



3 December 2018

Mr Simon Collins
Federal President
Media, Entertainment and Arts Alliance

By e-mail: federal@alliance.org.au

CC: jrudman@kpmg.com.au

Dear Mr Collins,

Media, Entertainment and Arts Alliance

Financial Report for the year ended 30 June 2018 - [FR2018/185]

I acknowledge receipt of the financial report of the Media, Entertainment and Arts Alliance. The documents were lodged with the Registered Organisations Commission (**the ROC**) on 20 November 2018.

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 2019 may be subject to an advanced compliance review.

You are not required to take any further action in respect of the report lodged. I make the following comments to assist you when you next prepare a financial report. The ROC will confirm these matters have been addressed prior to filing next year's report.

General Purpose Financial Report

All statements to be presented with equal prominence

Australian Accounting Standard *AASB 101 Presentation of Financial Statements* paragraph 11 requires all financial statements to be presented with equal prominence. I note that:

- The Statement of Profit and Loss and Other Comprehensive Income and Statement of Financial Positions; and
- The Statement of Changes in Equity and Statement of Cash Flows

are currently presented on the same page. This is not considered to meet the requirement of paragraph 11.

Nil activities disclosure – to be disclosed once

Item 21 of the reporting guidelines (**RGs**) states that if any of the activities identified within items 10-20 of the RGs have not occurred in the reporting period, a statement to this effect must be

included either in the financial statements, the notes or in the officer's declaration statement. I note that body of the notes, that is Note 3, includes the following nil activity disclosures for which there was already an equivalent form of disclosure in the subsection 255(2A) report:

- Paying legal costs relating to litigation.

Please note that nil activities only need to be disclosed once.

Auditor's statement

Audit scope to include subsection 255(2A) report

A general purpose financial report prepared under section 253 of the RO Act also includes the expenditure report required to be prepared under subsection 255(2A) as prescribed by reporting guideline 22.

The subsection 255(2A) report must be identified by title in the auditor's statement in accordance with paragraph 24(c) of Australian Auditing Standard ASA 700 Forming an Opinion and Reporting on a Financial Report.

A subsection 255(2A) report was included in the copy of the documents lodged with the ROC but the auditor did not refer to the statement in the auditor's report.

Please ensure in future years that the subsection 255(2A) report is audited before provided to members and lodged with the ROC.

Registered auditor's details

Item 29(b) of the RGs state that the auditor's statement must specify the registered auditor's name and registration number. The auditor's statement provided states the name of the registered auditor but not the registration number.

Please ensure that in future years the auditor's statement includes both the name and registration number of the registered auditor.

Reporting Requirements

The ROC website provides a number of factsheets in relation to the financial reporting process and associated timelines. The website also contains the s.253 reporting guidelines and a model set of financial statements. The ROC recommends that reporting units use these model financial statements to assist in complying with the RO Act, the s.253 reporting guidelines and Australian Accounting Standards. Access to this information is available via [this link](#).

If you have any queries regarding this letter, please contact me on (03) 9603 0764 or via email at Kylie.Ngo@roc.gov.au.

Yours sincerely,



Kylie Ngo
Financial Reporting Assistant
Registered Organisations Commission

Media, Entertainment & Arts Alliance

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

Certificate By Prescribed Designated Officer¹

Certificate for the year ended June 30 2018

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 2018 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the MEAA on November 15 2018; and
- that the full report was presented to a meeting of the MEAA Board on November 19 2018 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.



Federal President: Simon Collins

Dated this the 19th day of November 2018.

¹ Regulation 162 of the *Fair Work (Registered Organisations) Regulations 2009* defines a 'prescribed designated officer' of a reporting unit for the purposes of s.268(c) as:
(a) the secretary; or
(b) an officer of the organisation other than the secretary who is authorised by the organisation or by the rules of the organisation to sign the certificate mentioned in that paragraph.



Annual Report | 2017-18





MEAA – EMPOWERING AUSTRALIA’S CREATIVE PROFESSIONALS

The Media, Entertainment & Arts Alliance is the largest and most established union and industry advocate for workers in the media, entertainment and arts sectors. Our members include people working in TV, radio, theatre and film, entertainment and sporting venues, journalists, actors, dancers, sportspeople, cartoonists, photographers, orchestral musicians as well as people working in public relations, advertising, book publishing and websites.

MEAA has an unparalleled reputation as a strong and passionate voice for our members.

