year. As the year progressed so did the pressure of time constraints on the reps and staff in schools so we thank you all for your support and cooperation during our visits this year.

Jill Holloway     Organiser

# **TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION**

## **FINANCIAL REPORT**

**FOR THE YEAR ENDED 30 JUNE 2006**

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## TASMANIAN CATHOLIC EDUCATION EMPLOYEES ASSOCIATION

### INDEPENDENT AUDIT REPORT FOR THE YEAR ENDED 30 JUNE 2006

#### Scope

We have audited the financial report, being a general purpose financial report, of the Tasmanian Catholic Education Employees Association, for the year ended 30 June 2006 comprising the Income Statement, Balance Sheet, Cash Flow Statement, Statement of Changes in Equity and Notes to the Financial Statements. The Committee of Management is responsible for the financial report. We have conducted an independent audit of the financial report in order to express an opinion on it to the members.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with Australian Accounting Standards and other mandatory professional reporting requirements so as to present a view of the Tasmanian Catholic Education Employees Association which is consistent with our understanding of its financial position, and performance as represented by the results of its operations and its cash flows.

We disclaim any assumption for responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

#### *Audit approach*

We conducted an independent audit in order to express an opinion to the members of the association. Our audit was conducted in accordance with Australian Auditing Standards in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgement, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the financial report presents fairly, in accordance with the accounting policies described in Note 1, so as to present a view which is consistent with our understanding of the association's financial position, and of their performance as represented by the results of its operations. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia. No opinion is expressed as to whether the accounting policies used and described in Note 1, are appropriate to the needs of the members.

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#### *Accountants & Auditors*



TASMANIAN CATHOLIC EDUCATION EMPLOYEES ASSOCIATION

INDEPENDENT AUDIT REPORT  
FOR THE YEAR ENDED 30 JUNE 2006

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

We formed our audit opinion on the basis of these procedures, which included:

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

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

**Independence**

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

**Audit Opinion**

In our opinion the general purpose financial report is presented fairly in accordance with applicable Australian Accounting Standards and the requirements imposed by Part 3 of Chapter 8 of Schedule 1B of the Workplace Relations Act 1996.

**WHK Denison**  
Accountants & Auditors

Alison Flakemore

**Audit Partner**

Registered Company Audit No. 241220

Institute of Chartered Accountants Australia Member No. 96387

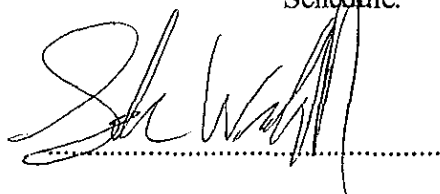
Dated this 11<sup>th</sup> day of October 2006.

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
COMMITTEE OF MANAGEMENT CERTIFICATE  
FOR THE YEAR ENDED 30 JUNE 2006**

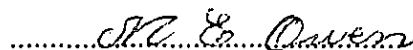
On the 4<sup>th</sup> October 2006 the Committee of Management of the Tasmania Catholic Education Employees Association passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 30 June 2006:

The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the Industrial Registrar;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the GPFR relates and since the end of that year:
  - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
  - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
  - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RAO Schedule and the RAO Regulations; and
  - (iv) 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.
  - (iv) the information sought in any request of a member of the reporting unit or a Registrar duly made under section 272 of the RAO Schedule has been furnished to the member or Registrar; and
  - (v) there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the RAO Schedule.



**John Waldock  
PRESIDENT**



**Mary Owen  
VICE-PRESIDENT**

Dated this 4<sup>th</sup> day of October 2006.

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
OPERATING REPORT  
FOR THE YEAR ENDED 30 JUNE 2006**

Your Committee of Management present their report on the Association for the financial year ended 30 June 2006.

