



7 January 2015

Simon Collins
Federal Secretary
Media, Entertainment & Arts Alliance
245 Chalmers Street
REDFERN NSW 2013

via email: federal@alliance.org.au

Dear Mr Collins

Media, Entertainment & Art Alliance Financial Report for the year ended 30 June 2015 - [FR2015/331]

I acknowledge receipt of the financial report of the Media, Entertainment & Art Alliance (MEAA). The documents were lodged with the Fair Work Commission (FWC) on 21 December 2015.

The financial report has now been filed.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under s.253, s.265, s.266 and s.268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under s.268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and Reporting Guidelines have been complied with. A primary review does not examine all disclosure requirements.

Please note that the financial report for the year ending 30 June 2016 may be subject to an advanced compliance review.

I make the following comments to assist you when you next prepare a financial report. You are not required to take any further action in respect of the report lodged, except for the requirements under the sub-heading *Statement of Loans, Grants and Donations*. The FWC will confirm these concerns have been addressed prior to filing next year's report.

Statement of comprehensive income

Disclosure of grants or donations

Reporting Guideline 16(e) requires that where grants or donations have been paid, the total amount paid is to be disclosed as follows:

- (i) grants that were \$1,000 or less;
- (ii) grants that exceeded \$1,000;
- (iii) donations that were less than \$1,000; and
- (iv) donations that exceeded \$1,000

Note 3 *Surplus/(Deficit) Before Income Tax* discloses that \$7,246 was paid in donations but does not distinguish the total amounts paid as described above.

Statement of Loans, Grants and Donations

A Loans, Grants and Donations statement for MEAA was lodged with the FWC as required under subsection 237(1) of the RO Act on 23 October 2015. A figure for donations was also supplied in the financial report however this figure for donations is different to the figure supplied on the Loans, Grants and Donations Statement.

Can you please confirm that the figure report in the Loans, Grants and Donations statement is correct, and if not, submit an amended statement.

Reporting Requirements

On the FWC website a number of factsheets in relation to the financial reporting process and associated timelines are available. The most recent copy of the Reporting Guidelines and a model set of financial statements can also be found. The FWC recommends reporting units use this model as it will assist in ensuring compliance with the RO Act, the s.253 Reporting Guidelines and the Australian Accounting Standards. Access to this information may be obtained via [this link](#).

Should you wish to discuss the matters raised in this letter, or if you require further information on the financial reporting requirements of the Act, I may be contacted on (03) 8656 4681 or via email at joanne.fenwick@fwc.gov.au.

Yours sincerely



Joanne Fenwick
Financial Reporting Specialist
Regulatory Compliance Branch



Stephen Kellett
Fair Work Australia
80 William Street
East Sydney NSW 2011

18 December 2015

Dear Stephen Kellett

Re: Lodgement of Financial Statement and Accounts – Media, Entertainment & Arts Alliance – for year ending 30 June 2015

Please find attached the “Full Operating Report” for the Media, Entertainment & Arts Alliance, for the financial year ended 30 June 2015 and the Certificate of the Prescribed Designated Officer.

Yours sincerely

Simon Collins
Federal President

MEDIA, ENTERTAINMENT & ARTS ALLIANCE

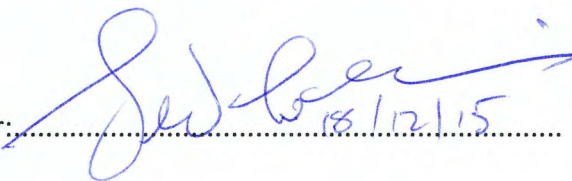
s268 Fair Work (Registered Organizations) Act 2009

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

Certificate for the period ended 30 June 2015

I **Simon Collins** being the **Federal President** of the **Media, Entertainment & Arts Alliance** certify:

- that the documents lodged herewith are copies of the full report for the *Media, Entertainment & Arts Alliance* for the period ended 30 June 2015 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on *30 November 2015*; and
- that the full report was presented to *a meeting of the committee of management* of the reporting unit on *18 December 2015* in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:..........

Name of prescribed designated officer:..Simon Collins.....

Title of prescribed designated officer: ..Federal President.....

Dated:18 December 2015.....

MEDIA, ENTERTAINMENT & ARTS ALLIANCE

ANNUAL REPORT 2014-2015



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PRODUCTION DETAILS

EDITOR: Paul Murphy

DESIGN: Magnesium Media

COVER PHOTO: The Great Reno Balloon Race in Nevada, billed as the largest free hot air ballooning event in the world, has about 100 hot air balloons ascending in the early morning hours. Balloon pilots compete to drop a bean bag on a target. Friday, September 5, 2014. Photo by Louie Douvis, AFR.



FEDERAL PRESIDENT'S MESSAGE

I first joined what was then the Musicians' Union of Australia in the late-1970s, and have been on a long journey since from the foundation of the Symphony Orchestra Musicians Association in the 1990s, the amalgamation of SOMA into MEAA, and more recently the restructure of MEAA into a streamlined organisation that is responsive to its members' needs.

Two constants through most of that time have been our recently-retired federal secretary Chris Warren and federal president Patricia Amphlett, and I would like to express my appreciation and that of the MEAA board and federal council to both Chris and Patricia for their long service to our union.

They have made an extraordinary contribution to our union for many years, steering it through numerous challenges while remaining focussed on the goal of supporting and enriching our members' professional lives in the media, entertainment and arts industries.

Chris and Patricia are rightly owed our gratitude and I wish them both the best for the future.

They have handed over to us a union that is

active in all its industries and in very good shape to take up the opportunities that lie before us.

We have to focus on growing our union, so that it is financially stable and well resourced. It will then continue to be a strong voice in all our industries and will have the strength in workplaces to win better pay and conditions for members.

We should not underestimate the challenges ahead of us: in recent years, our membership has fallen as the media industry, in particular, has been heavily impacted by structural change that has disrupted traditional business models and resulted in hundreds of redundancies. Members in other sections have always faced issues due to the insecure nature of employment in their industries.

But there are also opportunities, such as the Freelance Pro membership model for freelance media professionals, the recent affiliations of the Australian Basketballers' Association and the Theatre Orchestra Musicians Association. A concerted effort to organise screen crews and technicians has already shown excellent results.

We need to continue to identify opportunities, especially in the emerging digital

media sector.

I am confident we can generate activism and enthusiasm across all of our sections by engaging with our members and potential members through solid campaigning.

It has been proven time and again that people will join a union if it campaigns strongly on the issues that matter to them in their workplace and their industry.

The key is to identify and train activists and empower them to take charge of their and the union's destiny.

This may require further reorientation of the union from a service provider to a vehicle for their own activism.

As a long-time delegate and activist myself, I have always believed that our union is only as strong as its members.

As I get around and talk to our members, I am confident MEAA is in good hands.

Simon Collins
MEAA federal president



CHIEF EXECUTIVE OFFICER'S MESSAGE

It was my great honour in April this year to take over as the first appointed chief executive officer of our union – a union I have myself been a member of for more than two decades.

Much of the focus of the leadership of MEAA this year has been on bedding down the new structure endorsed by the federal council in 2014, which has a CEO flanked by the directors of each section.

We have been careful to put the right people and processes in place so that the union can be poised to take advantage of any opportunities that present themselves in the next few years.

Membership declined slightly in 2014-15 by about 1.7%, but there are encouraging signs from the continued growth of the Entertainment, Crew & Sport section, which has increased its membership by 12% over the past two years.

Congratulations to the ECS team for these results which show the benefits of targeted member organising and recruitment. Incidentally, the ECS section is celebrating 100 years since the Australian Theatrical and Amusement Employees Association was formed in 1915.

Unfortunately, these gains have been offset by continued decline in the Media and Equity sections.

Newspaper redundancies have been compounded by job losses in public broadcasting as a result of sharp budget cuts to the ABC and SBS.

The roll-out of Fairfax's NewsNow model this year has seen enormous job losses in regional newspapers. We have fought hard in an effort to limit the job losses and to ensure members

receive full entitlements where redundancy occurs.

It is also essential that our union continues to explore innovative new ways to represent the growing freelance segments of our industries, organises professionals in digital media, and expands its range of services to workers beyond our traditional membership bases.

Falling membership has an impact on MEAA's revenue, and in 2014-15 we have had to be vigilant about continuing to reduce expenditure.

This has involved some tough decisions, and I would like to express my appreciation to our staff for their co-operation in cutting costs and their commitment to their jobs in straitened circumstances.

Another focus of 2014-15 has been on breaking down the silos that may have once existed between the sections of our union.

There is no better example of this than the combined Equity-ECS Save Our Stories campaign to retain the visa rules which regulate the number of foreign performers and crew who can work temporarily in Australia.

This successful campaign was carefully planned, with strong organising, education, political and communications elements and provides a blueprint for how our union will run industry or sector campaigns in the future.

Another success, for different reasons, was the co-ordinating role that MEAA played in the campaign to restore funding to the Australia Council that was taken away in the May Budget.

There is little doubt that the campaign forced the removal of George Brandis and the partial restoration of funding to the Australia Council,

and demonstrated how MEAA can provide assistance to a grassroots public campaign to increase its effectiveness.

On a completely different front, MEAA continues to provide leadership on issues involving press freedom, and in the past 12 months has been at the forefront of campaigning and lobbying over the data retention legislation, protection of whistleblowers, the wrongful imprisonment of Peter Greste and his Al Jazeera colleagues, and other attacks on journalists' ability to do their jobs.

We plan to use the knowledge gained from these campaigns as MEAA becomes more active in fighting for our members and shaping our industries in years to come.

We are confident that the strategies and resources we have put in place to run high-profile campaigns will motivate more of our members to become activists, and in turn lead to growth for the union.

Finally, it is important to pay tribute to Chris Warren, who served as our federal secretary for 28 years until March this year.

Chris steered the union from the original amalgamation of the AJA, Equity and the ATAEA – three very different unions – into the unified representative of Australia's creative professionals that it is today, and he should be justifiably proud.

Paul Murphy
MEAA chief executive officer





MEAA

Built on integrity and powered by creativity, the Media, Entertainment & Arts Alliance is the largest and most established union and industry advocate for Australia's creative professionals.

Our diverse membership ranges from journalists and photographers in major newsrooms, to freelance bloggers, screen and stage performers, theatre and outdoor entertainment workers to film and television technicians and crews, orchestra musicians and professional sportspeople.

With a proud heritage, MEAA is focused on the future as a thought leader and driver of change. A strong and passionate advocate for its members, MEAA also connects and creates new opportunities on their behalf.

MEAA is evolving to meet the changing needs of the creative professionals of Australia, so that we can provide the best and most relevant services possible to all of our members.

The five key goals of MEAA are:

- **Goal 1: Organise to grow:** Over the past decade, we have recognised that to survive our union needs to grow – and to grow we need to be an organising union: one that engages members and potential members and enables them to build power through collective action.
- **Goal 2: Protect and improve rights at work:** Working in the media, arts and entertainment industries – whether as a journalist, a jazz musician, an usher, a basketball player or an actor – often means unusual hours of work, non-traditional workplaces and short-term employment. MEAA fights hard to introduce collective agreements at every workplace because they are the best, and often the only, way of

protecting basic employment conditions such as minimum hours of work, travel allowances and overtime.

- **Goal 3: Build better benefits and extend services:** MEAA is upgrading the discount services offered to members; extending and promoting our professional development programs; helping to build members' superannuation and improving the collection, distribution and communications about residuals. We are also developing new online spaces that will allow members to network, communicate and discover job opportunities.
- **Goal 4: Shape our industries through communications and campaigns:** Campaigns and communication lie at the core of a union. A body as large and diverse as MEAA could not function without a strong internal and external communications strategy. At MEAA we rely on a range of traditional and new media tools to keep members and activists informed, to communicate with delegates, lobby government bodies and employers, engage in public campaigns and inform and educate members about their industrial rights.
- **Goal 5: Be part of something bigger:** In a difficult and changing environment, when our industries are being buffeted and industrial laws attempt to reduce our ability to represent our members, MEAA aims to work more efficiently and more effectively to build a sustainable organisation. We work with others both inside and outside our industries to build power.

For MEAA, 2014-15 was another year of significant challenges as we grappled with the

MEAA staff and members joined Fight for Our Rights on March 4, a national day of action to highlight growing community concern about Coalition policies such as ABC cuts and rights at work.

decline in our traditional industries while adapting to the opportunities that change brings us. Through the application of our strategic planning framework we are focussing on the things that matter and that what we can do well to build power for Australia's creative professionals. A new three-year strategic plan will be presented to the Federal Council in February 2016.

This report summarises our activities over the past year in the context of these goals and our strategic framework.

Goal 1: ORGANISE TO GROW

Over the past decade, we have recognised that to survive, our union needs to grow and to grow we need to be an organising union – that is, one that engages members and potential members and empowers them to build power through collective action.

Over the past two years we have recruited significant numbers of new members and in some key target areas we are starting to see some growth. However, the pattern varies across the union, and in 2014-15 MEAA membership effectively trod water.

Overall, membership was down by about 1.7%. In some core areas our membership has been flat. In other target areas, like film and television production crew, we're seeing real growth. However, membership churn due to industry restructure in the media has meant that recruitment has not been able to keep up with the numbers dropping out of the union.

National	June 30 2015 TOTAL FINANCIAL MEMBERS
Media	5551
Equity	5040
Entertainment Crew & Sport	3224
Musician	776
NZ Equity	731
TOTAL	15322

Instilling a growth and recruitment culture

To instil a growth and recruitment culture within the union, we have sought to more clearly structure our staffing and related resources into sections, with the consolidation of the structure adopted in 2012 of directors for each of the three major sections and the allocation of staff within those sections.

At the same time, we are seeking to build an organising culture among all staff and activists through training and reporting that aims to break down any sense that organising

is someone else's job. This is most developed in the ECS section with individual targets and accountability for all staff.

The appointment of a new Director, Campaigns & Education, in early 2015 has added extra strategic knowledge and accountability to our organising and growth. In 2014-15, the section directors with the Campaigns & Education Director have worked with staff and activists to implement realistic targets and measures of successful recruiting. Section committees have been regularly updated about progress towards these targets, which in turn are being used to reshape MEAA.

Activist development is a key part of all our campaigns. Integral to each section's organising campaigns are activist targets and measures of success.

A strategic approach to organising

Central to our organising strategy has been to segment our membership (and potential membership) into three key areas, each of which requires a different strategy: core areas, growth areas and maintenance areas.

Our **core areas** are those where we have (or should expect to have) more than 50 per cent density. These are journalists in traditional media, performers in theatre, film and television, crew in live theatre, and orchestral musicians. Despite the fact that these areas are just about all covered by collective agreements that are regularly maintained, we estimate that about one-third of people working under these agreements are not members.

To instil an organising culture in these core areas, we are attempting to take a more comprehensive organising approach including:

- Aim organising resources at selected core areas to deepen density;
- Plan collective bargaining campaigns in advance to maximise recruiting potential; and
- Identify organising campaigns outside collective bargaining.

By **growth** we mean those areas that we deliberately target for growth. These are film and television production crew, New Zealand Equity, commercial television and new media, particularly in small and medium sized companies.

To develop an organising approach to these areas, we have dedicated particular resources through each of the sections to develop and implement organising plans.

By **maintenance**, we mean particularly those areas where we have inherited activity and membership but where a combination of high casualisation and employer antipathy has made it difficult to sustain our membership in most areas. These are cinemas, outdoor event day workers and extras.

Over the past few years, our membership in all these areas has continued to fall and is now less than 10 per cent of our Australia wide membership. We are continuing to maintain collective agreements and awards in these areas and are undertaking some organising among events staff.

Goal 2: PROTECT AND IMPROVE OUR RIGHTS AT WORK

For our existing and future membership, the most important service MEAA provides is to protect and improve rights at work, pay, conditions, and entitlements.

The union must be ever-vigilant against efforts by employers to wind these back, while also striving to improve on solid foundations with new conditions and entitlements, such as paid family violence leave and portable long service leave.

Improving and renewing collective agreements, and striking new ones

Collective agreements remain the best way to ensure power at work, underpinned by gradual improvements to the Modern Awards for our industries.

MEAA is directly involved in negotiations for 125 industrial agreements: 118 of these are registered enterprise bargaining agreements (EBAs); the remaining seven agreements are unregistered, with six in Equity and one in ECS.

In 2015, 65 of our EBAs are due for renewal, including 31 agreements that expired in 2014 or earlier (see page 20).

MEAA has continued to renew and improve these collective agreements as they expire, although particularly in the current media environment where many broadcasters and publishers are under financial stress, this has sometimes been a case of retaining conditions that were won in the past.

In our various target areas for growth, we are seeking to implement collective bargaining, or at the very least, some form of collective regulation of employment.

We are working with members in digital and online media to develop an agreed charter of rights, which will be used to shape future collective agreements in small and medium sized businesses in the new media sector. After achieving a majority support ruling, negotiations commenced for a collective agreement at AFL Media and are ongoing.

In film and television production, we seek to have individual production agreements registered in the Fair Work Commission. Negotiations are underway with Screen Producers Australia for a new Actors Television Repeats and Residuals Agreement, which will be updated for streaming technology.

Enforcing our members' rights at work, including safe work

Outside of agreement negotiations, MEAA industrial and organising staff represent our members collectively or individually to enforce their rights at work in various ways, including chasing back pay or underpayments of wages, challenging unfair dismissals, and ensuring healthy and safe workplaces.

We had a highly successful financial year in recovering monies owed to members, with a total of more than \$2 million in claims recovered. This was twice the amount in 2013-

14, and is partly due to persistence in ensuring members received all they were entitled to when made redundant.

Claims	2014-2015
Media	\$1,110,578.00
ECS	488,542.73
Equity	143,747.56
Musicians	271,100.00
TOTAL	\$2,013,968.29

MEAA continues to co-operate with the Copyright Agency to deliver copyright royalties to journalists. Much of the current focus of the agency is on the application of copyright in digital publishing and reproduction so that the rights of journalists are respected. We continue to promote the service among our members, particularly freelance members.

With most jurisdictions having reduced workers' compensation rights to exclude injuries incurred while travelling to and from work, since July 1 2014 MEAA has provided "journey cover" insurance for all financial members. This is included as part of their fees.

Goal 3: BUILD BETTER BENEFITS AND EXTEND SERVICES

The range of services, benefits and discounts offered to MEAA members continues to grow. The importance of these also grows as MEAA refines its proposition to potential members and seeks to be both a union in the traditional sense, and also a modern professional association. The professional services we can provide to financial members are an important reason to join MEAA.

In this context, our professional development programs provided through the Walkley Foundation and the Equity Foundation are what make MEAA unique for our members. Reports for these two foundations are found elsewhere in this document.

As our industries increasingly become defined by more contingent and freelance workers, MEAA continues to explore the provision of appropriate services for self-employed workers, including work-related insurance such as public liability, professional indemnity, journey cover, and health incidentals.

Introduced in mid-2013, Freelance Pro has now grown to 399 members. Its advantages include professional indemnity and public liability insurance for freelance journalists. With an extra 200 participants over the past 12 months, the scheme has now reached break-even point.

Not all these members are new to MEAA as some have taken up Freelance Pro after going through redundancy from an employer, but the savings available for insurance is a genuine membership incentive.

We also provide public liability insurance to all NSW casual musicians, and although this is at a direct cost to the union, it has promoted membership growth.

We are actively pursuing offering other



A mural of Peter Grete while imprisoned in Egypt featured on MEAA Sydney Office. Artwork by street artist Hego.

professional services to new membership types in the communications industries.