We lobby and campaign to advance the industries our members work in. By coming together, MEAA members are able to win better pay and conditions. We are here when times get tough too, providing professional support and legal advice when you need it.

PRODUCTION DETAILS

Editor: Paul Murphy

Design: Blair Pagan Design

Front cover: MEAA at the Change The Rules rally, Sydney, 6 May 2018. Photo: Paul Davies

Back cover: Members of MEAA's Equity and ECS sections were part of a large delegation that went to Canberra on 18 October 2017 to lobby politicians to support the Make It Australian campaign for the film and TV industry's future.

WHO WE ARE

CHIEF EXECUTIVE

Paul Murphy

FEDERAL PRESIDENT

Simon Collins

SECTION PRESIDENTS

Marcus Strom (Media)

David Turnbull (ECS)

Cameron Brook (Musicians)

Chloe Dallimore (Equity)

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QUEENSLAND BRANCH

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PRESIDENT'S MESSAGE



On behalf of our Board, I am pleased to present the annual report for 2017-18 of the Media, Entertainment & Arts Alliance. The past year has been no easier than others, as the headwinds of change have continued to buffet the industries where we have members.

MEAA has helped our members navigate that change through the services and industrial support we provide, and as an effective lobbying force with governments and employers.

Our membership held its ground in 2017-18, and we finished the year with 14,670 members. It's exhausting work to maintain our membership numbers. Each year we recruit or reactivate more than 4000 members – a quarter of our overall membership. It's a tribute to our organising and membership staff that we are able to do this, but what that also tells you is that through natural attrition we are losing more than 4000 members a year. We cannot stand still.

Membership numbers are just one measure of the success of a union. It is essential that we maintain and grow our density in the industries in which we operate so that we have the strength and power to win results. But when people join MEAA, it is for more than just industrial advice or representation.

We also need to ensure that people identify with MEAA as a union that shares their values. Our members look to the union to be a leader in our industries, to advocate at the highest levels for jobs, for government support, and on a raft of issues.

We will engage with members through solid campaigning about those issues which matter to them in their workplace and their industry. This means not just making submissions and appearing before inquiries, but being visible and vocal as:

- champions of independent public interest journalism and press freedom;
- for diverse media ownership and adequate funding for public broadcasting;
- for the protection of Australian children's and drama content on television;
- to ensure that there is an independent and trusted source of funding for the arts;
- to call out and tackle the culture of sexual harassment and bullying in live theatre;
- for the maintenance of tax incentives and rebates to make sure Australian screen production remains internationally competitive.

People will respond positively to the union when they can see us out in the community arguing for these things. There is no better example than the Make It Australian campaign, in which the Equity and ECS sections have teamed up with Screen Producers Australia, the Australian Directors Guild and the Australian Writers Guild to lobby for greater government support for our screen industry.

Hundreds of our members attended the simultaneous national campaign launches in September 2017, and MEAA members have been the public face of this campaign, particularly when speaking to politicians. The campaign has achieved real results, with a significant boost to offshore screen production incentives in the 2018 Federal Budget and by influencing the public debate about the future of commercial TV Australian and children's content rules.

As always, I would like to thank all of our elected representatives – from our workplace delegates to our federal councillors – along with the chief executive and the staff of MEAA for their hard work over the past 12 months. Our union would not be in such a strong position without their efforts.

SIMON COLLINS
MEAA Federal President

SNAPSHOT 2017-18



Members: 14,670
(Media 5054, Equity 5461,
ECS 3362, Musicians/SOMA
793) as at 30 June 2018



Incoming members:
4313



**Monies recovered
for members:**
\$572,886



**Residuals distributed
to Equity members:**
\$7,005,797



Agreements in operation:
140 (Media 52, Equity 19,
ECS 61, SOMA 8)



**Cases handled by
national membership
inquiry team:** 920



Website pageviews:
689,543



Facebook likes: 15,966



Twitter followers: 14,679

CHIEF EXECUTIVE'S REPORT



The last year has been a challenging time for MEAA, as our industries continue to face turbulence from funding cuts, technological change and an increasingly hostile industrial relations landscape.

The membership and financial results we have been able to achieve in this time are particularly pleasing in light of those challenges, and are a credit to the hard work of our staff and the passion and commitment of members and delegates.