The names of the Committee of Management in office at any time during or since the end of 30 June 2006 are:

- Mr John Waldock                      President from 1 December 2005
- Mrs Mary Owen                        Vice President
- Mr Chris Smallbane                  Retired November 05
- Ms Angela Briant                      Secretary/Treasurer and Delegate to Federal Council
- Ms Louise Briant
- Mrs Anne Healy                        From 1 December 2005
- Mr Jeremy Oliver                      From 1 December 2005
- Mrs Kate Lakos                        From 1 December 2005
- Ms Robyn McKenzie
- Mr Adrian Zolati                      From 1 December 2005
  
- Mr Paul Boutchard                    President Retired November 2005
- Mr Barry Nas                         Retired November 2005
- Ms Jill Holloway                      Retired November 2005

Committee of Management members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Ms Angela Briant, a member of the Committee of Management and Secretary/Treasurer from December 2005, is a Director of Tasplan Ltd which acts as the trustee for Tasplan Super representing the interests of Unions Tasmania with whom this Association is affiliated.

Mr Chris Smallbane, Secretary/Treasurer up to November 2005, retired as from 31 November. Ms Jill Holloway was appointed for the position of Organiser from 1 January 2006 and Mr Dino Ottavi was appointed as Organiser/Industrial Officer from that date.

The surplus for the financial year after providing for fringe benefits tax, depreciation of fixed assets and liability for employee benefits arising from services rendered by employees to balance date amounts to \$44,664.

The principal activity of the Tasmanian Catholic Employee's Association is to work to protect and advance the professional and industrial interests of staff in Tasmanian Catholic schools.

There were no significant changes in the nature of those activities during the period.

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
OPERATING REPORT  
FOR THE YEAR ENDED 30 JUNE 2006**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the financial operations of the Association for future financial years.

Under the rules of the Association and in accordance with SS230(1)(a) and 2 of the Act a register of members has, during the financial year ended 30 June 2006, been kept and maintained.

Membership of the Association including full financial members and those on leave of absence from their work site amounted to 868 at the time of this report.

The Committee of Management maintained the office of the Branch at 379 Elizabeth Street, North Hobart, Tas, 7002 that being the sole branch operated with no new branches established or ceasing.

Under the rules of the Association an election was held during the financial year ended 30 June 2006.

Under the Rules of the Association, number 21, any member has the right to resign by the giving of written notice.

The Association maintains employment for 3 employees on a full time equivalent basis as at 30 June 2006. There are 5 employees.

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

Secretary:  4/10/2006  
A Briant



**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
INCOME STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2006**

	Note	2006	2005
<b>Revenues From Ordinary Activities</b>		\$	\$
Commission Received		549	849
Interest Received		7,079	5,132
Profit on Sale of Asset		(2,193)	-
Subscriptions		358,217	327,349
Sundry Income		<u>9,031</u>	<u>1,465</u>
<b>Total Revenues From Ordinary Activities</b>		<b>372,683</b>	<b>334,795</b>
<b>Expenses From Ordinary Activities</b>			
Accommodation, Travel & Meetings		13,680	13,237
Accountancy & Audit		3,748	3,859
Advertising & Promotion		1,194	305
Bank Fees		1,020	229
Booklets, Brochures & Magazines		2,208	1,134
Campaigns		3,020	2,664
COM Expense		7,090	2,753
Consultants Fees		940	2,628
Delegate Training		2,575	1,069
Depreciation		12,527	10,307
Donations		500	700
Electricity		1,291	1,200
Fringe Benefits Tax		2,324	2,823
Insurance		14,436	11,458
Internet & E-mail		13,004	7,077
Legal Fees		1,930	2,945
Long Service Leave Expense		(12,197)	9,791
Minor Fellowship		-	1,200
Motor Vehicle Expenses		3,373	4,271
Movie Tickets		(385)	-
Office Rental		7,180	6,566
Postage		4,406	3,806
Printing & Stationery		11,993	8,513
Registration & Affiliation Fees		13,486	13,238
Repairs & Maintenance		-	325
Staff Training		2,322	2,713
Sundry Expenses		3,309	414
Superannuation		44,836	52,670
Telephone		7,043	7,800
Wages – Officers		125,041	125,333
Wages – Other		34,336	38,543
Workers Compensation		<u>1,789</u>	<u>1,554</u>
<b>Total Expenses from Ordinary Activities</b>		<b><u>328,019</u></b>	<b><u>341,125</u></b>
<b>Surplus/(Deficit) For the Year</b>	<b>8</b>	<b><u>44,664</u></b>	<b><u>(6,330)</u></b>