Growing and protecting our members' income through superannuation, residuals and insurance

MEAA has strong relationships with two industry super funds: Media Super and Australian Super.

Media Super is the industry fund for most of our members, and has assets of about \$4.2 billion. The MEAA representatives on the Media Super board are former federal secretary Chris Warren and Gerard Noonan, who is also chair of the fund.

Australian Super is the fund which applies to most of our technician members, and we encourage them and Media Super to attend site meetings to address our members about changes to superannuation laws and retirement planning, and also to provide financial advice to members made redundant.

We also continue to work with ME Bank to promote their services to members.

In 2014-15, MEAA distributed more than \$9.3 million in film and television residuals to performers. That represented 93% of the residuals we collected during the period. This was a significant increase on the previous year (see note 21 of the financial report).

MEAA continues to explore ways we can be more active in identifying residual obligations rather than relying on the honesty of producers and distributors.

As part of negotiations with Screen Producers Australia, we are also seeking greater transparency

about repeat fees and other earnings by producers, which will help keep better track of where residuals are owed to performers.

Goal 4: SHAPE OUR INDUSTRIES THROUGH COMMUNICATIONS AND CAMPAIGNS

Central to our attempts to shape our industries and our crafts is the way in which we seek to position ourselves as the authoritative voice about our industries. A key focus of MEAA's communications and campaigning is to position the union at the centre of public debates on issues that affect our members.

In 2014-15, we have restructured staff resources to enable MEAA to be more flexible and proactive in public campaigning. Feedback from our members is that they want MEAA to be a campaigning union, and it follows that strong campaigns relevant to our workplaces and professions will generate greater membership activism.

The past year saw the development of the first cross-sectional campaign for many years under the banner of Save Our Stories. This campaign, outlined in more detail elsewhere, brought together members of both Equity and ECS around the issue of visa rules for foreign performers and crew to work in Australia temporarily.

The success of this campaign has encouraged MEAA to engage in more whole-of-industry campaigning across sections in future.

Engaging and activating our membership through communications

Over the past 12 months, we have sought to integrate communications for our three main sections to engage more effectively with our members.

Increasingly, digital communications – website, email and social media – will be our primary tools for engaging with members. A review of our social media has resulted in the consolidation of our various sectional Twitter and Facebook accounts into a single “withMEAA” account for each. The advantage of this is the greater number of followers a centralised account can attract, thus maximising the reach and volume of MEAA's messaging, rather than diluting it through a multiplicity of smaller accounts.

Going forward, any new social media accounts will need to be justified by basic criteria including will they connect our website content to our members and the public, will they enhance our brand, do they require additional resources, and what is their unique reason for being.

Throughout 2015, the meaa.org project has come to fruition, with the new, fully-mobile responsive website ready to be launched to members in the final quarter of the year. The website will have improved functionality and navigation, and additional features for members only. The structure of the new website has been designed to work alongside the new HTML e-bulletins, which will remain our main means of communication with members.

Goal 5: BE PART OF SOMETHING BIGGER

MEAA is not considering a merger or amalgamation. However, where efficiencies can be gained through shared services or facilities MEAA will pursue them. We currently share office facilities with Professionals Australia in Perth and Brisbane.

Sustain financial accountability

MEAA has worked hard over the past decade and a half to ensure its financial stability. As a result, we have annual turnover of more than \$12 million and net assets of about \$6.3 million.

The key elements to our strategy of sustaining our financial stability are:

- Ensure we budget and achieve annual

surpluses both on accrued and cash basis

- The deterioration in income as a result of membership declines meant we reported an operating loss in 2012-2013 and 2013-2014. These losses have been sustained against the campaign reserve and accrued assets. Over the winter of 2014, MEAA implemented a rigorous program of cost control to ensure that we are operating on a surplus budget for both the 2014-2015 and 2015-2016 financial years. That resulted in a net profit of \$349,539 in 2014-15, slightly above budget.
- Control costs through controlling staff numbers as these are the major component of our expenditure. We continue to monitor our staffing costs, with total employee numbers of 64 at June 30 2015 following a voluntary redundancy round in 2014.
- Ensure fees are set at a level that produces the necessary income. We have continued to

increase our fees each year in accordance with previous decisions of Federal Council. This is generally in line with increases in average earnings and inflation. This meant that fees were increased from July 1 2015 by 2.5%.

- Hold a sustainability reserve of \$1 million. Our sustainability reserve of \$1 million is held in a separate account and provides a guarantee to our bank and contractors that we can meet our obligations as they fall due. We have also set aside about \$1 million in an account to cover liabilities for staff annual leave, long service leave and severance.
- Aim to have eliminated all debt. Our major outstanding debt is our mortgage, which was reduced to \$556,777 underpinned by property with a book value of about \$4.3 million. Following renegotiations with our bank, the mortgage is on a continual payment plan with interest charged only on amount outstanding.
- Build a robust and accountable management. We have continued with the section-based management structure implemented in 2012. The only adjustment to this has been that from August 2015, communications staff have reported to the new Communications Director.

Foster links locally and globally

MEAA continues affiliations with all state and territory Labour Councils and with the ACTU for our Equity and ECS membership. MEAA's representatives on the ACTU Executive are Paul Murphy and Zoe Angus.

We are also affiliated internationally to the International Federation of Journalists (IFJ); International Federation of Actors (FIA); the International Federation of Musicians (FIM); the global union representing workers in the media, entertainment, arts and sports sectors (UNI-MEI); the International Freedom of Expression of Exchange (IFEX) and the International News Safety Institute.

Build best practice governance

MEAA seeks to be as transparent as possible in all our dealings. Our annual report is best practice within the union movement. Our reporting guidelines are consistent with – and in some cases, in advance of – requirements under the Fair Work Act.

In 2014, the Federal Council adopted governance changes, including:

- the use of merit selection of senior staff in place of elected officers of Federal Secretary and Branch Secretaries;
- merger of the Federal Executive and Federal Management Committee to form a Board.

The remaining positions of employed elected officers lapsed at the 2014-2015 biennial elections or, earlier, if the incumbent left the office.

The operations of MEAA are guided by a strategic plan, first endorsed by the 2012 Federal Council, and adapted in 2014.

A new strategic plan will be presented to the Federal Council in early 2016.

For more details on MEAA's governance and policies, processes and procedures, go to our website at meaa.org

MEAA CAMPAIGNS: FREE THE ARTS



The Federal Budget tabled on the night of May 12 had a nasty surprise for Australia's small and independent arts community.

The Minister for the Arts, Senator George Brandis, announced that he would be taking away \$105 million from the highly respected Australia Council for the Arts.

The funding cuts equate to a cut of 28% of the Australia Council's budget. To deal with these reductions, OzCo was forced to make cuts to funding streams which are the lifeline for hundreds of small, medium and independent artists and companies, including around 145 “key organisations” currently funded on an ongoing basis. Companies will likely close as a result of these changes and MEAA members will be out of work.

Senator Brandis established a new organisation, the National Program for Excellence in the Arts (NPEA), which will no longer abide by the peer-reviewed, arms-length funding principles underpinning the Australia Council.

Despite the crisis caused by the funding changes, it's fair to say the Brandis cuts have brought out the best in the Australian arts as the community came together to find its voice and its power amidst adversity.

MEAA has been able to play a leadership role in this campaign, working with other

Members of the arts community in Melbourne join a rally to support the Free The Arts campaign.

organisations and sharing our campaigning, lobbying and advocacy expertise across the sector.

Free The Arts campaign achievements have included:

- A simultaneous “Dance Off” protest was held in every capital city, with 2000 people participating in Melbourne;
- Following intense lobbying, a Senate inquiry into the cuts was established, which received more than 2000 submissions;
- More than 12,200 Australians signed the MEAA/community petition calling for the return of the funds.
- MEAA crowdsourced \$5000 to build a fighting fund to sustain the campaign;
- A national summit was held in Canberra, gaining support from the ALP, The Greens and all the crossbench senators.

Most importantly of all, in September Senator Brandis was stripped of the Arts portfolio. At the time of writing, the new Minister for the Arts, Senator Mitch Fifield, had announced a partial restoration of funding to the Australia Council, but the campaign will continue.

EQUITY REPORT

Director: Zoe Angus

The year 2014-2015 was extremely busy for Equity. Screen drama production was at a record-breaking high (11 per cent higher than 2013 and the biggest spend ever) which meant a whirlwind of constant negotiations. Add to this a heavy year of campaigning and a dedicated focus on member engagement and growth.



A year of campaigning

In 2014 we saw more than \$200 million taken out of the Arts budget, including \$37 million from Screen Australia. In early 2015, a "visa review" proposed the entire deregulation of visa controls for both actors and crew on Australian funded screen productions. Then, without notice or consultation, more than \$100 million in funding, specifically earmarked for individual artists and small/medium sized arts organisations, was removed from the Australia Council and claimed as discretionary funds for the Arts Minister.

In response to these challenges, the Equity section initiated our Save Our Stories (#SOS) campaign and played a lead role in the community #FreeTheArts campaign.

The government subsequently announced its intention to review the decision to cut funds to the Australia Council and has deferred action on the Visa Review. These two campaigns are each covered in more depth elsewhere in the MEAA annual report.

Recorded media

In 2014-15 screen drama production was at a record high. Much of this production activity fell outside our traditional industry framework agreements, which made for a busy year of negotiating. Some notable examples are:

- Commencement of negotiations to overhaul the television residuals agreement (ATTRA), last negotiated in 2004, to address the digital landscape.
- Negotiation of full SAG-AFTRA rates and residuals in all territories from first dollar on international production: San Andreas, Pirates of the Caribbean: Dead Men Tell No Tales, The Shallows, Truth and two international television productions: Childhood's End and Hunters.
- Above industry standard residuals for Australian feature films Lions and Hacksaw Ridge.
- Agreements to cover numerous non-standard productions: Divorce (opera television series and film), SplashDance (television interstitials and live tour), Cleverman (co-production despite retaining creative control) and STAN SVOD commissioned programs: No Activity and Wolf Creek.
- "Event" screenings: Summer Heights High, Nowhere Boys Rise of Bear, Black Diggers regional tour.
- Webisodes programs including Fragments of Friday, Avalon Now, Texas Rising, Four



Actor Don Hany and actor/writer/director Leah Purcell in conversation at a conference to mark Equity's 75th birthday at the Sydney Theatre Company in October 2014.

Quartets, Noirhouse, Zombies on Ramsay Street, Mychonnny, Harold the Musical.

- Streaming and catch-up rights for programs aired on the ABC and network TV such as Gallipoli, Upper Middle Bogan, Glitch, the Code, Little Lunch, ABC Pilots Programs, Barracuda, Family Law, Hiding, Molly, House Husbands, Love Child, Old School, Nowhere Boys, Jack Irish.
- Agreements with producers who are not SPA members to ensure industry standards are maintained on 2:22, Blue Dog, Spin Out, SFV1, The Enemy, UnIndian and Dressmaker.
- Tackling the increased prevalence of onerous disclosure and warranty clauses in television commercial contracts and releases

Voiceover artists

On January 1 2015, a new Commercial Voiceover Industry Rate Card came into effect which lifted industry rates by 6.6%. Since that time there have been ongoing discussions with the Communications Council, agents and our members (through the Voiceover Committee) in relation to a revised payment structure for internet usage, duration of commercials, character loading, tags, pitch fess & revisions and the layout and language of the Rates card.

Recovery of wages

In the 2014-15 financial year, Equity was able to recover \$103,797.90 for members (and in one instance two international performers). We also successfully challenged calls for unpaid extras on more than a dozen different

productions and managed to have removed the unlawful use of artists' images from certain websites.

Stunt professionals

The 2015 election saw a change in the composition of the National Stunt Committee. The NSC then undertook to review in consultation with members the qualification requirements for graded stunt personnel. Stunt Coordinator and highly respected veteran and continuing member of the stunt industry, Grant Page received the 2015 Equity Lifetime Achievement Award.

Live Performance

Notable achievements in Live Performance this year included:

- Equity reached agreement with LPA for two industry-wide wage rises in January and August 2015, flowing on increases to wages and allowances of 2.9% and then 1.5% to address cost of living increases.
- Members at Opera Australia reached a new collective agreement which resisted the significant cuts proposed by OA. Instead, performers saw a 2.6% wage rise, increased minimum employment levels and new arrangements for Opera on the Harbour and New Year's Eve work. Performers involved in schools touring will also now have physio/ remedial massage sessions and better access to music staff.
- Performers on the satirical puppet production Avenue Q did not receive their wages when the Enmore Theatre had their box office receipts frozen by court order as the producer's ex-employer sought to recover stolen money. Equity intervened in the Supreme Court proceedings on behalf of members and managed to ensure that

our members' wages of \$112,000 were quarantined from the order and paid to performers. Non-members were not so lucky and lost all their wages.

- In June 2015, Simon Burke, Chloe Dallimore, Zoe Angus and Victoria Houston attended the 2nd FIA World Live Performance Conference in Dublin.

Policy work - submissions and lobbying

Equity advocated on behalf of performers to government as follows:

- Filed written submissions in relation to the proposed Australian accession to the World Trade Organisation Agreement on Government Procurement, the Trade in Services Agreement, and in relation to the Commonwealth's Treaty Making Process.
- Written submissions to the Review of the Temporary Work (Entertainment) visa (Subclass 420) as well as attending to present oral submissions to the Department of Immigration and Border Control and on a separate occasion to the Ministry of Arts.
- Submissions in response to the Online Copyright Infringement Discussion Paper and then to the government draft Copyright Amendment (Online Infringement) Bill 2015.
- Victorian Government's Creative Industries Taskforce and Expert Reference Group, particularly on the issue of regulation of agents and portable long service leave.
- Lodging two sets of written submissions to the Inquiry into the Impact of the 2014 and 2015 Commonwealth Budget and by making oral submissions at public hearings.
- Submissions (both written and oral) to the National Review of Opera.
- Submissions to the NSW Children's

Guardian's Review of the Children And Young Persons (Care And Protection) (Child Employment) Regulation 2010.

Growth

During 2014-15, Equity adopted a focus on growth, including by:

- Phone "blitzes" of unfinancial members in October and November 2014; and February, March, June, July and August 2015. All available Equity staff participate and are sometimes joined by NPC members and activists.
- The New Zealand branch held a young members' blitz focusing on university students in addition to systematic contact of unfinancial members by members of the NZ Equity Board.
- "Snapshot" mapping of membership density across productions in rehearsal or performance across Australia and New Zealand. The density levels provide a sobering reality check.
- Prioritising visits to working casts. Monthly staff meetings and weekly lead briefing sessions ensure that each organiser is consistent in messaging around key campaigns.

Actors' wellbeing

After two years research, the Equity Foundation, together with the Departments of Drama and Psychology at Sydney University, released a ground breaking study into actors' wellbeing. With more than 800 actors participating, it was the largest research project ever undertaken into actors' lives in Australia.

The findings were shocking. Poverty is the big issue. Almost 60% of all actors earn less than

\$20,000 per year from their craft. Forty percent earn less than \$10,000. Only 5% of Australian actors earn the national average full-time wage. Also alarming is that scores for depression amongst actors are twice as high as the general population. More than a quarter experience acute debilitating performance anxiety.

Zoe Angus was invited to join the board of Entertainment Assist (an organisation, funded by the Pratt Foundation, dedicated to addressing mental health issues in the entertainment industry). In collaboration, MEAA now supports the "Intermission Program" which will train a critical mass of workers in mental health issues.

People changes

There was high staff turnover and an acute problem of staff shortage in the Equity section for much of 2014-5. This has been addressed with new appointments and with a number of industrial and organising staff returning from maternity leave.

New additions to the team include lead organiser Chris Vernon and industrial staff Andrew Crowley and Sharon Johal.

An enthusiastic response to the call for nominations for members of the National Performers Committee meant that for the first time in many years a ballot was required for a number of NPC positions. We said goodbye to Simon Burke after more than a decade at the helm. We welcomed new president Chloe Dallimore and vice-presidents Nadine Garner and Lorna Lesley.

An Equity information day for recent acting school graduates.



MEAA CAMPAIGNS: SAVE OUR STORIES



Cast and crew working on TV show Ready for This support the Save Our Stories campaign.

In early 2015 the Federal Government made public a proposal to abolish the rules which regulate the number of foreign performers and crew who can work temporarily in Australia.

Scrapping these visa controls would give productions unfettered ability to fill all lead and major supporting roles with overseas performers and import entire teams of production crew.

Currently producers must satisfy the Arts Department that films subsidised by Australian taxpayers have at least 50 per cent of lead roles and 75 per cent of support roles filled by Australian performers and that reasonable efforts have been made to cast Australians for all roles.

MEAA is consulted when an application to import foreign cast or crew is made.

The government proposal involved removing these guidelines entirely.

On May 11 MEAA launched the Save Our Stories campaign.

Save Our Stories has engaged a significant proportion of the Equity and crew MEAA membership, united in their desire to protect local job opportunities and local culture.

- National campaign launch on May 11 with joint performer/crew meetings held simultaneously in all major capital cities.
- Phone blitzes to several thousand members resulting in 1000+ photos of support and then another 1000+ written messages addressing the question: Why it is important to tell Australian stories? The photo petition and bound messages were each presented to government by joint Equity/ECS delegations.

- Joint delegations of actors and crew went to Canberra and/or made oral submissions to the Review panel on eight occasions. Joining us in our delegations on behalf of actors: Geoff Morrell, Dustin Clare, Susie Porter, John Howard, Adele Perovic, Jay Laga'ia, Ian Roberts and Nadine Garner. Marta Dusseldorp and Cate Blanchett joined our Labor briefing by teleconference. Joining our delegation on behalf of technicians: Adam Kuiper (key grip), Robyn Elliott (costume supervisor), Dave Nicholls (focus puller), Jack Mayo (first camera assistant) and Fiona Donovan (production designer).

- More than 500 phone conversations with Equity and crew members were had over a period of two and a half weeks. The systematic contact component was also supported by onsite meetings with cast and crew, and extensive communications support.

Social media played a critical role in galvanising participation in the above initiatives.

Another critical element of the campaign was face-to-face lobbying during which senior Equity and crew members and staff participated in meetings with high-level representatives from the Arts ministry, as well as MPs from Labor, the Greens and key cross-bench senators.

The strong campaign to date, alongside our campaigning as part of a broader #FreeTheArts movement provides MEAA with a bedrock upon which to campaign around our arts-related issues ahead of the next federal election.

MY MEAA STORY: GEORGIE PARKER



Georgie Parker at an Equity protest in 1993.

I remember when I started out as an actor at 18, that it was a glorious thing to not only be employed, but to have the opportunity to be able to audition for a role.

After jumping through hoops and ticking the “can ride a horse” box, you finally had a script, wardrobe fittings, rehearsals. You were “in”.

On my first job the senior actors were talking animatedly about “Actors Equity”, the work they did, the meetings that were on and having a sense of no matter what occurred, Equity would have our back.

I remember vividly the hard won battles of daily rates, striking over the basic wage for actors, endlessly campaigning for theatres to keep their doors open. All through the power and vigilance of Equity.

It's been an honour to be a member for going on three decades. It's gone by in a blink of an eye.

Georgie Parker is a two-time Gold Logie-winning actor who has worked in film, television and stage.

THE EQUITY FOUNDATION

The Equity Foundation exists to enhance the lives of performers by investing in programs which help them in their professional endeavours and the communities in which they live. Our mission is to assist, educate and inspire performers.

The substantive services of the Equity Foundation's professional development program are offered to Equity members free of charge.