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
BALANCE SHEET  
AS AT 30 JUNE 2006**

	Note	2006 \$	2005 \$
<b>Current Assets</b>			
Cash	3	171,261	158,265
Receivables	4	-	306
Inventory		<u>2,165</u>	<u>495</u>
<b>Total Current Assets</b>		<b><u>173,426</u></b>	<b><u>159,066</u></b>
<b>Non Current Assets</b>			
Property, Plant and Equipment	5	<u>36,037</u>	<u>28,249</u>
<b>Total Non-Current Assets</b>		<b><u>36,037</u></b>	<b><u>28,249</u></b>
<b>Total Assets</b>		<b>209,463</b>	<b>187,315</b>
<b>Current Liabilities</b>			
Payables	6	13,671	14,959
Provisions	7	<u>14,846</u>	<u>41,542</u>
<b>Total Current Liabilities</b>		<b><u>28,517</u></b>	<b><u>56,501</u></b>
<b>Non Current Liabilities</b>			
Provisions	7	<u>19,896</u>	<u>14,428</u>
<b>Total Liabilities</b>		<b><u>48,413</u></b>	<b><u>70,929</u></b>
<b>Net Assets</b>		<b><u>161,050</u></b>	<b><u>116,386</u></b>
<b>Equity</b>			
Accumulated Members' Funds	8	<u>161,050</u>	<u>116,386</u>
<b>Total Equity</b>		<b><u>161,050</u></b>	<b><u>116,386</u></b>

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
STATEMENT OF CHANGE IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2006**

	Notes	2006 \$	2005 \$
Balance as at 1 July		116,386	122,716
Surplus/(Deficit) For the Year		44,664	(6,330)
Transfers to and from reserves		-	-
		44,664	(6,330)
<b>Balance as at 30 June</b>		<b>161,050</b>	<b>116,386</b>

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
CASH FLOW STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2006**

	Note	2006 \$	2005 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Subscriptions		358,217	327,349
Interest Received		7,079	5,120
Other Receipts		9,886	4,126
Payments to Suppliers & Employees		<u>(340,088)</u>	<u>(317,203)</u>
Net cash provided by operating activities	9 (b)	<u><b>35,094</b></u>	<u><b>19,392</b></u>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Proceeds from the Sale of Property Plant & Equipment		4,500	-
Payments for Property Plant & Equipment		<u>(26,598)</u>	<u>(3,971)</u>
Net cash used in investing activities		<u><b>(22,098)</b></u>	<u><b>(3,971)</b></u>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
Repayment of Loans		<u>-</u>	<u>-</u>
Net cash used in financing activities		<u>-</u>	<u>-</u>
Net increase/(decrease) in cash held		12,996	15,421
Cash at beginning of financial year		<u>158,265</u>	<u>142,844</u>
Cash at end of financial year	9 (a)	<u><b>171,261</b></u>	<u><b>158,265</b></u>

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2006**

**1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

**(a) General Information**

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Urgent Issues Group Interpretations, and other authoritative pronouncements of the Australian Accounting Standards Board and the Workplace Relations Act 1996.

The financial report covers the Tasmanian Catholic Education Employees' Association as an individual entity.

The financial report of the Tasmanian Catholic Education Employees' Association complies with all Australian equivalents to International Accounting Reporting Standards (AIFRS).

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

**(b) Basis of Preparation**

**First-time Adoption of Australian Equivalents to International Accounting Reporting Standards**

Tasmanian Catholic Education Employees' Association has prepared financial statements in accordance with the Australian equivalents to International Financial Reporting Standards from 1 July 2005.