Annually, the Equity Foundation hosts more than 100 master classes, workshops, in conversations, film screening and other events specific to the needs and interests of professional performers across Australia and New Zealand. In most instances the program is oversubscribed and feedback is consistently passionate and positive.

In 2014 the Equity Foundation dedicated significant resources towards events that mark the 75th anniversary of Actors Equity. This included a two-day summit at the Sydney Theatre Company as well as celebration events in every state.

The Equity Foundation continues to build the profile of its awards program, which includes the Lifetime Achievement Award and the Ensemble Awards. The Lifetime Achievement Award is sponsored by Foxtel and the Ensemble Awards are sponsored by ABC TV, Media Super and Foxtel.

Much of the Foundation's work is made possible with the support of sponsors and partners, particularly principal sponsor, Media Super. The Equity Foundation continues to explore options to expand its sponsorship opportunities, including becoming a Company Limited by Guarantee in order to get Deductible Gift Recipient status (tax deduction for donations).

In the 2014–15 financial year the work of the Equity Foundation also included the Graduate Days, which introduce recent acting school graduates to the industry and the union; the Actors Health and Well-Being Study, conducted in collaboration with the University of Sydney; the Self-Test Project, giving members the ability to utilise online tools to access casting opportunities; the Atlantic Scholarship, which gives two Australian performers the opportunity to study their craft at the Atlantic Acting School in New York; and Storyville, a program which harnesses the talent of performers to teach children to read.

In 2015 the foundation will again host its hugely popular Casting Hothouse, which gives 80 performers the chance to hone their audition techniques during two days of intensive workshops with US and Australian casting directors.



SAG AFTRA director of diversity, Adam Moore, speaks at Equity 75 A Summit of Creativity and Diversity.



Benita Collings reads to children as part of the Equity Foundation's Storyville pilot program.



Director: Malcolm Tulloch

The 2014-15 financial year has been a period of continuous growth for the Entertainment, Crew & Sport section.

Extensive effort has been put into engaging our membership in the vision and goals to achieve better outcomes for our members.

The strategic plan has driven a growth culture in the section and established key performance figures and clear direction on campaigns in live theatre, recorded media, events & cinema, and professional sport.

The ECS section aimed to shift our focus on growing the section through a more visible presence at workplaces, a more detailed level of campaign planning and a more robust sense of accountability to recruitment.

The ECS section committee endorsed a planning structure and cycle that the section needed to practise. The committee resolved that clear planning from a whole of union through to a local level was the key to our ability to build power.

The results of this approach have delivered sound income growth of 3% over the financial year outperforming the strategic goal of 1% growth. During this period with the unity and co-operation of state branches



we have refined our operational plans, developed tracking and reporting processes.

There have been significant achievements and highlights during the financial year that we should all be proud of:

Live Theatre

- Negotiation of the first union collective agreement for the Gold Coast Arts Centre, Perth Theatre Trust.
- Negotiation of the QPAC, Dirty Dancing, Les Miserables, Lion King, Matilda, Rocky Horror, Wicked, Sydney Theatre Company, Geelong Performing Arts, Australian Ballet Technical Services, WA Arts Venue Management collective agreements.

Recorded Media

- Negotiation of a union collective agreement for San Andreas, Pirates of the Caribbean, Hunters, Truth, Neighbours, Seven Network, Tomorrow When The War Began and Childhood's End.
- Union interventions in the filming of Red Billabong to ensure crew were paid outstanding wages.
- Union presence on Family Law, Blue Dog, Other Life, Bad Girl, Mako, The Kettering Incident, Glitch, Hiding, Molly, The Dressmaker, Gallipoli, Month of Sundays,

MEAA members at BridgeClimb unanimously endorsed their first union collective agreement, with an above-CPI pay increase and recognition of weekend work.

House Husbands 2, Love Child 2, The Code 2 and Nowhere Boys 2 productions.

- Introduction of Public liability Insurance/ Professional Indemnity Insurance for freelance screen techs.
- Cricket World Cup campaign for local broadcast technicians jobs.
- Commercial Producers Council attack on TVC techs conditions.
- Building union power and progress on market rates for Motion Picture Production workers and resist productions' cuts to screen workers' pay and conditions.

Events/Cinema

- Negotiation of the first union collective agreement for BridgeClimb Sydney.
- Negotiations of the Sydney Cricket Ground EBA.

Professional Sport

- Creation of the Australian Basketball Association (ABA) to represent Professional Basketball players.
- Intervention in the wind-up of Wollongong, Townsville and Adelaide basketball teams to ensure players were paid outstanding superannuation and entitlements.

Musicians

- Creation of the Australian Freelance Musicians Alliance (AFMA) to represent freelance musicians.
- Fair Trade venues campaign.
- Introduction of Public liability Insurance/ Professional Indemnity Insurance for freelance musicians.

Operational highlights

Over the past 12 months, MEAA has been active in developing delegate structures and increasing density at Melbourne Convention and Exhibition Centre, Sovereign Hill, Melbourne Arts Centre, Melbourne Recital Hall, Victoria Racing Club, Melbourne & Olympic Parks, Melbourne Cricket Club, Melbourne Racing Club, Etihad Stadium, Wallis Cinemas, BridgeClimb Sydney, Sydney Opera House, Sydney Theatre Company, Opera Australia, Perth Theatre Trust, QPAC, and TV and screen productions.

Several significant organisational changes have occurred during the transition to the new MEAA structure over the last year.

There has been significant staff turnover nationally in the ECS section over this period but it has now stabilised as a more cohesive and unified section nationally.

Of note was the retirement of Victorian secretary Louise Connor and appointment of Victorian director Carolyn Dunbar. Our long term National ECS president John West also retired and was presented with Life Membership for his dedicated service. David Turnbull took over the role of national ECS president.

The ECS section has continued to participate as an affiliate with our international union UNI-MEI. We attended and presented at a safety conference in India promoting a safer film production industry

and participated in solidarity actions to support and develop awareness on common issues.

Domestically, the ECS section continues to promote a safe working environment through national safety laws, and the election of and training of health and safety representatives. During the year organisers were trained in and obtained right of entry approval.

The major issue facing our members is the long hours, excessive overtime and fatigue in particularly the film and TV industry. Further issues related to mental health and depression are being examined through Entertainment Assist surveys that will form future safety campaigns.

The ECS section has directly campaigned for entertainment industry legislative reform for consultation on rights surrounding 420 Entertainment visas, the Entertainment Act, and location offset increase and portable long service leave.

Conclusion

The ECS section has continued to build a stronger union presence across its major areas and grow its membership.

We have continued to educate our membership on the need to establish enforceable collective agreements to cover their pay and conditions and exercising our power to achieve better outcomes.

The key organising strategy is to give sectional groups a voice in planning, campaigning and a shared vision.

This has resulted in significant growth, member engagement and a change in culture of how the union is perceived in workplaces.

MEAA crew on the set of Wonderland show solidarity for their fellow unionists at BECTU.



MY MEAA STORY: BILL PFEIFER

The fact that experienced Australian crew were denied the opportunity to work at the 2015 Cricket World Cup came as a shock to many of us in the local industry. The producers of the coverage were able to import foreign crew to provide the entire coverage of the event. This has created a precedent of great concern to workers in our industry, most of whom work as freelancers or casuals and do not have the security of full-time employment. While the Cricket World Cup may have been a one-off event, what is to stop the future importation of foreign crews to work on the domestic sporting competitions that provide much of our regular employment?

I was part of a MEAA delegation that visited Canberra and met with Shadow Minister for Employment and Workplace Relations, Brendan O'Connor, in order to air our concerns. After hearing our story he explained to us that ours was just one instance of the negative outcomes for Australian workers created by pressure to liberalise the Australian visa system, and that this was a key ingredient of the many free-trade deals currently being negotiated.

My MEAA membership matters to me because MEAA were the only organisation prepared to take up the case of TV workers who missed out on work at the Cricket World Cup. In this era of free-trade deals, and the casualised and globalised workforces who will be adversely affected by them, it seems to me that union membership matters more than ever.

Bill Pfeifer is a camera operator.



MEAA crew delegation in Canberra meeting with Brendan O'Connor. L-R Bill Pfeifer, Mark Edwards, Mr O'Connor and Michael McSorley.



MEDIA SECTION REPORT

Director: Katelin McInerney

Following the trend of the previous 12 months, the media industry continued to face ups and downs in 2014-15.

The continued downsizing of mainstream media newsrooms has been tempered by the growth of start-ups and the entry of new players like the Huffington Post Australia; Peter Greste was released and became one of the most vocal opponents of the government's increased security legislation that places journalists under surveillance and further punitive measures in their path towards seeking to uncover and report stories in the public interest.

The ABC cut a tenth of its editorial workforce in the wake of budget cuts, and the downturn in advertising and continuing fragmentation of audiences has finally caught up with the previously resilient regional media sector. Redundancy rounds at Fairfax's community arm Australian Community Media have seen regional newsrooms shrink



around the country by between a third and a half of the previous ranks, and regional commercial television stations have consolidated bulletins, closed stations and shed staff as a result of falling television advertising revenue.

The fight for fair pay and recognition of increased workloads continues to be a tough one for members across the media sector, with unpaid overtime, mainstream media companies cutting both newsrooms and content providers in a counter-intuitive bid to arrest declining revenues in print, and slower than hoped growth in online advertising figures.

New media gains

In good news, MEAA members in new media have successfully negotiated, or are in the middle of negotiating, collective agreements in the start-up and digital space.

A collective agreement covering editorial staff is now in place at Private Media (Crikey, Womens' Agenda) while editorial staff at The

Guardian Australia and AFL Media are in the process of negotiating collective agreements to move off contracts.

MEAA's national roll-out of the Women in Media initiative continued apace, with committees now operating events and mentoring programs in Queensland, New South Wales, Western Australia, South Australia, Canberra and in 2016, in Victoria.

A national survey of the experience of about 1000 men and women has been conducted by MEAA in conjunction with UTS and iSentia, with the aim to get a real picture of the state of pay, career trajectory, opportunity and gender-based harassment in media workplaces, and the specific challenges women face online and on social media. The results and recommendations will be released early 2016.

Yaffa Magazines were the first media company in Australia to sign onto the union's family violence leave provisions and provide for paid leave in their agreement for employees experiencing family violence, or supporting family members in that situation.



LEFT: MEAA Media member Quentin Dempster addresses a rally at Sydney's Town Hall against cuts to the ABC. ABOVE: Journalists at The Age support regional Victorian journalists during the Fair Go Fairfax campaign. Photo by Jason South.

Employers continue to seek trade-offs

Employers across the media industry continue to seek concessions and trade-offs in conditions during bargaining rounds at a time when our members are working harder and longer, across more content platforms, and building brand strength and value on social media and with online extensions of popular existing products.

In a disappointing trend, we continue to see employers exploiting journalists' goodwill, with the media and communications industry named in recent ABS figures as one of the worst sectors regarding overtime and work-life balance.

Digital products however continue to grow across all major newspapers, though due to soft advertising returns in those businesses, the trend of low pay rises in line with inflation continues in the sector.

The pressures on freelance writers and other creatives to work for low rates – or, in some cases, for nothing – with the reward of “exposure” have been exacerbated by the financial weakness of the sector. MEAA will be embarking on new initiatives in 2016 aimed at educating freelancers about their rights and enforcing market rates. Alongside promotion of the Freelance Pro category of membership, with its access to public liability and professional indemnity insurance, the Media section continues to develop our networking and professional development opportunities for members.

The Media section will build on the work done this year to support freelance and communications professionals – many former journalists – and place a greater focus on growing our professional development and training in 2016, offering regular and popular media law courses to help members keep up with rapidly changing legislative environment. We are also working on ethical guidelines for interns alongside greater engagement with media students.

The year ahead

Metropolitan newspapers faced tough rounds of negotiations underpinned by redundancies rounds and grim circulation and print revenue.

In a resounding show of solidarity that sent a strong message to the company, 1200 News Corp journalists voted down an agreement tabled by the company that attacked conditions and would have seen a two-tier environment across metropolitan, regional, community titles. As a compromise, News Corp agreed to a two-year pay deal resulting in a 2% administrative wage rise in 2014 and 2015, with the parties back at the table in April to start negotiations for a new agreement again.

Fairfax metropolitan MEAA members likewise stood together and stared down a wage freeze, voting overwhelming to take industrial action if the company failed to pay a real wage rise. Not surprisingly, Fairfax management eventually tabled an industry standard offer of 2% a year up to Grade 10, and industrial action was avoided.

The next 12 months will see the major players head back to the table to negotiate enterprise agreements, with the Fairfax metropolitan unit, News Corp editorial staff, AAP, ABC, and likely SBS to be in negotiations next year. Members continue to face challenges on all fronts: financial, political, and from the continued disruption and fragmentation in the media industry.

But as the union has done in the past, MEAA members continue to hold the line on important issues of press freedom and the public's right to know, and to campaign for fair pay and conditions while working to build a sustainable media industry that supports the important work media professionals do to keep the public informed and engaged in the national debate.



MY MEAA STORY: VAN BADHAM

My career is going well. I'm working my dream job at The Guardian and getting lots of interesting freelance opportunities. I've had far more positive relationships with contractors than the one or two negative experiences and I'm finally earning enough money to relax about the rent.

It's entirely because my career is going well that I'm a member of the union. My pay and conditions haven't appeared out of nowhere; they're the result of historical campaigns and ongoing, day-to-day vigilance by my union and the broader trade union movement.

To enjoy my job, I rely on the peace of mind that comes with knowing that the union is there to protect me if my circumstances change – which everyone in the Australian media knows can happen with little warning and at any time.

I also rely on MEAA's role in the union movement as a whole to campaign for my interests as a worker – as well as those of my colleagues, family, partner, friends and the community, whatever profession they're in. No-one can defend super, penalty rates, minimum wage, leave entitlements or any other industrial issue on their own.

Van Badham is a playwright, novelist, social commentator and columnist for Guardian Australia.

Winners at the 2014 Walkley Awards.



THE WALKLEY FOUNDATION

The Walkley Foundation was established to promote excellence in journalism in all its forms including text, visual arts, literature, film, video, television, photography, documentary and radio.

A champion of innovation and a respected thought leader, the Walkley Foundation generates vital discussion on the future of our rapidly changing industry, and encourages journalism that enriches our communities.

The Walkley Awards for Excellence in Journalism are Australia's most prestigious media accolades, with their gala ceremony firmly established as the Australian media's night of nights. The 2014 awards were held at Darling Harbour in Sydney on December 4.

The work of the Walkley Foundation is guided by key directions:

- promoting excellence in media practice which includes journalism, visual art, literature, film, video, television, photography, documentary and radio;
- encouraging and supporting innovative and vibrant media that meets the information needs of the community and serves Australian democracy;
- guiding the industry and craft through change;
- promoting community understanding of journalism and its value.

The Foundation continues to work with MEAA to offer a range of professional development opportunities, an awards program and The Walkley Magazine for MEAA members and the broader community of journalists.

A changing landscape

Industry change has meant the Walkley program has had to diversify. Our traditional role of benchmarking and promoting excellence in journalism is more important than ever. But now we are also directing our resources into two vital areas: first, helping



Winners at the 2014 Walkley Young Journalist of the Year Awards.

the public realise that a strong media is fundamental to a vital democracy and second, helping journalists to build the skills they need in this new landscape.

This year we consolidated the celebration of Australian journalism with a mid-year event bringing together the Young Journalist of the Year Awards, the Freelance Award, the Jacoby-Walkley scholarship and the Walkley Grants for Innovation in Journalism.

The Walkley Innovation program launched in 2014 and has quickly found a multitude of makers looking for support. The Storyology program continues to grow and provides a space where a broad swathe of media can learn, share and make connections with each other.

Funding challenges remain

The real challenge is how to fund this demand at a time when media companies are facing their own financial constraints. To effectively sustain its current level of activities and reach, the Foundation needs to raise more than \$1

million in sponsorship each year.

While the Walkley Foundation is funded primarily through the generous support of sponsors, it is industry goodwill that keeps the Walkleys going – in terms of contributions to the magazine, in the time and effort given by judges each year and the way senior journalists share their knowledge and experience at the many professional forums leading up to the awards each year.

Today, we are working to strengthen the Foundation's status as an independent not-for-profit organisation. We are taking a holistic approach to building philanthropic partnerships to have the best possible media serving our democracy. That means more support for professional development, and more advocacy for the importance of journalism to our nation. Together, we expect these measures to strengthen the Foundation's work, and Australia's media, for years to come.

MEAA CAMPAIGNS: PRESS FREEDOM

During the past year, press freedom in Australia underwent the most sustained assault in peacetime as government legislation sought to persecute and prosecute whistleblowers and the journalists they work with and to criminalise legitimate public interest journalism.

MEAA has been at the forefront campaigning against these changes. Details can be found in MEAA's report *The State of Press Freedom 2015: Going after Whistleblowers, Going after Journalism* on the meaa.org web site.

Asio Act

A new section in the Asio Act, 35P, threatens journalists and their confidential sources with up to 10 years jail for revealing the existence of a "secret intelligence operation". Because an operation is secret, it is possible that a journalist could inadvertently report a legitimate news story about an operation but be jailed for doing so. The law is also so sweeping that it punishes journalists for legitimately scrutinising Asio's operations, particularly if Asio has been engaged in an illegal activity or if an operation is a threat to public health and safety. MEAA subsequently made a submission to the Independent National Security Legislation Monitor regarding our concerns with section 35P.

Foreign Fighters Act

New legislation extended the life span of several aggressive counter-terror laws beyond their original "sunset" dates. Amendments also gave a broad definition of "advocacy" of terrorism that could undermine freedom of expression. And attempts to prosecute people in proscribed areas could threaten some journalists as well as those who work with them, such as interpreters, drivers, fixers and personal security personnel.

Data Retention

The amendments to the Telecommunications (Interception and Access) Act require telecommunications companies and internet service providers to retain two years of telecommunications data which can be accessed by at least 21 government agencies. A last minute amendment, introduced without any industry consultation, created Journalist Information Warrants. This requires all the agencies except Asio to seek a warrant before accessing a journalist's or media organisation's telecommunications data for the purpose of identifying a confidential source. As such, the warrant circumvents the ethical obligation to protect the identity of confidential sources "in all circumstances". The warrants operate entirely in secret

under threat of a two-year jail term. A Prime Minister-appointed Public Interest Advocate will argue the matter before a federal judge or member of the Administrative Appeals Tribunal but will not "stand in the shoes" of the journalist or media organisation who are unable to defend the public interest of their journalism.

Border Force Act

The Act makes it a criminal offence, punishable by up to two years in prison, for anyone working at a detention centre to reveal to the media anything that happens in the centres. Because of this, journalists have had to work with their sources in secret. Raids carried out by Nauruan police have seized the phones and computers of centre staff and NGOs with the aim of identifying journalists' sources.

Australian journalists abroad

MEAA has campaigned on behalf of Australian journalist Peter Greste and his Al Jazeera colleagues detained in Egypt from the moment they were arrested in December 2013. We were delighted when Peter Greste was finally allowed to return home in February 2015 after being deported but we remain dismayed that while his two Al Jazeera English colleagues were pardoned, at the time of writing Peter is still waiting on a pardon and at least 18 journalists continue to be detained, without charge or trial, and are repeatedly denied bail.

MEAA also worked closely on the case of Alan Morison and his colleague Chutima Sidasathian of the news web site Phuketwan.

com who were charged with criminal defamation by the Royal Thai Navy over a paragraph reprinted from a Pulitzer Prize-winning Reuters investigation on the plight of the Rohingya people. Both journalists were subsequently acquitted.

MEAA continued to press the Australian Federal Police (AFP) to conduct war crimes investigations into the murder of the Balibo Five and Roger East in 1975. We were dismayed when, in the week of the 39th anniversary of the Balibo murders in October 2014, the AFP announced it was abandoning its investigation without ever having made contact with the Indonesian National Police seeking information from Indonesia.

MEAA also urged the AFP to consider extradicting Mullah Krekar from Norway over his alleged involvement in the murder of ABC cameraman Paul Moran in northern Iraq in 2003. Krekar subsequently reoffended and was arrested by Norwegian authorities.

Other laws

During the year the South Australian Government refused to countenance the need for shield laws that recognised journalist privilege, thus blocking the push to a uniform national shield law regime.

The Tasmanian Government briefly considered reintroducing the ability for corporations to sue for defamation but, as MEAA reminded the state Attorney-General, this would have required the approval of all jurisdictions under the uniform defamation law regime. The proposal was eventually abandoned.



Peter Greste visits the Sydney Morning Herald following his release from an Egyptian prison.

MEDIA SAFETY AND SOLIDARITY FUND



The children of those killed in the Ampatuan Massacre have gone through school with the help of MSSF funding.

The Media Safety and Solidarity Fund is supported by donations from Australian journalists and media personnel to assist colleagues in the Asia-Pacific region through times of emergency, war and hardship.

Established in 2005, the fund is a unique and tangible product of strong inter-regional comradeship. The fund trustees direct the International Federation of Journalists Asia-Pacific to implement projects to be funded by the MSSF.

The fund's trustees are the national MEAA Media section president; the two national MEAA Media vice-presidents; two MEAA Media federal councillors; and a representative of New Zealand's journalists' union, the EPMU, which also supports the fund.

The main fundraising activities of the fund are the annual Press Freedom Australia dinners in Sydney and Melbourne, and at the gala presentation dinner for the annual Walkley Awards for Excellence in Journalism. In 2014 and again in 2015, Japan's public broadcasting union Nipporo also made contributions to the fund.

In addition to the specific projects below, the MSSF provides emergency funds for journalists who are being threatened or harassed in the Asia-Pacific. In the past these emergency funds have been able to provide urgent legal assistance for journalists in need.

MSSF projects in 2014-15

Philippines

The Media Safety and Solidarity Fund provides assistance to educate the children of slain Filipino journalists.

office rent and a salary for a co-ordinator) for the Free Media Movement in Sri Lanka, to assist with its work promoting freedom of expression.

Pakistan

Pakistan is now the most dangerous country for journalists in the Asia-Pacific region. Last year, 14 journalists were murdered – almost all were directly targeted in shooting assassinations. The MSSF trustees have agreed to establish an education fund to assist the children of slain journalists in Pakistan.

China

The fund continues to support a press freedom monitoring project in China. Run by IFJ Asia-Pacific, it is jointly funded by the National Endowment for Democracy.

Vanuatu

MSSF is providing assistance to journalists affected by Cyclone Pam that devastated the island chain in March 2015.

IFJ AP Human Rights Advocacy

MEAA hosts the IFJ Asia-Pacific office. Its most high profile work is its human rights advocacy activities: safety alerts, press freedom reports, lobbying, co-ordinating press freedom campaigns, co-ordinating investigatory missions, and providing hands-on consultation for individual journalists in trouble. To help support the office continue this work, the MSSF funds the IFJ AP's human rights advocacy program.

	2015
Balance as at July 1 2014	363,015
Funds raised during the year	83,249
Payments made during the year	(221,555)
Balance as at June 30 2015	224,709
Funds raised during the year comprise:	
Other donations	18,836
Interest on MSSF bank account	9,179
Press Freedom Dinner	55,233
	83,248
Payments by the fund	
MSSF China	53,384
Nepal Children's Education Fund	45,121
Free Media Movement	22,000
Philippines Children's Education Fund	67,800
Human Rights Program	30,000
Direct assistance - name redacted	3,250
	\$221,555

In the 2014-15 school year, a total of 85 children have been beneficiaries of the education fund, including 25 who are the sons and daughters of journalists murdered in the Ampatuan Massacre in November 2009.

The MSSF has provided emergency assistance support for the families affected by Typhoon Haiyan which struck north-east of the Philippines in November 2013 and journalist colleagues and is assisting with the rebuilding of media infrastructure in the affected area.

Nepal

Nepal's transition to democracy after a violent coup in 2005 has been nurtured by the hard work of the independent journalism community and journalists' organisations. This transition has come at great personal sacrifice to Nepal's media community, with several journalists killed or having disappeared since 2001.

Many children of journalists have lost one of their parents, and their families struggle to sustain their livelihoods. In 2015, the fund is supporting 30 children. The fund also supports a three-day summer camp for the children and parents.

The fund is also providing assistance to Nepali journalist unions to support the media industry get back on its feet after the devastation of the Gorka earthquake on April 25 2015.

Sri Lanka

The Media Safety and Solidarity Fund has provided practical in-kind support (such as

SYMPHONY ORCHESTRA MUSICIANS ASSOCIATION

Director: Howard Manley

The key challenges for SOMA now and heading into the future arise from the consequences of the tightening financial circumstances of orchestras.

This reflects not only the flowthrough in the general economy of the Global Financial Crisis (GFC) as the mining construction boom abates but more significantly the impact of the 2011 decision by federal government to abandon the long running funding arrangements for Australia's major performing arts companies.

Reflecting the extremely limited, if any, labour productivity opportunities available for arts companies, the adjustment of government funding at rates of less than reasonable costs has the biggest impact on the labour-intensive, or artist-intensive art forms, most particularly opera and orchestral music.

In these circumstances, it is of no surprise that the Australian Opera and Ballet Orchestra (AOBO) and Orchestra Victoria (OV) have been under extreme financial pressure. To accommodate the real terms reduction in government funding, both orchestras over the last decade reduced their ensemble size from 69 players to 58 players and at times less.

SOMA delegates attending their national conference in 2015.



While a similar dynamic is being experienced by all orchestras, it is most obvious in those orchestras who spend significant amounts of time in the pit partnering the regional opera and ballet companies. The Queensland Symphony Orchestra for example continues to carry in excess of 10 vacant ensemble positions.

As a consequence of the 2011 government decision to abandon the funding formula, orchestras have not had their funding reviewed for more than a decade and we now see the return of a cycle of crisis identified by both the Nugent (1999) and Strong (2005) Reviews.

It was against this background that in July 2014 the then-Minister for the Arts George Brandis announced the National Opera Review (NOR), to again be chaired by Dr Helen Nugent AO. The National Opera Review Discussion Paper was released in September 2015.

During the course of 2014-15, SOMA has met with the review panel, department officials, ministerial staff and MPs to outline our view of the key issues. These include the re-establishment and enhancement of the funding model for the major performing arts companies, ensuring broad access across Australia, diversity of artistic leadership with strong regional opera companies and rebuilding ensemble sizes for AOBO, OV and the other partner orchestras.

July 2014 also saw agreement to the change of ownership of OV to the Australian Ballet with an additional annual government funding allocation of \$640,000. The negotiations for the enterprise agreement to accompany the change were complex and challenging. While for the most part the agreement ensures the continuation of terms of employment for current musicians; the task in future negotiations will be to extend those arrangements for all future musicians so that artistic standards are maintained.

Reflecting the difficult times, calendar year 2015 also saw for the first time an agreed wage freeze for all employees of the Australian Opera, including the musicians of the AOBO. The last wage adjustment had been 3% from January 2014 and the next agreed increase will be 2.6% from January 2016.

The annual wage adjustments for all the other orchestras have been on or around the rate of inflation.

The players' committees in each of our orchestras and their continued support by the musicians are the core of SOMA.

Their role in the day-to-day negotiation with the administration on all manner of issues, great and small, is vital if musicians are to have a continuing voice in how our orchestras operate.

As reaffirmed at the 2015 SOMA Conference, delivering training and enhancing skills for new and emerging player reps must be a continuing priority for SOMA.



COLLECTIVE BARGAINING

MEAA MEDIA			
PRINT AND ONLINE/IN-HOUSE			
EMPLOYER	EBA	WAGE INCREASES	EXPIRY
Metro Newspapers			
Agricultural Pubs [Rural]	Yes	6.75% over 3 years	30/06/15
Fairfax metros / Canberra Times / Brisbane Times / WA Today	Yes	Two year agreement reached. 2% p.a. from July 1 2014	30/06/16
Fairfax Libraries (Illawarra/Sydney/Melbourne)	Yes	Bargaining commenced. Consolidation of library agreements under consideration	30/06/14
News Ltd metros	Yes	2013 EBA remains in force. Deed provides 2% increase from 1/9/2014 and 1/7/2015. EBA negotiations recommence April 2016	30/06/14
Pagemasters Subs/Graphics	Yes	CPI + 0.7; CPI + 0.4; and CPI + 0.4% per annum over three years	27/06/16
Pagemasters (other)	Yes	Pagemasters (other)	16/10/15
West Australian Newspapers	Yes	Negotiations for new EBA underway as at Sept 2015	30/06/15

Regional Dailies (print/online)			
APN Media	EBA (two titles)	Majority support ballots won re: Queensland Times and Sunshine Coast Daily. Logs finalised August 2014. EBA meetings ongoing through March/April 2015. MEAA pursuing APN management Sept 2015	31/12/10
Albury [Fairfax]	Yes	5.50% over 3 years	30/12/17
Bendigo [Rural]	Yes	Significant base rate increase + 5.5% over three years (overall 21% increase)	30/06/17
Ballarat [Rural]	Yes	6.0% over 3 years	20/11/15
Kalgoorlie [WAN]	Yes	2% per annum over 3 years	21/1/17
Burnie and Launceston [Rural]	Yes	Fairfax Tasmanian agreements consolidated. 2% p.a. over three years/significant base pay improvement for Burnie staff/auto progression to G4/improved parental leave	1/7/2018 (subject to EBA vote)
Mildura	Yes	Negotiations for new EBA underway	30/09/16
News Ltd [3 Qld titles + Geelong]	Yes	12.5% over 3 years	30/09/15
Rural Press [NSW and Mt Isa]	Yes	New EBA in force from 31/01/2014. 2% from Oct 2013; 1.75% p.a. in October 2014 and 2015	2016
Warrnambool [Fairfax]	Yes	Warrnambool [Fairfax]	31/07/17

Regional Non-Dailies (print/online)			
Alice Springs, north Qld [News]	Yes	2.5% EBA rollover EBA for one year	30/06/14
Bendigo Weekly	Yes	3.00% per annum over 3 years.	31/03/17
Country Press [industry grouping]	Yes	5.5% over 3 years, due 1 April each year	31/03/17
La Trobe Valley Express		5.5% over 3 years, due 1 April each year	31/03/17
WAN Regionals	Yes	New EBA. 6% over 3 years	20/06/17

Suburban/Community Newspapers (print/online)			
Community – WA	Yes	5% over 2 years	30/06/15
FCN – NSW	Yes	New 3 year EBA. 2% in MONTH 2014, 1.75% in 2015, 1.75%	30/11/16

Magazines / Specialist Publications (print/online)			
Blair (formerly ACP) (Cumberland/Courier, Quest, Leader, Messenger)	Yes	New agreement EBA 2013 by FWC approved with 2% in 2014, 2% in 2015, 2% in 2016 and grandfathered redundancy agreed to.	31/12/16
Pacific Publications	Yes	1% July 2013; 1.5% Jan 2014; 2.5% July 2014, 1.5% Jan 2015 + super increases	1/7/2015
Fremantle Herald	Yes	2% increase November 2014	30/06/15
MMP (Victoria) Thomson Reuters Formerly FCN-V	Yes	2.8% to 3.8% per annum + super over 3 years	31/12/15
Star News Group (Vic) Yarra	Yes	Under review 7 to 8% over three years (+ 1% in 2014) payable May 2015 and 2016 – subject to FWC approval processes	30/06/15
MMP/Star Joint Venture	Yes	2% over 3 years	30/06/17

Online & In-House			
Australian Jewish News Journalists	Yes	New EBA August 2014. 2.9% salary and super increase combined in 2014 and CPI salary increases in 2015/2016.	30/06/16
AFL Media		Majority support order secured. AFL stalling in EBA negotiations	
EMC	Yes	New EBA approved April 2015. 3% salary increases per annum from July each year	31/07/17
Private Media	Yes	Auto-progression \$45k - \$65k p.a. + 3% salary increase July 1 2015	30/03/16
AEU Publications Dept	Yes	4% per year over 3 years	01/12/17
iSentia (Media Monitors)	Yes	8.75% over 3 years	30/06/17
NTEU Staff agreement	Yes	15% over 3.5 years	31/12/17
NSW Teachers Federation	Yes	Negotiations for first EBA stalled	N/A

TELEVISION			
EMPLOYER	EBA	WAGE RISES	EXPIRY
ABC (TV/Radio/Web)	Yes	\$500 one-off payment and 2.6% in 2013; 2.45% in 2014; 2.5% in 2015	30/06/16
SBS	Yes	Negs stalled and can only progress with Fed govt sign-off. Fed Govt mandating cuts	29/11/14
Ten Network	Yes	New EBA approved May 2014. 2% salary + super in year one & 2% salary increase in second year	27/04/16
Seven Network	Yes	2.5% per annum incl. super for two years. Negotiations underway for new EBA	30/06/15
Nine Adelaide (owned by WIN)	Yes	CPSU advises that members support status quo and do not wish to pursue new EBA negotiations	31/12/14

RADIO			
EMPLOYER	EBA	WAGE RISES	EXPIRY
3CR (Vic)	Yes	3.5% per year. Roll-over agreed for 2015	31/12/14
Commercial Radio Modern Award employers	M/ Award (BREA)	Per Fair Work Commission minimum wage increases – where applicable.	N/A

GOVERNMENT STAFF			
EMPLOYER	EBA	WAGE RISES	EXPIRY
ACT Government	Yes	Two 1.5% increases payable from July 1 2014 & April 1 2015	30/06/17
Fed. Parlt staffers (MoPS)	Yes	9% over 3 years	30/06/15
APS employees	Yes	Negotiations for new EBA underway	30/06/14
Hansard			
Federal Parliament	Yes	Negotiations for new EBA underway	30/06/14
NSW Parliament	Yes	2.5% for one year. NSW Public sector standard applies.	30/06/16
WA Parliament	Yes	Negotiations underway -3 unions involved (CPSU/CSA, United Voice & MEAA)	01/04/17

EQUITY SECTION			
EMPLOYER	EBA	WAGE RISES	EXPIRY
Production			
Commercial Voiceover – Industry Rate Card		Rate card	6.6% increase on 1/2/2015
Actors Television Programs Agreement (ATPA)	Yes		7.25% for ATPA
Actors Television Repeats and Residuals Agreement (ATRRRA)	Yes		ATRRRA negotiations started October 2013
Actors TV Programs Seven Network (Operations)	Yes		11.5% over 3 years
Actors TV Programs (Seven) – Repeats and Residuals	Yes		Negotiations to follow industry ATRRA
Actors Feature Film Agreement	Yes		17.5% over 3 years. Agreement ongoing with possible CPI increase for 2015
Offshore TV Repeat/Residuals Agreement	Yes		Per SAG increases
Offshore Feature Film Agreement			Per SAG increases
Offshore Commercials Agreement			Under review - dispute
Kids Animation Agreement			New agreement
Low Budget Film Agreement			New agreement
TVS Standard Contract			Employers seek renegotiation

LIVE PERFORMANCE			
Australian Ballet (Vic)	Yes	3% increase p.a. paid 1 February each year	31/01/17
National Trust Victoria – Old Melbourne Gaol	Yes	3% per annum	31/08/16
Opera Australia	Yes	2.6% increase on 1/1/2016	31/12/16
Performers Collective Agreement	Yes	CPI increases x 2 until after Live Performance Council. Last increase 1/8/2015.	
Sydney Dance Company	Yes	4% wage rise on 1/1/2016	31/12/16
West Australian Ballet	Yes	5% over 3 years	31/12/16

ORCHESTRAS			
Adelaide Symphony Orchestra	Yes	Short-term EBA agreed. 1.3% for period May – Dec 2015. Parties to reconvene Nov 2015	31/05/15
Australian Opera and Ballet Orchestra	Yes	New EBA agreed in-principle. Ballot to come. Nil 2015 increase and 2.6% increase from January 2016	31/12/16 (if approved)
Canberra Symphony Orchestra	Modern Award	As per FWC determinations / Live Performance Award 2010	N/A
Melbourne Symphony Orchestra	Yes	2-2.5% in May 2015; 2.5-3% in May 2016. Higher rates depend on company performance	30/04/17
Orchestra Victoria	Yes	1.5% December 2014, 1.5% February 2015, 3% 2016, 3% 2017	20/04/17
Queensland Orchestra	Yes	2% in January 2015. EBA negotiations now underway	31/12/15
Sydney Symphony Orchestra	Yes	3.3% from January 2015. EBA negotiations now underway	31/12/15
Tasmania Symphony Orchestra	Yes	2.6% from May 1 2014 and Hobart CPI increases in May 2015 & May 2016.	30/04/17
WA Symphony Orchestra	Yes	2.75% from 1/1/2015. EBA negotiations now underway	31/12/15

ENTERTAINMENT, CREW & SPORT			
EMPLOYER	EBA	WAGE RISES	EXPIRY
Audiovisual			
Australian Centre for Moving Image	Yes	12.5% over 3 years	01/12/15
Film Vic	Yes	12.5% over 3 years	31/12/15
Fremantle Media (Neighbours Crew)	Yes	EBA negotiations started September 2015.	31/12/15
Motion Picture Production	Unregstd Agreement	New Agreement under discussion	30/06/13
Screen Australia	Yes	9% over 3 years	30/06/14

Theatre Workers – Arts Centres			
EMPLOYER	EBA	WAGE RISES	EXPIRY
Adelaide Festival Centre	SA Award + EBA	Ongoing bargaining	30/06/14
Canberra Theatre Centre	Yes		
Geelong Performing Arts Centre	Yes	7.05% over 3 years due 1 March each year	30/09/16
Gold Coast Arts Centre	Yes	3% per year over 4 years. New EBA negotiations commenced February 2015	20/02/15
Melbourne Exhibition and Convention Centre	Yes	Negotiations underway. 80 members recruited. Offer of 8% over three years + cuts.	04/02/15
Melbourne Recital Centre	Yes	Negotiations commenced September 2015	30/09/15
Queensland Performing Arts Centre	Yes	Staff considering 3% per annum over 3 years, backdated to early 2015	31/10/14
Sydney Convention and Exhnb Centre	N/A	Operations moving to AEG Ogden. Precinct subject to significant redevelopment.	N/A
Sydney Opera House	Yes	2.27% on 1/7/13; 2.27% on 1/7/14; 2.03% on 1/7/15.	30/06/16
Victorian Arts Centre	Yes	13% over 3 years plus 1% performance	30/06/15