In accordance with the requirements of AASB 1: First-time Adoption of Australian Equivalents to International Accounting Reporting Standards, adjustments to the accounts resulting from the introduction of AIFRS have been applied retrospectively to 2005 comparative figures excluding cases where optional exemptions available under AASB 1 have been applied.

These accounts are the first financial statements of the Tasmanian Catholic Education Employees' Association to be prepared in accordance with AIFRS.

**Reporting basis and Convention**

The financial report has been prepared on an accrual basis and is based on historical costs modified by the revaluation selected non-current assets, financial assets and financial liabilities for which the fair value basis of accounting has been applied.

**Income Tax**

As an employee association no provision for income tax is necessary as the Association is exempt from income tax under section 50-15 of the Income Tax Assessment Act 1997.

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2006**

**1. STATEMENT OF ACCOUNTING POLICIES**

**Fixed Assets**

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

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

<u>Class Of Fixed Asset</u>	<u>Depreciation Basis</u>	<u>Depreciation Rate</u>
Motor Vehicles	Diminishing Value	22.5%
Office Equipment	Prime Cost	13% – 27%

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

**Employee Benefits**

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with entitlements arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Other 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 entitlements.

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

**Revenue**

Subscription income is recognised in the period to which the subscriptions relate.

Revenue from the provision of services is recognised when the right to be compensated for the services has been attained.

Interest is recognised over the period for which the funds are invested.

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

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2006**

	Note	2006 \$	2005 \$
<b>2.</b>	<b>INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR</b>		
(a)	A member of a reporting unit, or a Registrar, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.		
(b)	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.		
(c)	A reporting unit must comply with an application made under s 272(1) (2) and (3) of the RAO Schedule.		
		<b>2006 \$</b>	<b>2005 \$</b>
<b>3.</b>	<b>CASH</b>		
	Cash Management – General	38,616	60,275
	Cash Management – IEU-TCEE	8,298	8,297
	Direct Savings Account	124,319	-
	Cash Management	<u>28</u>	<u>89,693</u>
	Total Cash	<u>171,261</u>	<u>158,265</u>
<b>4.</b>	<b>RECEIVABLES</b>		
	Interest Receivable	<u>-</u>	<u>306</u>
<b>5.</b>	<b>PROPERTY PLANT &amp; EQUIPMENT</b>		
	Motor Vehicles – at cost	39,397	35,102
	Less: Accumulated Depreciation	<u>(17,253)</u>	<u>(21,952)</u>
		22,144	13,150
	Office Equipment – at cost	56,051	49,739
	Less: Accumulated Depreciation	<u>(42,158)</u>	<u>(34,640)</u>
		<u>13,893</u>	<u>15,099</u>
	Total Property, Plant and Equipment	<u>36,037</u>	<u>28,249</u>
<b>6.</b>	<b>PAYABLES</b>		
	Trade Creditors – General	<u>13,671</u>	<u>14,959</u>
	Total Payables	<u>13,671</u>	<u>14,959</u>
<b>7.</b>	<b>PROVISIONS</b>		
	<i>Current</i>		
	Provision for Annual Leave	14,846	23,880
	Provision for Long Service Leave	<u>-</u>	<u>17,662</u>
	Total Provisions	<u>14,846</u>	<u>41,542</u>
	<i>Non Current</i>		
	Provision for Long Service Leave	<u>19,896</u>	<u>14,428</u>