Theatre Workers – Arts Centres			
EMPLOYER	EBA	WAGE RISES	EXPIRY
Australian Ballet Technical Staff	Yes	3.5%, 3.5% and 3% over three years, payable from 1 May 2015	30/03/17
Belvoir St (NSW)	Yes	9% over 3 years. MEAA seeking EBA negotiations	01/06/14
City Recital Hall (NSW)	Yes	EBA campaign under way as at March 2015.	30/06/14
Her Majesty's Theatre Melbourne	Yes	National Wage Review + 0.2%. MEAA seeking rollover	31/12/15
Marriners Theatre Melbourne	Yes	National Wage Review +0.2% over 3 years	31/07/17
Melbourne Theatre Company	Yes	9.5% over 3 years. New EBA being finalised.	31/12/17
Opera Australia	Yes	Production staff – 7.5% to 9.7% over 3 years + extra to base salaries for 2013 and 2014	31/12/14
Opera Australia non-repertory Production Staff Agreement	Yes	10.5% over 3 years	31/12/14
State Theatre of SA	Yes	2.5% + 0.5% per annum payable in July 2014 and July 2015.	30/06/16
WA Venues & Events Pty Ltd (Perth Concert Hall)	Yes	Greenfields agreement implemented 1/1/2015. Negotiations underway.	31/12/15
Dept of Culture & Arts Venue Management (His Majesty's Theatre, State Theatre Centre, Subiaco Arts Centre, Albany Entertainment Centre)	Yes	State registered agreement, state wage case applied – 2.75% on commencement, 2.5% in Jan 2016 and 2.5% in Jan 2017	31/12/17
Sydney Theatre Company	Yes	CPI + 0.25 or 3% whichever is greater annually from 1/1/2014.	31/12/16

Cinemas			
EMPLOYER	EBA	WAGE RISES	EXPIRY
Birch Carroll & Coyle	Yes	Draft EBA rejected March 2014. Discussions with employer stalled. Matters being discussed during 4-yearly Modern Awards review throughout 2015	19/12/12
Greater Union	Yes	As above	31/01/12
Village (Victoria/Tasmania)	Yes	Village implements FWC minimum rate increases. Company has withdrawn from EBA discussion.	N/A
Independent Cinemas	Modern Award	Per FWC minimum wage determinations	N/A

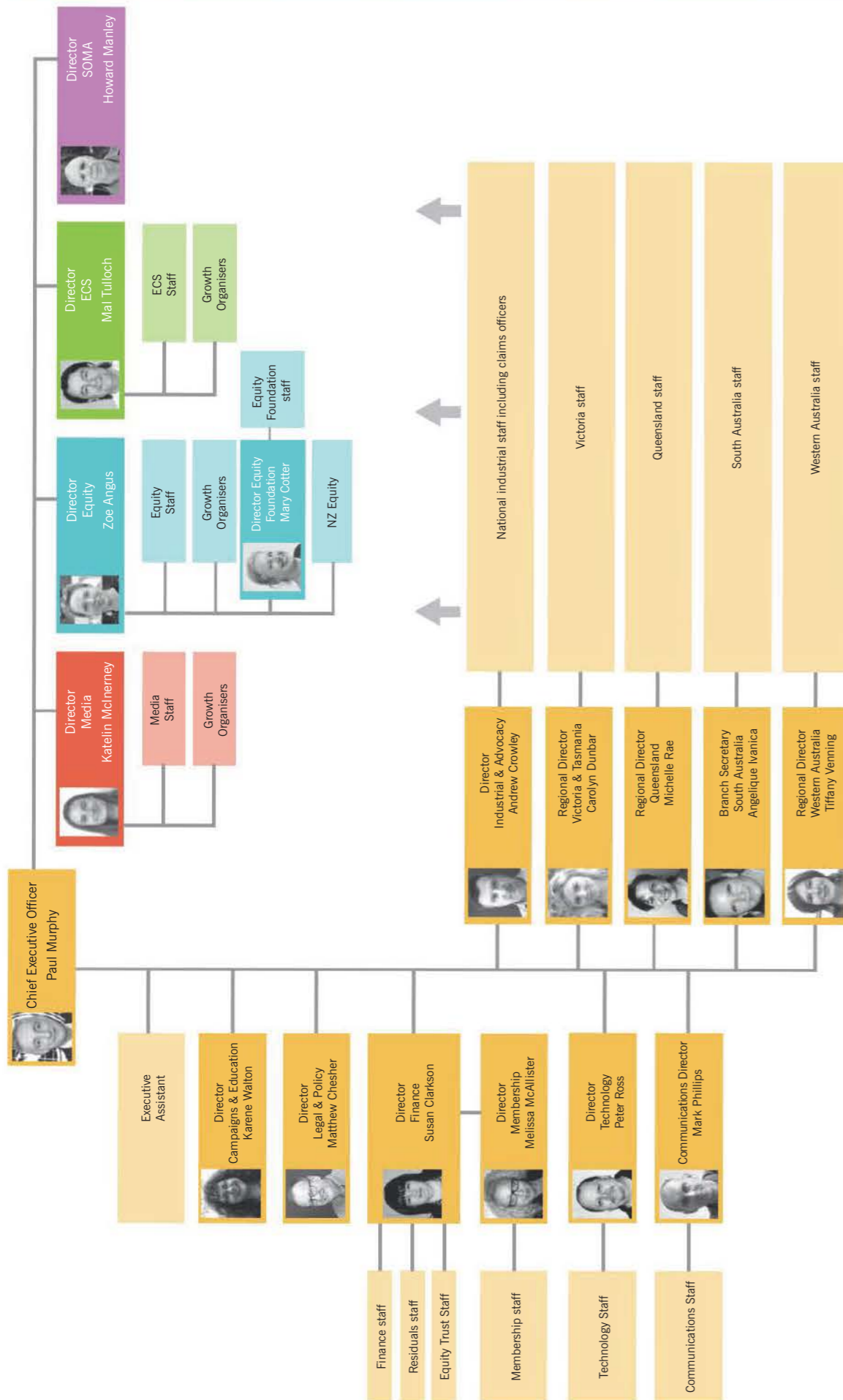
Outdoors – Sport/Events/Racing			
EMPLOYER	EBA	WAGE RISES	EXPIRES
Aegis	Yes	FWC NWC Determination	30/06/15
Alert Venue	Yes	FWC NWC Determination	30/09/15
Australia Wide Venue & Security	Yes	FWC NWC Determination	01/10/16
Corporate Venue and Events	Yes	FWC NWC Determination	31/08/15
Cranbourne Turf Club	Yes	10% back-pay + 3% per annum	30/06/16
MCG	Yes	9.5% over 3 years	01/06/16
Melbourne and Olympic Parks	Yes	7.5% over 3 years + \$400 sign on bonus	30/06/17
Melb. Racing Club (Caulfield, Sundown, Mornington)	Yes	3% per year over 3 years. Negotiations for new EBA almost finalised.	30/06/15
Melbourne Stadiums Ltd (formerly Etihad)	Yes	In principal agreement to roll-over 3% p.a. increase in 2015	20/08/15
Moonee Valley RC	Yes	3% salary increase p.a. over 4 years	31/07/17
Racing and Wagering WA	Yes	In-principle agreement for 3% p.a. for three years. Staff voting in September 2015	31/08/18
Reddawn Australia	Yes	FWC NWC Determination	01/04/16
Southern Cross Security	Yes	FWC NWC Determination	30/11/15
Sovereign Hill	Yes	6.00% over 2 years + 1% for trade classifications. New EBA negotiations commenced September 2015	31/12/15
SCG/SFS	Yes	2.33% increase in 2014, 2.5% in 2015 and 2.5% in 2016.	01/10/17
STC (formerly AJC & STC)	Yes	9% over 3 years	01/03/16
Thoroughbred Racing Victoria	Yes	3% per annum over 3 years	31/03/15
VRC	Yes	16% salary increase over 4 years	31/07/18
Village Roadshow Theme Parks	Yes	2.6% per year increase for three years	2018

Professional Sports			
EMPLOYER	EBA	WAGE RISE	EXPIRY
NBL Players	Yes	EBA negotiations stalled	01/07/13
NBL Referees	Yes	Negotiations for new EBA stalled. 3% pay increase per annum agreed and other matters TBC. NBL stalling. Matter not concluded.	30/06/14
WNBL		Proposed EBA with 3% p.a. increases put to management September 2014. NBL stalling. Matter not concluded	

WHO'S WHO AT MEAA: ELECTED REPRESENTATIVES

Federal Council is made up of the representatives from across the country and across every section of the union who are elected by MEAA members every two years.

	Media	National	NSW	VIC	QLD	SA/NT	WA	TAS	ACT	GEN
Equity	Chloe Dallimore (Federal President) Nadine Garner (Federal Vice-President) Lorna Lesley (Federal Vice-President) Genevieve Picot (VIC board member) Jason Klanwein (QLD board member)	Stuart Washington (Federal President) Gina McCol (Vice-President) Michael Janda (Vice-President) Marcus Strom (NSW Board Member) Martin Saxon (WA board member) Shauna Black (Other branches board member)	Greg Miskelly (President) Amy Corderoy Ean Higgins Peter Ryan Leigh Tonkin Paul Farrell Lindsay Foyle Jenny Tarran	Ben Butler (President) Van Badham (Vice-President) Alana Schetzer Wayne Flower Jeff Waters Steve Tamer Gus Goswell Jane Canaway	Terry O'Connor (President) Leo Bowman (Vice-President) Trevor Hockins Emily MacDonald Peter McCutcheon Kathy McLeish Paul Syvret	Samela Harris (SA/NT President) Michael Coggan Tim Lloyd	Martin Turner (President) Victoria Laurie (Vice-President) Neale Prior Emma Wynne	A. Mark Thomas (President)	Don Cumming (President)	MEAA President Jennifer Ward-Lealand (President) Cameron Rhodes
ECS	David Turnbull (Federal President) Sue Marriott (Federal Vice-President)	Will Gregory (President) Scott Smith (Vice-President) Fiona Donovan Arthur Spink	Tina Bursill (President) Jonathan Mill (Vice-President) Amanda Bishop Mitchell Butel Helen Dallimore Bali Padda Glenn Hazeldine Robert Jago Pearl Tan Geoff Morrell Fiona Press	Abbe Holmes (President) Francis Greenslade (Vice-President) Robyn Arthur Alan Fletcher Sam Gaskin Liam McIlwain Michala Banas	Carol Burns (President) Kerith Atkinson	Patrick Frost (President) Elizabeth Hay	Stuart Halusz (President) Monica Main			Matthew Nankivell
Musicians	Cameron Brook (Federal President)	Leon Gaer (President) Darren Heinrich			Andrew Condor (President)	Ashley Knight (President) Beverly Freeman				
Elected Officials	Simon Collins (MEAA President)									



MEDIA, ENTERTAINMENT & ARTS ALLIANCE AND CONTROLLED ENTITIES

FINANCIAL REPORT YEAR ENDED 30 JUNE 2015

- 26** Elected Officers' Report
- 29** Committee of Management Statement
- 30** Auditor Declaration of Independence
- 31** Consolidated Statement of Profit or Loss and Other Comprehensive Income
- 31** Consolidated Statement of Financial Position
- 32** Consolidated Statement of Changes in Equity for the year ended 30 June 2015
- 32** Consolidated Statement of Changes in Equity for the year ended 30 June 2014
- 32** Consolidated Statement of Cash Flows
- 33** Notes to the financial report
- 47** Federal President's Certificate
- 48** Independent Auditor's Report

ELECTED OFFICERS' REPORT 30 JUNE 2015

The elected officers present their report, together with the financial statements, on the Media, Entertainment & Arts Alliance (MEAA) for the year ended 30 June 2015.

The financial report has been prepared in accordance with the requirements of the Australian Accounting Standards and the Fair Work (Registered Organisations) Act 2009 including the section 253 fourth edition Reporting Guidelines issued on 12 June 2014. The report is intended to illustrate the disclosure requirements of the Accounting Standards and the RO Act as required for the preparation of a general purpose financial report under Tier 1—Australian Accounting Standards.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

Income from membership fees increased by 3% or about \$218,000 on the previous year, to \$7,865,830. This increase along with a continuing focus on reducing costs saw a modest operating surplus for 2014-15.

The current financial year is expected to see continued pressure on membership numbers, particularly in Media as a result of continuing industry restructuring and redundancies. Balancing this is sustained growth in ECS. A continued focus on recruitment, along with lowering organisational costs, is required to achieve our target for another small surplus in the current financial year.

Staff remained the major cost for MEAA. At the end of the financial year, MEAA employed 64 staff either full-time or part-time, down from 65 at the beginning of the year. Staff wages were adjusted during the year under a pay agreement that extends to staff rises that reflect the average rises under MEAA-negotiated agreements.

The mortgage over MEAA properties was reduced during the year, to \$556,777 underpinned by properties in Sydney, Melbourne and Adelaide with a book value of about \$4.3 million and a commercial valuation of about \$6.1 million.

Our net assets are now about \$6.3 million with a turnover of about \$12.2 million. Our working capital (the difference between current assets and current liabilities) is about \$2.4 million, in line with our goal to have working capital of about 20 per cent of turnover.

Significant changes in financial affairs

There has been no significant change in MEAA's financial affairs or state of affairs during or since the end of the financial year.

Board fees

Fees paid to MEAA employees (including employed officers) for sitting on boards or committees are remitted to the union. Specifically in relation to superannuation, we nominate two board members and one alternate board member to our industry fund, Media Super. Our two board members are Christopher Warren and Gerard Noonan.

Our alternate member was Louise Connor. Christopher Warren's director fee from Media Super for the period 1 July 2014 to 31 March 2015 of \$33,443 including GST was paid to MEAA. Louise Connor was paid \$1,672 including GST in her role as an alternate member. The policy of Media Super is to set board fees each year at the level of the bottom 25 per cent of industry funds to ensure it acts as a low-cost fund. These are published in the fund's annual report.

Gerard Noonan is not employed by the union and, as the time he spends on superannuation matters is time he cannot earn any other income, his fees are paid directly to him as compensation for time spent representing union members. This is now also the case for Christopher Warren from 1 April 2015.

Officers and employees who are superannuation fund trustees or directors of a company that is a superannuation fund trustee

No MEAA officers are currently members of any government appointed board that attracts remuneration other than reimbursement of expenses.

Staff remuneration

Wages and conditions of most MEAA staff are regulated by the staff conditions which are set by negotiation with staff. Our fundamental policy in setting conditions is that they should be no better than those we are able to negotiate for members. Wages are adjusted each year by an average of major negotiated agreements.

- Remuneration for staff members is set when they commence employment, based on an assessment of skills and experience. An annual review covers salaries, although staff earning up to about \$60,000 (including administrative staff) have access to annual increments subject to satisfactory performance. Any rises require the approval of the MEAA CEO. Salaries of staff are reported in the annual report in a banding table that compares salaries on a year-on-year basis.
- The CEO is employed on a fixed-term contract. His salary is set and reviewed by the MEAA Board.
- We reimburse staff travel expenses at the flat level of \$55 per night away from home, unless a staff member is provided with a meal if, for example, he or she is attending an event.

Right of members to resign

The policy in regard to the right of members to resign is set out below:

- (a) *A member may resign her or his membership of the Association by notice in writing and such resignation shall take effect:*
- (i) *Where the member has ceased to be eligible to become a member of the Association — on the day on which the notice of resignation is received*

or a later date if that later date is specified in the notice; or

- (ii) *In any other case, at the end of two weeks after the day on which the notice of resignation is received or a later date if that later date is specified in the notice.*

- (b) *Notice of resignation shall be in writing, addressed and delivered to the Federal President and/or his/her nominee.*
- (c) *For the purposes of this rule, subscriptions payable shall be calculated on a quarterly basis. Nothing in this rule shall mean that any or all subscriptions, fines and levies owed by the member to the Association and payable on the date on which the resignation is to take effect and unpaid, shall not continue as a debt owed by the member to the Association.*
- (d) *The Association may deduct an administrative charge from any monies the Association receives on behalf of a member who has resigned his/her membership of the Association.*

Number of members

National	Sub Category	30 June 2015 Total Financial Members
Media (ex Students)	Section Total	5,551
Equity	Full	4,517
	Extras	523
	Section Total	5,040
Entertainment Crew and Sport	Cinema & Outdoor	966
	STAA & AATF	669
	Live Theatre	1,342
	CTVG & TVI	133
	PSB	114
	Section Total	3,224
Musician	General	242
	SOMA	534
	Section Total	776
NZ	Equity	731
TOTAL		15,322

Number of employees and salary scales

Salary scales of all staff including officers fell into the following bands:

	NUMBER EMPLOYED	
	2014-2015	2013-2014
Under \$20,000	3	2
\$20,000-\$30,000	1	-
\$30,000-\$40,000	2	3
\$40,000-\$50,000	3	5
\$50,000-\$60,000	3	8
\$60,000-\$70,000	13	10
\$70,000-\$80,000	7	5
\$80,000-\$90,000	14	13
\$90,000-\$100,000	3	4
\$100,000-\$110,000	7	7
\$110,000-\$120,000	2	1
\$120,000-\$130,000	1	1
\$130,000-\$140,000	4	5
Over \$140,000	1	1
TOTAL	64	65

ELECTED OFFICERS' REPORT 30 JUNE 2015 (continued)

Elected Employed Officers

The following person was an elected employed officer of MEAA and member of the Federal Management Committee during the whole of the financial year and up to the date of this report, unless otherwise stated:

Christopher Warren until 22 April 2015

Names of Federal Management Committee members and period positions held during the financial year

The following persons were committee members of MEAA during the whole of the financial year and up to the date of this report, unless otherwise stated:

Names of committee members and period positions held during the financial year, prior to election E2014-243

Name	Position held
Patricia Amphlett (until 22 April 2015)	Federal President
Simon Collins	Federal President (Musicians)
Stuart Washington	Federal President (Media)
Simon Burke (until 28 October 2014)	Federal President (Actors Equity)
Geoff Morrell (from 28 October 2014 to 22 April 2015)	Federal President (Actors Equity)
David Turnbull	Federal President (ECS)
Gina McColl	Federal Vice-President
Philippa McDonald (until 22 April 2015)	Federal Vice-President
Corinne Grant (until 22 April 2015)	Federal Vice-President
Monica Main (until 22 April 2015)	Federal Vice-President
Jacob Holmes (until 22 April 2015)	Federal Vice-President
Christopher Warren (until 22 April 2015)	Federal Secretary

The Board came to effect on 31 October 2014, when the rule change was accepted by the General Manager Fair Work Commission. Prior to this, the committee of management was known as 'Federal Management Committee'.

Names of Board members and period positions held during the financial year, following the Australian Electoral Commission's Returning Officers report relating to election E2014-243

Name	Position held
Simon Collins (from 22 April 2015)	Federal President
Stuart Washington	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook (from 22 April 2015)	Federal President (Musicians)
Chloe Dallimore (from 22 April 2015)	Federal President (Actors Equity)
Gina McColl	Federal Vice-President
Michael Janda (from 22 April 2015)	Federal Vice-President
Nadine Garner (from 22 April 2015)	Federal Vice-President
Lorna Lesley (from 22 April 2015)	Federal Vice-President
Sue Marriott (from 22 April 2015)	Federal Vice-President
Marcus Strom (from 22 April 2015)	NSW Board Member
Genevieve Picot (from 22 April 2015)	Victoria Board Member
Jason Klarwein (from 22 April 2015)	Queensland Board Member
Martin Saxon (from 22 April 2015)	Western Australia Board Member
Shauna Black (from 22 April 2015)	Other Branches Board Member

Meetings of Federal Management Committee/MEAA Board

The number of meetings attended by members of the Media, Entertainment & Arts Alliance's Federal Management Committee/MEAA Board during the year ended 30 June 2015 were:

Name	Attended	Eligible
Patricia Amphlett	11	11
Stuart Washington	8	13
Simon Burke	2	4
Geoff Morrell	2	6
Chloe Dallimore	0	2
David Turnbull	13	13
Simon Collins	11	13
Cameron Brook	0	2
Michael Janda	2	2
Gina McColl	9	13
Philippa McDonald	10	11
Nadine Garner	2	2
Corinne Grant	9	11
Lorna Lesley	2	2
Monica Main	5	11
Jacob Holmes	6	11
Sue Marriott	2	2
Christopher Warren	11	11
Marcus Strom	2	2
Genevieve Picot	2	2
Martin Saxon	2	2
Jason Klarwein	1	2
Shauna Black	2	2

On behalf of the officers



Simon Collins
Federal President

18th November 2015, Sydney

COMMITTEE OF MANAGEMENT STATEMENT 30 JUNE 2015

On 18 November 2015, the Media, Entertainment & Arts Alliance (MEAA) Board passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2015:

The MEAA Board declares 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 General Manager;
- (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 MEAA 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 the year;
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation; and
 - (ii) the financial affairs of MEAA have been managed in accordance with the rules of the organisation; and
 - (iii) the financial records of MEAA have been kept and maintained in accordance with the RO Act; and
 - (iv) where information has been sought in any request by a member of MEAA or General Manager duly made under section 272 of the RO Act has been provided to the member or General Manager; and
 - (v) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.
- (f) where MEAA has not derived revenue from undertaking recovery of wages activity, includes the statement "no revenue has been derived from undertaking recovery of wages or activity during the reporting period" or
- (g) in relation to recovery of wages activity:
 - (i) the financial report on recovery of wages activity has been fairly and accurately prepared in accordance with the requirements of the reporting guidelines of General Manager; and
 - (ii) the committee of management instructed the auditor to include in the scope of the audit required under subsection 257(1) of the RO Act all recovery of wages activity by the reporting unit in which revenues had been derived for the financial year in respect of such activity; and
 - (iii) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from monies recovered from employers on behalf of workers other than reported in the financial report on recovery of wages activity and the notes to the financial statements; and
 - (iv) that prior to engaging in any recovery of wages activity, the organisation has disclosed to members by way of a written policy all fees to be charged or reimbursement of expenses required for recovery of wages activity, and any likely request for donations or other contributions in acting for a worker in recovery of wages activity; and
 - (v) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from monies recovered from employers on behalf of workers until distributions of recovered money were made to the workers.

This declaration is made in accordance with a resolution of the Committee of Management.



For MEAA Board: Simon Collins
Title of Office held: Federal President
Dated this 18th November 2015



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DECLARATION OF INDEPENDENCE BY GRANT SAXON TO THE MEMBERS OF MEDIA, ENTERTAINMENT & ARTS ALLIANCE

As lead auditor of Media, Entertainment & Arts Alliance for the year ended 30 June 2015, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of the Fair Work (Registered Organisations) Act 2009 in relation to the audit; and
2. No contravention of any applicable code of professional conduct in relation to the audit.

This declaration is in respect to Media, Entertainment & Arts Alliance and the entities it controlled during the period.

Grant Saxon
Partner

Sydney, 18 November 2015

BDO East Coast Partnership ABN 83 236 985 726 is a member of a national association of independent entities which are all members of BDO (Australia) Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO East Coast Partnership and BDO (Australia) Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation other than for the acts or omissions of financial services licensees.

Consolidated Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2015

	Note	2015 \$	2014 \$
REVENUE			
Revenue from ordinary activities	2	12,170,993	11,757,683
EXPENDITURE			
Depreciation and amortisation	3	(278,539)	(254,993)
Finance costs	3	(44,855)	(50,558)
Employee costs	3	(7,329,794)	(7,931,417)
Site costs		(684,128)	(578,794)
Affiliation fees	3	(397,839)	(390,167)
Printing and postage		(148,367)	(157,499)
Telephone		(111,131)	(154,865)
Magazines		(260,046)	(257,626)
Repairs and maintenance		(390,073)	(498,599)
Travel		(265,700)	(295,817)
Events		(1,210,869)	(1,115,897)
Other expenses from ordinary activities		(700,113)	(783,687)
Total direct costs		(11,821,454)	(12,469,919)
Surplus/(deficit) before income tax		349,539	(712,236)
Income tax expense		-	-
Surplus/(deficit) after income tax attributable to the members of Media, Entertainment & Arts Alliance		349,539	(712,236)
Other comprehensive income for the year (net of tax)		-	-
Total comprehensive income for the year attributable to the members of Media, Entertainment & Arts Alliance		349,539	(712,236)

Statement of Financial Position as at 30 June 2015

	Note	2015 \$	2014 \$
ASSETS			
Current assets			
Cash on hand and at bank	5	4,422,973	4,666,753
Cash held in trust	5	4,288,634	3,897,858
Term deposits		316,000	
Trade and other receivables	6	860,182	1,280,144
Other current assets	7	205,979	181,385
Total current assets		10,093,768	10,026,140
Non current assets			
Financial assets	8	20,372	19,682
Property, equipment and vehicles	9	4,294,609	4,448,479
Intangible assets	10	225,412	273,907
Total non current assets		4,540,393	4,742,068
TOTAL ASSETS		14,634,161	14,768,208
LIABILITIES			
Current liabilities			
Trade and other payables	11	5,212,713	4,724,039
Short-term borrowings	12	28,091	26,881
Short-term provisions	13	1,071,968	1,780,268
Other current liabilities	14	1,413,734	1,703,065
Total current liabilities		7,726,506	8,234,253
Non current liabilities			
Long-term provisions	13	100,010	47,170
Long-term borrowings	12	528,686	557,365
Total non current liabilities		628,696	604,535
TOTAL LIABILITIES		8,355,202	8,838,788
NET ASSETS		6,278,959	5,929,420
EQUITY			
Reserves		3,946,661	3,610,686
Retained earnings		2,332,298	2,318,734
TOTAL EQUITY		6,278,959	5,929,420

The above Consolidated Statement of Financial Position should be read in conjunction with the accompanying notes.

Consolidated Statement of Changes in Equity for the year ended 30 June 2015

2015	Stability Reserve \$	Fighting Fund (strike) \$	Equity Foundation Reserve \$	SOMA Reserve \$	Walkley Foundation Reserve \$	Campaign Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2014	1,000,000	1,366,625	337,159	136,375	454,074	316,453	2,318,734	5,929,420
Net (deficit) attributable to members of the entity	-	-	-	-	-	-	349,539	349,539
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	349,539	349,539
Transfers to and from reserves	-	-	-	-	-	-	-	-
- Walkley Reserve	-	-	-	-	253,327	-	(253,327)	-
- Fighting Fund	-	60	-	-	-	-	(60)	-
- Equity Foundation Reserve	-	-	15,285	-	-	-	(15,285)	-
- SOMA Reserve	-	-	-	67,303	-	-	(67,303)	-
Balance at 30 June 15	1,000,000	1,366,685	352,444	203,678	707,401	316,453	2,332,298	6,278,959
Supported by separate bank account	1,031,710	890,089	166,459	-	590,450	-	-	-

Consolidated Statement of Changes in Equity for the year ended 30 June 2014

2014	Stability Reserve \$	Fighting Fund (strike) \$	Equity Foundation Reserve \$	SOMA Reserve \$	Walkley Foundation Reserve \$	Campaign Reserve \$	Special Leave Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2013	1,000,000	1,364,612	381,821	124,882	372,204	701,453	300,000	2,396,684	6,641,656
Net (deficit) attributable to members of the entity	-	-	-	-	-	-	-	(712,236)	(712,236)
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	(712,236)	(712,236)
Transfers to and from reserves	-	-	-	-	-	-	-	-	-
- Fighting Fund	-	2,013	-	-	-	-	-	(2,013)	-
- Stability Reserve	-	-	-	-	-	-	-	-	-
- Equity Foundation Reserve	-	-	(44,662)	-	-	-	-	44,662	-
- Special Leave Reserve	-	-	-	-	-	-	(300,000)	300,000	-
- SOMA Reserve	-	-	-	11,493	-	-	-	(11,493)	-
- Walkley Foundation Reserve	-	-	-	-	81,870	-	-	(81,870)	-
- Campaign Reserve	-	-	-	-	-	(385,000)	-	385,000	-
Balance at 30 June 14	1,000,000	1,366,625	337,159	136,375	454,074	316,453	-	2,318,734	5,929,420
Supported by separate bank account	1,000,000	862,770	115,716	-	482,466	-	-	-	2,460,951

Statement of Cash Flows for the year ended 30 June 2015

	Note	2015 \$	2014 \$
Cash flows from operating activities:			
Receipts from members and sponsors (inclusive of GST)		12,263,832	12,044,394
Payments to suppliers and employees (inclusive of GST)		(11,954,177)	(13,038,267)
Interest received		301,840	267,635
Finance costs		(44,855)	(50,558)
Net cash provided by operating activities	15	566,640	(776,796)
Cash flows from investing activities:			
Acquisition of property, equipment and vehicles	9	(29,239)	(56,420)
Acquisition of intangibles	10	(46,935)	(295,213)
Amounts paid for term deposits		(316,000)	-
Net cash used in investing activities		(392,174)	(351,633)
Cash flows from financing activities:			
Repayment of borrowings		(27,469)	(6,927)
Net cash used in financing activities		(27,469)	(6,927)
Net (decrease) / increase in cash held		146,997	(1,135,356)
Cash and cash equivalents at beginning of year		8,564,610	9,699,967
Cash and cash equivalents at end of financial year	5	8,711,607	8,564,611

The above consolidated financial statements should be read in conjunction with the accompanying notes

Notes to the Financial Report for the year ended 30 June 2015

Note 1: Summary of significant accounting policies

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

Basis of preparation

The Media, Entertainment & Arts Alliance (“MEAA”) is an entity created under the Fair Work (Registered Organisations) Act 2009 (the “RO Act”), registered and domiciled in Australia.

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the Fair Work (Registered Organisations) Act 2009. For the purpose of preparing the general purpose financial statements, MEAA is a not-for-profit entity.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Comparative amounts

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

Adoption of new and revised accounting standards

MEAA has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (‘AASB’) that are mandatory for the current reporting period.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of MEAA.

Accounting standards and interpretations issued but not yet effective

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the consolidated entity for the annual reporting period ended 30 June 2015. The consolidated entity’s assessment of the impact of these new or amended Accounting Standards and Interpretations, most relevant to the consolidated entity, are set out below:

AASB 9 Financial Instruments

This standard is applicable to annual reporting periods beginning on or after 1 January 2018. AASB 9 introduces new classification and measurement models for financial assets. A financial asset shall be measured at amortised cost, if it is held within a business model whose objective is to hold assets in order to collect contractual cash flows, which arise on specified dates and solely principal and interest. All other financial instrument assets are to be classified and measured at fair value through profit or loss unless the entity makes an irrevocable election on initial recognition to present gains and losses on equity instruments (that are not held-for-trading) in other comprehensive income (‘OCI’). For financial liabilities, the standard requires the portion of the change in fair value that relates to the entity’s own credit risk to be presented in OCI. New impairment requirements will use an ‘expected credit loss’ (‘ECL’) model to recognise an allowance. MEAA will adopt this standard from 1 July 2018 but the impact of its adoption is yet to be assessed.

Accounting Policies

(a) Basis of consolidation

The consolidated financial statements comprise the financial statements of MEAA and entities controlled by MEAA. Control is achieved where MEAA is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns.

Specifically, MEAA controls an investee if and only if MEAA has:

- Power over the investee (i.e. existing rights that give it the current ability to direct the relevant activities of the investee);
- Exposure, or rights, to variable returns from its involvement with the investee;
- The ability to use its power over the investee to affect its returns.

MEAA re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when MEAA obtains control over the subsidiary and ceases when MEAA loses control of the subsidiary.

Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date of gaining control until the date control ceases.

Income and expense of controlled entities acquired or disposed of during the year are included in the consolidated statement of comprehensive income from the effective date of acquisition and up to the effective date of disposal, as appropriate. Total comprehensive income of subsidiaries is attributed to the owners of MEAA.

Where necessary, adjustments are made to the financial statements of controlled entities to bring their accounting policies into line with those used by MEAA.

All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

(b) Property, equipment and vehicles

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

Land and buildings

Freehold land and buildings are measured at cost or fair value less, where applicable, any accumulated depreciation and impairment losses. It is the policy of the MEAA Board to obtain a valuation every 3-5 years.

Equipment and motor vehicles

These are measured on the cost basis less depreciation and impairment losses. The carrying value is reviewed annually by the MEAA Board to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the depreciated replacement cost of the asset or net cash flows that will be received from the assets’ subsequent disposal.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight line basis over their useful lives to MEAA commencing from the time the asset is held ready for use. Leasehold improvements are depreciated 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 assets are:

Buildings	2.5%
Equipment and motor vehicles	10-50%

The assets’ residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date. Each asset class’s carrying amount is written down immediately to its recoverable amount if the class’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 or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

Note 1: Summary of significant accounting policies (cont)

(c) Impairment of assets

At the end of each reporting period, MEAA 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 statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when MEAA would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of assets, MEAA estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

(d) Capitation fees and levies

Capitation fees and levies are recognised on an accrual basis and recorded as a revenue and/or expense in the year to which they relate.

(e) Financial instruments

Initial recognition and measurement

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

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

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as: (i) the amount at which the financial asset or financial liability is measured at initial recognition; (ii) less principal repayments; (iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and (iv) less any reduction for impairment.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period, which will be classified as non-current assets.

Available for sale financial assets

These include any financial assets not included in the above categories. They are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to the Statement of Comprehensive Income.

They are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period, which will be classified as current assets. Changes to fair value are taken directly to the Statement of Comprehensive Income.

Financial liabilities

Non derivative financial liabilities are recognised at amortised cost, comprising original debt less principal payments and amortisation.

Fair value

This is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At each reporting date, MEAA assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available for sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(f) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short term highly liquid investments with original maturities of three months or less.

(g) Employee benefits

Provision is made for MEAA's liability for employee benefits arising from services rendered by employees to the reporting 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 present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Long service leave

The liability for long service leave is recognised in current and non-current liabilities, depending on the unconditional right to defer settlement of the liability for at least 12 months after the reporting date. The liability is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(h) Provisions

These are recognised when MEAA 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.

(i) Revenue

This is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties. Grant revenue is recognised in the statement of comprehensive income when it is expended. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes it is recognised in the statement of financial position as a liability until such conditions are met or services provided.

Donations are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as deferred income in the statement of financial position until expended.

Membership subscription income has been accounted for on an accruals basis. Membership subscriptions outstanding at the reporting date have been brought to account as receivables where subscriptions are paid by the members' employers through salary deductions. Membership income is deemed earned in the year to which it relates. Membership subscriptions relating to the unexpired part of the membership year are deferred and recognised as income in the next financial year.

Interest revenue is recognised when received. Dividend revenue is recognised when the right to receive a dividend has been established. All revenue is stated net of the amount of goods and services tax (GST).

(j) 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 Taxation Office or the New Zealand Inland Revenue. 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 statement of financial position are shown inclusive of GST. Cash flows are presented in the statement of cashflows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(k) Income Tax

MEAA is an income tax exempt entity under section 50 1 of the Income Tax Assessment Act 1997.

(l) Trade and other payables

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

(m) Borrowings

These are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the statement of comprehensive income over the period of the borrowings using the effective interest method. They are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses. They are classified as current liabilities unless MEAA has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

(n) Foreign Currency Transactions and Balances

The financial statements are presented in Australian dollars which is MEAA's functional and presentation currency and rounded to the nearest dollar.

Foreign currency transactions are translated into functional currency using the exchange rates prevailing at the date of the transaction. Foreign currency monetary items are translated at the year end exchange rate. Non-monetary items measured at historical cost continue to be carried at the exchange rate at the date of the transaction. Non-monetary items measured at fair value are reported at the exchange rate at the date when fair values were determined. Exchange differences arising on the translation of monetary items

are recognised in the statement of comprehensive income. Exchange differences arising on the translation of non monetary items are recognised directly in equity to the extent that the gain or loss is directly recognised in equity, otherwise the exchange difference is recognised in the statement of comprehensive income.

(o) Leases

The determination of whether an arrangement is or contains a lease is based on the substance of the arrangement and requires an assessment of whether the fulfilment of the arrangement is dependent on the use of a specific asset or assets and the arrangement conveys a right to use the asset.

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased assets, and operating leases, under which the lessor effectively retains substantially all such risks and benefits.

Finance leases are capitalised. A lease asset and liability are established at the fair value of the leased assets, or if lower, the present value of minimum lease payments. Lease payments are allocated between the principal component of the lease liability and the finance costs, so as to achieve a constant rate of interest on the remaining balance of the liability.

Leased assets acquired under a finance lease are depreciated over the asset's useful life or over the shorter of the asset's useful life and the lease term if there is no reasonable certainty that the company will obtain ownership at the end of the lease term.

Operating lease payments, net of any incentives received from the lessor, are charged to profit or loss on a straight-line basis over the term of the lease.

Rental revenue from operating leases is recognised on a straight-line basis over the term of the relevant lease. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised on a straight-line basis over the lease term.

(p) Intangible assets

Intangible assets acquired separately than through business combination are initially recognised at cost. Indefinite life intangible assets are not amortised and are subsequently measured at cost less any impairment. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually. Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

Software costs

Significant costs associated with development of software are amortised on a straight-line basis over the period of their expected benefit, being their finite life of 3 years

Website costs

Website development costs are considered to have a finite life of 3 years and will be amortised on a straight line basis over this period as the are not considered to generate any benefit after this initial 3 years.

(q) Critical accounting estimates and judgments

The MEAA Board evaluates estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within MEAA.

Key estimates – Impairment

MEAA assesses impairment at each reporting date by evaluating conditions specific to MEAA that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value in use calculations performed in assessing recoverable amounts incorporate a number of key estimates. No impairment has been recognised. This estimate is most applicable to impairment review of property, plant and equipment in Note 9 of this financial report.

Employee benefits provision

Note 1: Summary of significant accounting policies (cont)

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account. This estimate of provisions has been applied to Note 13.

Estimation of useful lives of assets

MEAA determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down. Useful lives of assets have been applied to Note 9.

(r) Fair value measurement

MEAA measures financial instruments, such as, financial asset as at fair value through the profit and loss and available for sale financial assets at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 18.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible by MEAA. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

MEAA uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities.
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, MEAA determines whether transfers have occurred between Levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

(s) Going concern

No going concern financial support was received or given by MEAA to or from another reporting unit during the year ended 30 June 2015.

NOTE 2: Revenue

	2015 \$	2014 \$
Operating activities		
- Subscriptions and fees	7,865,830	7,647,916
- Grants, sponsorships and events income	2,343,335	2,176,113
- Interest from financial institutions	301,840	267,635
- Rental income	170,461	169,175
- Capitation fees	-	-
- Levies	791,091	782,660
- Sundry income	698,436	714,184
Total Revenue	12,170,993	11,757,683

MEAA was not in receipt of any financial support from another reporting unit of the organisation during the year (2014: \$Nil, 2013: \$Nil).