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2006**

	2006	2005
	\$	\$
<b>8 ACCUMULATED MEMBERS FUNDS</b>		
Opening Balance	116,386	122,716
Surplus/(Deficit) For The Year	<u>44,664</u>	<u>(6,330)</u>
Accumulated Members' Funds	<u>161,050</u>	<u>116,386</u>
<b>9 CASH FLOW INFORMATION</b>		
(a) 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 statement of financial position as follows:		
Cash	171,261	158,265
(b) Reconciliation of cash flow from operations with profit from ordinary activities after income tax		
Profit from ordinary activities after income tax	44,664	(6,330)
Non-cash flows in profit from ordinary activities		
Depreciation	12,527	10,307
Loss on Sale of Assets	2,193	-
Changes in assets and liabilities:		
(Increase)/Decrease in Receivables	306	(173)
(Increase)/Decrease in Inventories	(1,670)	945
Increase/(Decrease) in Accounts Payable	(1,698)	68
Increase/(Decrease) in Employee Benefit Provisions	<u>(21,228)</u>	<u>14,575</u>
Cash flows from operations	<u>35,094</u>	<u>19,392</u>

**10 FINANCIAL INSTRUMENTS**

**(a) Financial Risk Management**

The association's financial instruments consist mainly of deposits and investments with banks, accounts receivable and accounts payable. The main purpose of non-derivative financial instruments is to raise finance for the association's operations. The association does not have any derivative instruments at 30 June 2006.

**(i) Treasury Risk Management**

The board of directors meet on a regular basis and evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

**(ii) Financial Risks**

The main risks the association is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk.



**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2006**

**10 FINANCIAL INSTRUMENTS (cont.)**

**Interest Rate Risk**

The association does not have material interest rate risk. Any risk arising is managed through floating rate investments. For further details on interest rate risk refer to Note 10 (b).

**Foreign Currency Risk**

The association is not exposed to fluctuations in foreign currencies.

**Liquidity Risk**

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

**Credit Risk**

The maximum exposure to credit risk at balance date to recognised financial assets is the carry amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements.

The association does not have material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the association. For further details on credit risk refer Note 10 (c).

**Price Risk**

The association is not exposed to any material commodity price risk.

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2006**

**10 FINANCIAL INSTRUMENTS (cont.)**

**(b) Interest Rate Risk**

The association's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on classes of financial assets and financial liabilities, is as follows:

	Weighted Average Effective Interest Rate		Floating Interest Rate		Non Interest Bearing		Total	
	2006	2005	2006	2005	2006	2005	2006	2005
	%	%	\$	\$	\$	\$	\$	\$
Financial Assets:								
Cash			171,261	158,265	-	-	171,261	158,265
Receivables	-	-	-	-	-	306	-	306
Total Financial Assets			<u>171,261</u>	<u>158,265</u>	<u>-</u>	<u>306</u>	<u>171,261</u>	<u>158,571</u>
Financial Liabilities:								
Trade and sundry creditors	-	-	-	-	13,671	14,959	13,671	14,959
Total Financial Liabilities			<u>-</u>	<u>-</u>	<u>13,671</u>	<u>14,959</u>	<u>13,671</u>	<u>14,959</u>

**(c) Credit Risk**

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the Balance Sheet and notes to the financial report.

The association does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by the association.

**(d) Net Fair Values**

The net fair value of listed investments have been valued at the quoted market bid price at balance date adjusted for transaction costs expected to be incurred. For other assets and other liabilities the net fair value approximates their carrying value. No financial assets and financial liabilities are readily traded on organised markets in standardised form other than listed investments, forward exchange contracts and interest rate swaps. Financial assets where the carrying amount exceeds net fair values have not been written down as the association intends to hold these assets to maturity.

The aggregate net fair values and carrying amount of financial assets and financial liabilities are disclosed in the position and in the notes to the financial statements.

**TASMANIAN CATHOLIC EDUCATION EMPLOYEES' ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2006**

**11 CHANGE IN ACCOUNTING POLICIES**

The association is managing the transition to Australian Equivalent of International Financial Reporting Standards (AIFRS) effective for financial years commencing from 1 January 2005. The adoption of AIFRS will be reflected in the association's financial statements for the year ending 30 June 2006. On first time adoption of AIFRS, comparatives for the financial year ended 30 June 2006 are required to be restated. The majority of the AIFRS transitional adjustments will be made retrospectively against retained earnings at 30 June 2005.