(a) Levies

The levies disclosed in total above were in respect to monies collected from membership fees:

	2015 \$	2014 \$
Debt reduction levy	316,442	313,080
Campaign levy	474,649	469,580
Total Levies	791,091	782,660

NOTE 3: Surplus/(Deficit) Before Income Tax
Surplus or Deficit from ordinary activities has been determined after charging the following expenses:

	2015 \$	2014 \$
Finance costs- financial institutions	44,855	50,558
Legal fees (Other Legal Costs)	121,292	146,632
Legal fees (Litigation)	-	-
Donations	7,246	3,819
Honoraria	44,896	29,444
Grants	-	-
Audit fee	47,000	45,500
Other services provided by auditors (Equity Trust quarterly residuals audit, FBT review)	25,320	18,983
Consideration to employers for payroll deductions	3,180	4,317
Capitation fees	-	-
Compulsory levies	14,873	14,859
Fees/ allowances – meetings and conferences	-	-
Conference and meeting expenses	94,012	209,069
Penalties - via RO Act or RO Regulations	-	-
Rental expense on operating leases	171,545	172,436

Depreciation and amortisation:

	2015 \$	2014 \$
Depreciation of property, equipment and vehicles	183,109	233,683
Amortisation of intangibles	95,430	21,310
Total depreciation and amortisation	278,539	254,993

Employee benefits to Office Holders

	2015 \$	2014 \$
Salaries	163,642	399,994
Annual leave	10,639	45,954
Long service leave	-	11,242
Redundancies	587,560	715
Superannuation	77,369	95,200
Other employee costs	(405,074)	49,016
Total Employee Benefits to Office Holders	434,137	602,120

Employee benefits to Staff other than Office Holders

	2015 \$	2014 \$
Salaries	4,713,661	4,626,949
Annual leave	422,141	434,675
Long service leave	32,620	36,349
Redundancies	375,613	121,375
Superannuation	675,996	603,223
Other employee costs	675,626	1,506,725
Total Employee Benefits to Staff other than Office Holders	6,895,657	7,329,297

(a) Levies

The levies disclosed in total above were in respect to monies paid to the following benevolent funds:

	2015 \$	2014 \$
ACT journalist benevolent fund	4,120	4,235
SA journalist benevolent fund	1,535	1,800
WA journalist benevolent fund	8,668	8,344
WA entertainment, crew and sport benevolent fund	550	480
Total Levies	14,873	14,859

NOTE 3: Surplus or deficit from ordinary activities (continued)

(b) Affiliation fees

The affiliation fees disclosed in total above were in respect of the following entities:

Affiliation	Which Members	2015 \$	2014 \$
National			
ACTU	All sections (except media)	46,935	45,118
NZ Council of Trade Unions	All members in New Zealand	3,942	3,584
State and Territories			
Unions NSW	All sections in NSW	23,738	23,092
South Coast Labour Council		487	473
Sydney May Day Committee		-	300
Victorian Trades Hall Council	All sections in Victoria	40,309	30,010
Gippsland Trades & Labour Council		114	-
Ballarat Trades Hall		158	157
Australian Film Institute		130	-
Queensland Council of Unions	All sections in QLD (except media)	4,284	4,660
South Australia United Trades and Labour Council	All sections in SA (except media)	2,979	3,530
Western Australia Trades and Labour Council	All sections in WA (except media)	4,363	3,893
Unions ACT	All sections	2,036	2,055
Unions Tasmania	All sections in TAS (except media)	564	-
Trade union centres - Other			
APHEDA		1,927	964
Australia Asia Work Links Inc		182	-
Australian Labor Party			
Australian Labor Party (NSW)	All sections in NSW (except Media)	16,367	15,827
Australian Labor Party (SA)	All sections in SA (except Media)	2,195	4,686
International			
International Federation Of Actors	Equity	24,760	24,845
International Federation of Journalists	Media	43,241	42,306
International Federation of Musicians	SOMA and freelance musicians	4,221	4,266
International News Safety Institute		-	422
International Freedom of Expression Exchange (IFEX)		1,134	1,134
Union Network International - MEI	Entertainment Crew and Sport	15,949	7,569
Professional and Policy			
Australian Copyright Council		2,000	1,000
Australian Press Council Total		103,320	100,800
Chamber of Arts and Culture WA		350	100
National Press Club		136	136
Australian Athletes Association		14,865	11,776
Membership Services			
Community, Sporting & Workers		-	134
P.A. - Member Advantage Program		33,829	46,525
Shop Rite Enterprises		-	845
The Union Shopper Inc.		3,324	9,960
Total		397,839	390,167

NOTE 4: Key management personnel compensation

(a) Key Management Personnel

Names and positions held of key management personnel in office at any time during the financial year are:

Christopher Warren – Federal Secretary (to 22 April 2015), **Paul Murphy** – Chief Executive Officer (from 1 March 2015)

(b) Key Management Personnel Compensation

	Position	Salary \$	Superannuation \$	Termination benefits \$	Total \$
C Warren	Federal Secretary (resigned 22 April 2015)	124,902	13,115	333,244	471,261
P Murphy	Chief Executive Officer	-	-	-	-
Total 2015		181,371	19,044	333,244	533,659
Total 2014		160,825	16,485	-	177,310

Christopher Warren has forgone \$30,402 in 2015 ex GST (2014: \$35,456 ex GST) worth of salary which was paid out to him from Media Super for sitting on their board, and has contributed this amount to MEAA. In 2014/15 the MEAA CEO annual salary compensation was \$164,845.

NOTE 4: Key management personnel compensation (cont.)

Federal Management Committee

Each of the following persons was a member of the FMC/ MEAA board since the start of the financial year to the date of this report unless otherwise stated:

Name	Position
Patricia Amphlett (until 22 April 2015)	Federal President
Simon Collins	Federal President (Musicians)
Stuart Washington	Federal President (Media)
Simon Burke (until 28 October 2014)	Federal President (Actors Equity)
Geoff Morrell (from 28 October 2014 to 22 April 2015)	Federal President (Actors Equity)
David Turnbull	Federal President (ECS)
Gina McColl	Federal Vice-President
Philippa McDonald (until 22 April 2015)	Federal Vice-President
Corinne Grant (until 22 April 2015)	Federal Vice-President
Monica Main (until 22 April 2015)	Federal Vice-President
Jacob Holmes (until 22 April 2015)	Federal Vice-President
Christopher Warren (until 22 April 2015)	Federal Secretary

Christopher's Warren's remuneration is included in Note 4(b) above. All other members of the Federal Management Committee and some honorary officers are entitled to receive an honorarium:

MEAA Board

Name	Position
Simon Collins (from 22 April 2015)	Federal President
Stuart Washington	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook (from 22 April 2015)	Federal President (Musicians)
Chloe Dallimore (from 22 April 2015)	Federal President (Actors Equity)
Gina McColl	Federal Vice-President
Michael Janda (from 22 April 2015)	Federal Vice-President
Nadine Garner (from 22 April 2015)	Federal Vice-President
Lorna Lesley (from 22 April 2015)	Federal Vice-President
Sue Marriott (from 22 April 2015)	Federal Vice-President
Marcus Strom (from 22 April 2015)	NSW Board Member
Genevieve Picot (from 22 April 2015)	Victoria Board Member
Jason Klarwein (from 22 April 2015)	Queensland Board Member
Martin Saxon (from 22 April 2015)	Western Australia Board Member
Shauna Black (from 22 April 2015)	Other Branches Board Member

Position	Honorarium \$	Number
Federal President	4,000	1
Section Presidents	2,000	4
Federal Vice Presidents	1,300	5
Branch Presidents	1,300	4
Branch Section Presidents	700	18

Total honoraria for the year to 30 June 2015 was \$44,896 (2014: \$29,444).

Board fees

Fees paid to MEAA employees (including employed officers) for sitting on boards or committees are remitted to MEAA. Specifically, the federal secretary was one of the two board members nominated to the board of Media Super (Our other nominee is not employed by the union) and the Victoria branch secretary, Louise Connor, was nominated as an alternate. All fees received on behalf of Mr Warren and Ms Connor, which are general board fees and sitting fees, were paid directly to MEAA. The policy of Media Super is to set board fees each year at the level of the bottom 10 per cent of industry funds. In the year to 30 June 2015, these fees were \$35,115 (inclusive of GST) (2014: \$45,500 inclusive of GST) on behalf of the federal secretary and alternate.

Other Elected Officials Compensation

Details of the remuneration of the elected officials of MEAA are in the following table.

Name	Position	Salary \$	Superannuation \$	Termination benefits \$	Total \$
M White	ACT Branch Secretary (resigned 11 July 2014)	6,613	694	124,478	131,785
L Connor	VIC Branch Secretary (resigned 30 September 2014)	27,658	2,904	129,838	160,400
A Ivanica	SA Branch Secretary	90,381	9,490	-	99,871
Total 2015		124,652	13,088	254,316	392,056

Note 5: Cash and cash equivalents

	2015 \$	2014 \$
Cash on hand	4,701	5,875
Cash at bank	3,315,869	3,590,845
Term Deposits (Money held in trust note 21)	3,300,000	3,532,722
Term Deposits (MEAA)	1,102,403	1,070,033
Cash held in trust (note 21)	988,634	365,136
Total cash and cash equivalents	8,711,607	8,564,611

Note 6: Trade and other receivables

	2015 \$	2014 \$
CURRENT		
Membership debtors	60,732	41,387
Other receivables	799,450	1,238,757
Total trade and other receivables	860,182	1,280,144

No receivables with another reporting unit were present as at 30 June 2015 (2014: \$Nil)

Note 9: Property, equipment and vehicles

		2015 \$	2014 \$
LAND AND BUILDINGS			
Sydney	At cost	4,973,062	4,947,662
	Less accumulated depreciation	(2,247,581)	(2,136,909)
		2,725,481	2,810,753
Brisbane	At cost	139,340	139,340
	Less accumulated depreciation	(36,267)	(22,333)
		103,073	117,007
Adelaide	At cost	204,628	204,628
	Less accumulated depreciation	(107,606)	(102,490)
		97,022	102,138
Melbourne	At cost	1,695,936	1,695,936
	Less accumulated depreciation	(355,778)	(313,379)
		1,340,158	1,382,557
EQUIPMENT AND VEHICLES			
	At cost	1,525,632	1,521,793
	Less accumulated depreciation	(1,496,757)	(1,485,769)
		28,875	36,024
Total property, equipment and vehicles		4,294,609	4,448,479

(a) Movements in Carrying Amounts

	Land and buildings				Equipment and Motor Vehicle \$	Total \$
	Sydney \$	Brisbane \$	Adelaide \$	Melbourne \$		
Balance at the beginning of year	2,810,753	117,007	102,138	1,382,557	36,024	4,448,479
Additions	25,400	-	-	-	3,839	29,239
Disposals	-	-	-	-	-	-
Depreciation expense	(110,672)	(13,934)	(5,116)	(42,399)	(10,988)	(183,109)
Carrying amount at the end of year	2,725,481	103,073	97,022	1,340,158	28,875	4,294,609

Note 7: Other assets

	2015 \$	2014 \$
CURRENT		
Prepayments	202,438	177,844
Deposits refundable	3,541	3,541
Total other assets	205,979	181,385

Note 8: Financial assets

Available for sale Financial Assets comprise:

	2015 \$	2014 \$
Listed investments		
-shares at fair value	1,037	1,037
-shares in listed trusts – at fair value	19,335	18,645
Total available for sale financial assets	20,372	19,682

(b) Valuations of land and buildings

The MEAA Board has reviewed the book value of land and buildings and believes that the market value is substantially in excess of the book value. It has reviewed the assumptions used in each valuation and believes the key assumptions remain valid.

The latest valuation of the Sydney property was performed by Wayne Wotton FAPI on 1 August 2013, when the property was valued at \$3,985,000. The committee therefore believe the carrying value of the land and buildings is less than the fair value less cost to sell at 30 June 2015, and as such no impairment is deemed necessary.

The freehold land and building in Melbourne was independently valued on 15 April 2011 by CB Richard Ellis, when the property was valued at \$1,800,000. The valuation was based on vacant possession "as is". The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent sales data for similar properties.

The freehold land and building in Adelaide was independently valued on 30 June 2011 by CB Richard Ellis, when the property was valued at \$285,000. The valuation was based on vacant possession "as is". The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent sales data for similar properties.

(c) Non current assets pledged as security

Refer to note 12 for information on non current assets pledged as security.

NOTE 10: Intangibles

	2015 \$	2014 \$
Software		
At cost	92,117	45,182
Less accumulated amortisation	(23,930)	(3,511)
	68,187	41,671
Website		
At cost	250,035	250,035
Less accumulated amortisation	(92,810)	(17,799)
	157,225	232,236
Total Intangibles	225,412	273,907

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

2015	Software \$	Website \$	Total \$
Balance at the beginning of year	41,671	232,236	273,907
Additions	46,935	-	46,935
Amortisation expense	(20,419)	(75,011)	(95,430)
Carrying amount at the end of year	68,187	157,225	225,412

NOTE 11: Trade and other payables

Unsecured liabilities

	2015 \$	2013 \$
CURRENT		
Trade payables	4,536,905	4,258,502
Goods and services tax payable	237,344	211,885
Creditors and accruals	438,464	253,652
Total unsecured liabilities	5,212,713	4,724,039

(a) Included in creditors and accruals are the following:

	2015 \$	2014 \$
Legal fees (other legal costs)	24,699	11,289
Legal fees (litigation)	-	-
Consideration to employers for payroll deductions	-	-
Employee benefits to Office holders and staff	-	-
Employee benefits to Office holders and staff	1,208	3,125
Total	25,907	14,414

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

There are no amounts not expected to be settled within the next 12 months.

No payables with another reporting unit were present as at 30 June 2015 (2014: \$Nil, 2013: \$Nil).

NOTE 12: Borrowings

	2015 \$	2014 \$
CURRENT		
Secured liabilities		
Bank loans	28,091	26,881
NON-CURRENT		
Secured liabilities		
Bank loans	528,686	557,365

(a) Bank loans

The bank loan facility from prior year was refinanced on the 17th of February 2014. The new bank loan is a fixed term loan for 15 years at variable interest rate.

(b) Assets pledged as security

The new bank loan does not have any assets pledged as security

NOTE 13: Provisions

Employee provisions are split between office holders and other employees as follows:

	2015 \$	2014 \$
Employee Provisions - Office Holders:		
Annual Leave	-	118,530
Long Service Leave	-	124,220
Separation and Redundancies	-	244,450
Other Provisions	-	-
Subtotal Employee Provisions - Office Holders	-	487,200
Employee Provisions - Staff:		
Annual Leave	672,670	614,165
Long Service Leave	504,750	439,180
Separation and Redundancies	-	238,696
Other Provisions	(5,442)	2,297
Subtotal Employee Provisions - Staff	1,171,978	1,294,338
Total Employee Provisions	1,171,978	1,781,538
Current	1,071,968	1,734,368
Non-Current	100,010	47,170
Total Employee Provisions	1,171,978	1,781,538

Amounts not expected to be settled within the next 12 months

The current provision for employee benefits includes all unconditional entitlements where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances. The entire amount is presented as current, since MEAA does not have an unconditional right to defer settlement. However, based on past experience, MEAA does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

The following amounts reflect leave that is not expected to be taken within the next 12 months:

	2015 \$	2014 \$
Employee benefits obligation expected to be settled after 12 months	142,531	173,673

	2015 \$	2014 \$
Total Employee Provisions	1,171,978	1,781,538
Other Provisions	-	45,900
Total Provisions	1,171,978	1,827,438

Note 14: Other liabilities

	2015 \$	2014 \$
CURRENT		
Deferred membership income	-	-
Deferred other income	1,189,025	1,340,050
Media Safety & Solidarity Appeal Fund	224,709	363,015
Other current liabilities	-	-
Total other liabilities	1,413,734	1,703,065

(a) Media Safety & Solidarity Appeal Fund

Deferred other income includes funds raised and expended by the Media Safety and Solidarity Fund. The following is the movement in the Media Safety and Solidarity Fund:

	2015 \$	2014 \$
Balance as at 1 July	363,015	546,853
Funds raised during the year	83,249	79,980
Payments made during the year	(221,555)	(263,818)
Balance as at 30 June	224,709	363,015

These funds are invested in a separate bank account.

Note 15: Cash flow information

Reconciliation of cash flow from operations with surplus after income tax expense

	2015 \$	2014 \$
Net (loss) / surplus for the year after income tax expense	349,539	(712,236)
Non cash flows in profit from ordinary activities:		
Depreciation and amortisation	278,539	254,993
Increase in fair value of available-for-sale financial assets	(690)	(1,075)
Changes in assets and liabilities		
Increase in trade and other receivables	395,369	(540,600)
Increase in trade and other payables	199,342	(488,311)
Increase/(decrease) in provisions	(655,459)	710,433
Net Cash provided by operating activities	566,640	(776,796)

There were no cash flows to or from other reporting units and/or controlled entities during the year to 30 June 2015 (2014: \$Nil).

Note 17: Capital and leasing commitments

(a) Operating Lease Commitments – as lessee

Future minimum rentals payable under non-cancellable operating leases as at 30 June 15 are as follows:

	2015 \$	2014 \$
Payable - minimum lease payments		
- not later than 12 months	183,484	208,056
- between 12 months and 5 years	181,587	349,962
Total operating lease commitments – as lessee	365,071	558,018

(b) Operating Lease Commitments – as lessor

Leases are for property rental in Sydney and Melbourne a mix between a month to month basis and a fixed term with no provision for any fixed increases. Future minimum rentals receivable under non-cancellable operating leases as at 30 June 15 are as follows:

Note 16: Reserves

(a) Stability Reserve

The Stability Reserve was set up to advance the working capital of MEAA and has been invested in bank accounts.

(b) Equity Foundation Reserve

The Equity Foundation Reserve has been set up to advance the interests of the Equity Foundation.

(c) Symphony Orchestra Musicians' Association (SOMA)

The SOMA Reserve has been set up to advance the interests of orchestral musicians.

(d) Walkley Foundation Reserve

The Walkley Awards Reserve has been set up to advance the interests of the Walkley Foundation Limited.

(e) Campaign Reserve

The Campaign Reserve has been set up to advance the interests of the members.

(f) Fighting Fund Reserve

The Fighting Fund Reserve was set up to assist members undertaking action in support of MEAA objectives or other related activities in support of MEAA objectives.

	2015 \$	2014 \$
Analysis of transfer to Fighting Fund Reserve		
Fighting Fund donations received during the year	60	2,013
Net transfer to reserve	60	2,013

Note 18: Financial risk management

Note 18: Financial risk management

	Note	2015 \$	2014 \$
Financial assets			
Cash at bank and on hand	5	3,320,570	3,596,721
Cash held in trust	5	988,634	365,136
Term deposits (MEAA)	5	1,102,403	1,070,033
Term Deposits (Equity Trust)	5	3,300,000	3,532,722
Term Deposit (Walkley Foundation)		316,000	-
Loans and receivables	6	860,182	1,280,144
Available-for-sale financial assets	8	20,372	19,682
Total financial assets		9,908,161	9,864,437
Financial liabilities at amortised cost:			
Trade and other payables	11	4,536,905	4,258,502
Borrowings	12	556,777	584,246
Total financial liabilities		5,093,682	4,842,748

MEAA's activities expose it to a variety of financial and market risks (including price risk, credit risk, interest rate risk and liquidity risk). MEAA's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of MEAA.

MEAA's financial instruments consist of cash and cash equivalents, trade and other receivables, available-for-sale financial assets and trade and other payables and borrowings.

MEAA does not have any derivative financial instruments at 30 June 2015.

i) Market risk

MEAA is exposed to equity securities price risk. This arises from investments held by MEAA and classified on the statement of financial position as available-for-sale financial assets.

Market risk associated with investments is overseen by the MEAA Board under policies approved by them.

The MEAA Board monitors the performance of all investments and determines the investment strategy and the selection or disposal of individual investments.