The association's management, along with external consultants, have assessed the significance of the expected changes and are preparing for their implementation. The impact of the alternative treatments and elections under AASB1: First Time Adoption of Australian Equivalents to International Financial Reporting Standards has been considered where applicable.

The Board are of the opinion that there are no material differences in the association's accounting policies on conversion to AEIFRS. Users of the financial statements should note, however, that the impact of AIFRS on the association could change if there are any amendments by standard-setters to the current AIFRS.

**(i) Reconciliation of Total Equity as presented under previous GAAP to that under AIFRS**

There are no differences between total equity as presented under previous GAAP to that under AIFRS as at 1 July 2004, 30 June 2005 or 30 June 2006.

**(ii) Reconciliation of Surplus for Year as presented under previous GAAP to that under AIFRS**

For the years ended 30 June 2005 and 30 June 2006, there are no differences between the reported surplus presented under AIFRS and the reported surplus presented under the previous GAAP.

**(iii) Reconciliation of Cash Flow as presented under previous GAAP to that under AIFRS**

For the years ended 30 June 2005 and 30 June 2006, there are no differences between the cash flow statement presented under AIFRS and the cash flow statement presented under the previous GAAP.

## TCEEA Statement of Values

### VISION STATEMENT

The Tasmanian Catholic Education Association, a branch of the Independent Education Union of Australia, is an inclusive body that supports employees in Catholic schools.

Your union is founded upon the principles of Catholic social justice teaching; that employers and employees are equal partners in the workplace and must have a relationship based on mutual respect.

Your union aims to actively pursue the professional and industrial needs of workers in Catholic education.

Your union is committed to Pope John Paul II's encyclical 'Laborem Exerceens' (the dignity of labour), and we cite from that document the rights of workers to:

- Work
- Receive just wages
- Form associations for the purpose of defending the vital interests of workers
- Take industrial action including strike under certain circumstances
- Not to be discriminated against because they choose to form a family, and
- Have adequate rest

### OUR VALUES

- We believe that workers have the right to working conditions that are healthy and safe in spiritual, physical and social contexts.
- We affirm the right of all workers to join and be represented by their union.
- We believe that workers have the right to feel secure in their employment and protected from being dismissed unfairly.
- We believe that workers have the right to be treated fairly and justly if involved in a dispute in the workplace; that is, according to the principles of natural justice.
- We agree with the Australian Catholic bishops that salaries paid to workers in Catholic education should be no less than industry standards.
- We recognise that it is vital that employees are able to achieve and maintain a balance between work and family commitments.
- We are committed to being a democratic organization that treats all workers equally and is inclusive of and welcoming to all workers in Catholic education. We will advocate strongly for all.
- We believe that the union can be truly effective if the members know that the union truly belongs to them and that the TCEEA goals are in step with the goals of the workers.
- We believe in encouraging all members to fully participate in their union.
- We are committed to collective bargaining providing it remains the most effective method of progressing the interests of all members.
- We believe that workers have the right to be consulted and informed about issues that affect the mode, terms or conditions of their employment.
- We assert the right of the union to recruit, organise and represent members.
- We believe in supporting members to develop their own skills and understanding to progress any individual workplace issues they may have.
- We believe that the support of members for each other is our greatest strength – that is, we believe in solidarity, not self-interest.
- We believe that workplaces should be free of harassment, intimidation, violence and discrimination.
- We are opposed to discrimination in all forms including that based on race, religion, age, ethnicity, gender, disability, sexual preference and political beliefs. We believe in equal opportunity for all.
- We believe that union workplace reps should have access to adequate training, time, support and materials to enable them to carry out their role.
- We maintain that all workers should be offered opportunities to participate in professional learning.
- We believe that the union has the right and obligation to affiliate with other relevant non-political bodies within and outside Catholic education.
- We are committed to being participants in the movement for a more humane society and one that builds peace, justice and human rights in our local area, nationally and internationally.