The value of available-for-sale investments held at 30 June 2015 totals \$20,372 (2014: \$19,682) – refer to note 8.

ii) Credit risk

Credit risk is the risk that the other party to a financial instrument will fail to discharge their obligation, resulting in MEAA incurring a financial loss. Credit risk arises from cash and cash equivalents (e.g. deposits held with banks and financial institutions) and trade and other receivables.

The credit risk on financial assets of MEAA which have been recognised in the statement of financial position are generally the carrying amount of trade and other receivables, net of any provision for impairment. There is no concentration of credit risk with respect to current and non-current receivables as MEAA has a large number of sponsorship and membership receivables which spreads the potential risk of impairment. To mitigate the credit risk associated with balances of cash and cash equivalents held with banks and financial institutions, the MEAA Board have established a policy that these can only be held with AAA rated entities.

The value of trade and other receivables at 30 June 2015 totals \$860,182 (2014: \$1,280,144) – refer to note 6. The value of cash and cash equivalents at 30 June 2015 totals \$8,711,607 (2014: \$8,564,611) – refer to note 5.

iii) Foreign currency risk

MEAA is exposed to foreign currency risk arising from cash or cash equivalents held in foreign currency. The value of the foreign currency balances held at 30 June 2015 totals \$144,683 (2014: \$118,194). To manage the foreign exchange risk we avoid holding excess amounts of foreign currency.

Sensitivity analysis to foreign currency rates

MEAA has performed a sensitivity analysis relating to its exposure to foreign currency risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in the foreign currency rates, with all other variables held constant.

	2015 \$	2014 \$
Change in surplus:		
Strengthening/weakening in Australia Dollar by 5%	710	488
Change in equity:		
Strengthening/weakening in Australia Dollar by 5%	710	488

iv) Interest rate risk

MEAA is exposed to interest rate risk. This arises from cash and deposits held with financial institutions. The value of cash and cash equivalents at 30 June 2015 totals \$8,711,607 (2014: \$8,564,611). MEAA also has term deposits of \$4,718,403 (2014: \$4,702,756). Finally, MEAA also has bank borrowings of \$556,777 (2014: \$591,173).

Sensitivity analysis to interest rates

MEAA has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in these risks, with all other variables held constant.

	2015 \$	2014 \$
Change in surplus:		
Strengthening/weakening in Australia Dollar by 5%	4,423	10,854
Change in equity:		
Strengthening/weakening in Australia Dollar by 5%	4,423	10,854

v) Liquidity risk

Vigilant liquidity risk management requires the consolidated entity to maintain sufficient liquid assets (mainly cash and cash equivalents) and available borrowing facilities to be able to pay debts as and when they become due and payable.

MEAA manages liquidity risk by maintaining adequate cash reserves and available borrowing facilities by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

The following financing facilities were available to the group at the end of the reporting period:

	2015 \$	2014 \$
Bank loans		
Total facilities:		
Used at the end of the reporting period	556,777	584,246
Unused at the end of the reporting period	-	-
Total	556,777	584,246

The bank loan facility from prior year was refinanced on the 17th of February 2014. The new bank loan is a fixed term loan for 15 years at variable interest rate.

Remaining contractual maturities

MEAA's remaining contractual maturities for its financial instrument assets and liabilities are all classified as 1 year or less.

Note 19: Fair value measurement

Fair value hierarchy

The following tables detail MEAA's assets and liabilities, measured or disclosed at fair value, using a three level hierarchy, based on the lowest level of input that is significant to the entire fair value measurement, being:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly

Level 3: Unobservable inputs for the asset or liability

Consolidated - 2015	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Assets	-	-	-	-
Ordinary shares available-for-sale	20,372	-	-	20,372
Total assets	20,372			20,372

Consolidated - 2014	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Assets	-	-	-	-
Ordinary shares available-for-sale	19,682	-	-	19,682
Total assets	19,682			19,682

The consolidated disclosure noted above is equal to that of MEAA in its capacity as a parent entity.

There were no transfers between levels during the financial year.

Net fair values of listed investments, classified as available for sale financial assets, have been valued at the quoted market bid price at balance date. For other assets and other liabilities the carrying amounts are assumed to approximate their fair values due to their short-term nature. No financial assets and financial liabilities are readily traded on organised markets in standardised form other than listed investments. The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the statement of financial position and the notes to the financial statements.

Note 20: Section 272 Fair Work (registered organisations) Act 2009

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

Information to be provided to members or the General Manager (refer s.272 RO Act):

- (1) A member of a reporting unit, or the General Manager (refer s.272 RO Act), may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with an application made under subsection (1).

Note 21: Monies held in trust

At year end MEAA was holding in Equity Trust an amount of \$4,288,634 (2014: \$3,897,858). This amount and the corresponding liability are reflected in the Statement of Financial Position of MEAA. The monies received on behalf of the performers are held in Trust prior to the quarterly distribution.

Residuals

The Equity Trust is responsible for distributing residual fees (residuals), which are fees paid by distributors to the performers concerned. They are sometimes referred to as "royalties", "repeats" or "second usage fees". These fees are negotiated by MEAA and paid to qualifying performers who work on film or TV productions, after the initial use or exploitation of these productions.

The Equity Trust collects these fees on behalf of the performers and then calculates the residuals for each of them. These calculations are reviewed by MEAA's external auditors, prior to paying performers each quarter. On occasion, there are discrepancies relating to performers entitlement to residuals or the attributed portion and these need to be resolved before payments are made.

All residual fees received are banked in accounts specifically designated as trust accounts.

The Equity Trust monitors exploitation or sales which may trigger residuals and contacts the producer and distributor when money is due from them. Producers and distributors are required to provide regular reports on all income they have received and residuals owing. The Equity Trust aims to pay out all residuals received, but some performers are difficult to trace.

MEAA Rules provide for the use of those amounts that are not able to be distributed within six years of being received by the Association; they may be applied by MEAA for the interests of the general class of people for whom the money was received, that is, performers. If, after six years, if any member can assert a right to any money received, MEAA shall make good that money. Any net interest or related earnings for the interests can also be applied to the interests of performers.

Superannuation contributions

Equity Trust also negotiates monitors and collects superannuation contributions on behalf of Australian performers working overseas and forwards their entitlement to the appropriate superannuation fund.

Bonds

To safeguard the wages of performers and crew working on productions, Equity may require a bond to be lodged by the producer. In such cases, Equity Trust releases the bond after the production has provided a certificate from its accountants, certifying that all performers' and crews' wages, including superannuation and annual leave, have been paid.

	2015 \$	No of Performers	2014 \$	No of performers
Total owed to cast members at 1 July	3,787,234		4,829,426	
Prior period adjustment	-		-	
Revised total owed to cast members at 1 July	3,787,234		4,829,426	
Monies received in the year				
Residuals, claims and super received	11,052,521	9,173	4,023,696	11,585
Monies paid in the year				
Residuals, claims and super paid to performers	(9,300,366)	5,464	(4,304,689)	12,391
Payments made on behalf of performers to MEAA:				
- Residual Fees deducted from residuals on behalf of members of which \$366,994 was paid including GST of \$33,363 to MEAA as Member Income (2014 \$144,254 which includes GST of \$13,114)	(369,052)		(144,254)	
- Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (current)	(215,198)		(160,943)	
- Outstanding union subscriptions deducted from residuals on behalf of members and paid to the Alliance as member income (non-current)	(3,584)		(2,722)	
- Administration fees deducted from residuals on behalf of non-members of which \$428,670 including GST of \$38,973 to MEAA Equity Trust (2014 \$181,993 including GST of \$16,545)	(429,717)		(181,993)	
Amounts paid to MEAA Equity Trust:				
- Interest Members Equity-Term Deposit not paid	(22,784)		28,713	
- Interest Members Equity June 2014 paid	29,675		58,388	
- Portion of amounts not able to be distributed within six years transferred to MEAA Equity Foundation for the interests of performers (\$100,00 allocated for 2014/2015 & \$200,000 as prepaid reserves)	(300,000)		(300,000)	
Total owed to cast members at 30 June	4,228,729		3,787,234	
The total owed to cast members at 30 June 15 includes undistributable amounts that are over six years old	1,267,103		1,262,717	
Interest received on recovered monies				
- Interest received on Equity Trust bank accounts, of which \$181,332 (2014 \$184,504) was transferred to MEAA Equity Trust	184,518		185,819	
Costs of administration (these have been accounted for in MEAA operations)				
	-		-	

Note 22: Walkley Foundation

On 15 July 2013 the Walkley Foundation was incorporated as a not for profit company limited by guarantee. The Walkley Foundation is managed by the Walkley Trustees which consists of the Chair of the Walkley Advisory Board, President of the Media section of MEAA, two Vice Presidents of the Media Section of MEAA and up to two further directors.

The directors are Media President Stuart Washington, Gina McColl, Laurie Oakes, Quentin Dempster, Michael Janda and Kate McClymont.

Assets, liabilities and reserves of the Walkley Foundation are:

	2015 \$	2014 \$
Current assets		
Cash and cash equivalents	274,450	409,200
Trade and other receivables	1,466,790	1,727,130
Term Deposits	316,000	-
Total current assets	2,057,240	2,136,330
Non-current assets		
Property, plant and equipment	26,890	40,410
Total non-current assets	26,890	40,410
Total assets	2,084,130	2,176,740
Current liabilities		
Trade and other payables	1,091,625	1,464,992
Provisions	261,914	247,454
Total current liabilities	1,353,539	1,712,446
Non-current liabilities		
Provisions	23,190	10,220
Total non-current liabilities	23,190	10,220
Total Liabilities	1,376,729	1,722,666
Net Current Assets	707,401	454,074
Equity		
Reserves	707,401	454,074
Total Equity	707,401	454,074

The result for the year to 30 June 2015 in respect of the Walkley Foundation was a profit of \$253,327. (2014: \$81,870)

Walkley Foundation Key Management Personnel Compensation

As Walkley Foundation has been set up as a separate entity and a subsidiary, the Walkley Foundation is considered to be a related party and all intercompany transactions would have been eliminated upon consolidation. The remunerations of the Walkley Foundation CEO have been disclosed below.

Name	Position	Salary \$	Superannuation \$	Termination benefits \$	Total \$
J Park	Walkley Foundation director	██████	██████	█	██████
Total 2015		██████	██████	█	██████

This amount includes \$21,945.37 that was paid by the IFJ-AP for J Park's services as IFJ-AP Director.

Note 24: Related Party Transactions

In accordance with AASB 124 there are no other related party transactions as at the 30th of June 2015 (2014: nil).

Note 25: Contingent Liabilities And Contingent Assets

There are no contingent liabilities or contingent assets as at 30 June 2015 (2014: nil).

Note 26: Company Details

The registered office and principal place of business of MEAA is:
245 Chalmers Street, Redfern NSW 2016.

Note 27: Business Combinations

No assets or liabilities were acquired due to amalgamation or restructure during the year (2014: nil) or as part of a business combination (2014: nil).

FEDERAL PRESIDENT'S CERTIFICATE

Certificate for the period ended 30 June 2015

I, Simon Collins, being the Federal President of the Media, Entertainment & Arts Alliance certify:

- that the documents lodged herewith are copies of the full report for the Media, Entertainment & Arts Alliance for the period ended 30 June 2015 referred to in s.268 of the Fair Work (Registered Organisations) Act 2009; and
- that the full report was provided to members of MEAA on 18 November 2015; and
- that the full report was presented to a meeting of the MEAA Board on 18 November 2015 in accordance with s.266 of the Fair Work (Registered Organisations) Act 2009.



Federal President: Simon Collins
Dated this the 18th day of November 2015

s.268 Fair Work (Registered Organisations) Act 2009



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INDEPENDENT AUDITOR'S REPORT

To the members of Media, Entertainment & Arts Alliance

Report on the Financial Report

We have audited the accompanying financial report of Media, Entertainment & Arts Alliance, which comprises the statement of financial position as at 30 June 2015, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, the Federal President's certificate and the Committee of Management Statement.

Federal President's Responsibility for the Financial Report

The Federal President is responsible for the preparation of the financial report that gives a true and fair view and has determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Fair Work (Registered Organisations) Act 2009 and is appropriate to meet the needs of the members.

The Federal President's responsibility also includes such internal control as the Federal President determines is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

BDO East Coast Partnership ABN 83 236 985 726 is a member of a national association of independent entities which are all members of BDO (Australia) Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO East Coast Partnership and BDO (Australia) Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation other than for the acts or omissions of financial services licensees.

In conducting our audit, we have complied with the independence requirements of the Fair Work (Registered Organisations) Act 2009. We confirm that the independence declaration required, which has been given to the Federal President of Media, Entertainment & Arts Alliance, would be in the same terms if given to the Media, Entertainment & Arts Alliance Board members as at the time of this auditor's report.

BDO East Coast Partnership ABN 83 236 985 726 is a member of a national association of independent entities which are all members of BDO (Australia) Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO East Coast Partnership and BDO (Australia) Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation other than for the acts or omissions of financial services licensees.



Opinion

In our opinion:

- (a) the general purpose financial report of Media, Entertainment & Arts Alliance is in accordance with the Fair Work (Registered Organisations) Act 2009, including:
 - (i) presents fairly the entity's financial position as at 30 June 2015 and of its performance for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards to the extent described in Note 1, and the Fair Work (Registered Organisations) Act 2009.
- (b) management's use of the going concern basis of accounting in the preparation of the financial report of Media, Entertainment & Arts Alliance is appropriate.
- (c) in relation to recovery of wages activity reported in Note 21:
 - (i) the scope of the audit encompassed recovery of wages activity;
 - (ii) the financial statements and notes report properly and fairly all information required by the reporting guidelines of the General Manager, including:
 - (1) any fees charged to, or reimbursements of expenses claimed from, members and others for recovery of wages activity; and
 - (2) any donations or other contributions deducted from recovered money.

Auditor's qualification

We confirm that Grant Saxon:

- (a) is an approved auditor;
- (b) is a person who is a member of The Institute of Chartered Accountants in Australia; and
- (c) holds a current Public Practice Certificate.

BDO East Coast Partnership

Grant Saxon
Partner
Sydney, 18 November 2015

DETAILED INCOME & EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2015

	Federal \$	NSW \$	Victoria \$	Queensland \$	SA \$	WA \$	Tasmania \$	ACT \$	SOMA \$	NZ \$	Communication	Membership \$	Information Technology \$	Finance \$	CORE INDUSTRIAL \$	Equity Trust \$	Equity Foundation \$	Walkley Foundation \$	01.07.14 to 30.06.15 TOTAL \$	Previous year 30.06.14 TOTAL \$
MEMBER INCOME																				
Equity	-	1,468,468	1,099,639	326,428	98,672	184,795	25,638	26,024	-	163,650	-	-	-	-	3,393,314	-	-	-	3,393,314	3,177,118
Media	-	1,458,588	946,652	457,066	202,303	280,258	90,604	201,873	-	-	-	-	-	-	3,637,344	-	-	-	3,637,344	3,721,594
Theatrical	-	550,449	448,172	82,983	72,321	47,878	8,028	14,014	-	328	-	-	-	-	1,224,173	-	-	-	1,224,173	1,173,955
Musicians	-	66,001	5,107	2,077	-	22,855	-	-	306,050	-	-	-	-	-	402,090	-	-	-	402,090	357,911
TOTAL MEMBER INCOME	-	3,543,506	2,499,570	868,554	373,296	535,786	124,270	241,911	306,050	163,978	-	-	-	-	8,656,921	-	-	-	8,656,921	8,430,578
OTHER INCOME	94,975	76,744	45,231	62,939	4,695	-	690	5,982	-	512	-	-	-	170,442	462,210	562,363	377,386	2,057,874	3,459,833	3,266,865
NON OPERATING INCOME	-	-	-	-	-	-	-	-	-	-	-	-	-	54,239	54,239	-	-	-	54,239	60,241
TOTAL INCOME	94,975	3,620,250	2,544,801	931,493	377,991	535,786	124,960	247,893	306,050	164,490	-	-	-	224,681	9,173,370	562,363	377,386	2,057,874	12,170,993	11,757,684
Share of overheads	1,579,200	(1,832,580)	(900,360)	(320,220)	(138,360)	(154,680)	(45,240)	(89,160)	(64,800)	(59,040)	-	748,680	305,160	971,400	-	-	-	-	-	-
FUNDS AVAILABLE	1,674,175	1,787,670	1,644,441	611,273	239,631	381,106	79,720	158,733	241,250	105,450	-	748,680	305,160	1,196,081	9,173,370	562,363	377,386	2,057,874	12,170,993	11,757,684
COSTS																				
Staff	(889,738)	(1,581,669)	(745,393)	(197,763)	(197,630)	(231,470)	(46,290)	(6,353)	(111,188)	(93,629)	(324,393)	(564,477)	(316,568)	(539,149)	(5,845,710)	(250,450)	(289,440)	(944,194)	(7,329,794)	(7,931,417)
Site	(60,600)	(119,093)	(21,329)	(75,304)	(9,688)	(10,844)	-	(3,058)	(8,520)	(17,574)	(21,000)	(75,304)	(22,560)	(116,354)	(561,228)	(25,000)	(25,000)	(72,900)	(684,128)	(578,794)
Amortisation	-	-	(42,399)	(6,967)	(5,116)	-	-	-	-	-	-	(6,967)	-	(110,672)	(172,121)	-	-	-	(172,121)	(169,119)
Admin	(812,898)	(314,901)	(141,353)	(74,145)	(42,492)	(45,651)	(4,231)	(9,614)	(50,147)	(43,199)	(243,713)	(120,017)	(33,928)	(577,157)	(2,513,446)	(54,843)	(279,730)	(787,453)	(3,635,472)	(3,790,589)
Non operating cost	61	-	-	-	-	-	-	-	-	-	-	-	-	-	61.00	-	-	-	61.00	-
TOTAL COSTS	(1,763,175)	(2,015,663)	(950,474)	(354,179)	(254,926)	(287,965)	(50,521)	(19,025)	(169,855)	(154,402)	(589,106)	(766,765)	(373,056)	(1,343,332)	(9,092,444)	(330,293)	(594,170)	(1,804,547)	(11,821,454)	(12,469,919)
TOTAL SURPLUS/(DEFICIT)	(89,000)	(227,993)	693,967	257,094	(15,295)	93,141	29,199	139,708	71,395	(48,952)	(589,106)	(18,085)	(67,896)	(147,251)	80,926	232,070	(216,784)	253,327	349,539	(712,235)
TRANSFERS (TO)/ FROM RESERVES																				
Transfer to Equity Foundation Reserve																(232,070)	232,070		-	-
Transfer to Symphony Orchestra Musicians' Association Reserve															(67,303)				(67,303)	(11,493)
Transfer to Fighting Fund Reserve															(61)				(61)	(2,013)
Transfer to Walkley Foundation Reserve																		(253,327)	(253,327)	(81,870)
Transfer to Equity Foundation Reserve																	(15,286)		(15,286)	44,662
Transfer from Special Leave Reserve																			-	300,000
Transfer from Campaign Reserve																			-	385,000
SURPLUS added to RETAINED EARNINGS															13,562	-	-	-	13,562	(77,949)
NON OPERATING TRANSACTIONS																				
Donation received from Fighting Fund																			-	2,013
Payment to strike fairfax members															61				61	-
Stability Reserve bank interest received															29,118				29,118	31,633
Fighting Fund bank interest received															25,121				25,121	26,595
TOTAL NON OPERATING TRANSACTIONS															54,300				54,300	60,241