During the past year MEAA has continued to consolidate our position as the union and advocate for Australia's creative professionals. We have campaigned vigorously on behalf of our members, seen our membership grow, negotiated key enterprise agreements, engaged with stakeholders to protect and bolster our industries, and expanded MEAA's reach to workers in new areas.

MEAA's strategic framework has five key objectives and during the year we have delivered on those areas.

We **protect and advance our members' rights at work**. We began the year by

working on a new national film and television safety code. We won better pay and conditions for dancers at the Australian Ballet; called for concrete action by media organisations to close the gender pay gap; condemned assaults on press freedom including laws that criminalise journalism.

We **build power**. MEAA achieved ongoing membership growth in the Equity and Entertainment, Crew & Sport sections, offsetting modest declines in the membership of the Media and Musicians sections. We launched the Good Jobs Charter for Digital Media as part of our push to introduce a fair set of workplace standards in this sector; and rolled out our CommsPro membership for communications professionals in not-for-profit and non-government organisations.

A key objective is to **build community**. Elections for our Federal Council introduced 32 new members to the key decision-making body of the union, drawn from every section. We hit the streets to rally to Change the Rules and demand that government keeps its #HandsOffOurABC. We campaigned to

counter harassment, discrimination and bullying in our industries.

We aim to **shape our industries**. We worked on introducing a new national safety code for film and TV, launched the Make It Australian campaign bringing industry stakeholders together to fight for the future of the screen industry; and condemned the Government's funding cuts to the ABC.

Our fifth key objective is to **provide services that our members value**. We have developed a powerful service in our National Industrial Team, providing key assistance to members as they negotiate agreements, ensure their rights at work are protected and provide reassurance as they face upheaval in their industry as well as offering assistance or further training as they move on in their careers.

While our membership growth is encouraging, this by no means suggests we are out of the woods. Maintaining membership, and achieving modest growth, will always be a challenge. This is true for unions around the world, and indeed for all membership-based organisations.

Likewise our financial position requires constant attention and a careful focus on reducing costs wherever possible. Our members would expect nothing less. All of the money we receive and all of the assets we hold belong to them.

In common with other unions, MEAA is finding it increasingly difficult to achieve substantial pay rises in bargaining and to pursue agreement breaches. That is why the Change The Rules campaign initiated by the ACTU is so important, and why MEAA needs to take an active part in it.

In particular, the restoration of arbitration powers to the Fair Work Commission, the return of industry-wide bargaining as an option, and collective bargaining rights for freelancers/contractors would be of enormous benefit to our industrial work.

MEAA has consolidated its position and continues to look for new areas for growth. But we can never be complacent. In common with our industries, constant innovation and change is required. We have to ensure we are meeting the needs of our existing and potential members.



MEAA's federal councillors at their biennial meeting in Sydney on 23-24 February. They are holding signs supporting 'The Show Must Go On', a social documentary under production which shines a light on mental health issues in the entertainment industry.

PAUL MURPHY
MEAA Chief Executive

THE YEAR IN REVIEW



MEAA members get ready to march at the Change The Rules rally in Brisbane on 7 May.

2017 HIGHLIGHTS

JULY

- Consultation takes place around the nation for a new national safety code for film and TV, the first time it has been updated for more than a decade.
- Equity opens a survey of sexual harassment, criminal misconduct and bullying in the Australian theatre industry.
- MEAA Equity members Adele Perovic, Noni Hazlehurst and Justine Clarke and MEAA Crew member Dan Oliver give evidence on 20 July at a hearing of the House of Representatives inquiry into the sustainability of the film and TV industry. They urge greater government support and leadership in the sector.
- Jo Chandler is named Freelancer of the Year at the midyear Walkley Awards in Sydney on 26 July.

- MEAA's submission to the Senate inquiry into the future of public interest journalism warns that governments can no longer stand on the sidelines but must step in to support independent journalism to preserve democracy.

AUGUST

- Dancers at the Australian Ballet win better pay and conditions in their new agreement. They refused to back down when management initially made an unacceptable and inferior offer.
- An injection of 32 fresh faces are elected

to MEAA's Federal Council following the elections held in July. In other changes, Marcus Strom is elected President of the Media section after the retirement of Stuart Washington.

- Eliza Goetze, from the *Bundaberg News Mail*, is announced as the inaugural winner of the Caroline Jones Women in Media Young Journalist's Award.
- MEAA launches a Good Jobs Charter for Digital Media to push for a fair set of workplace standards in this fast-growing sector.
- The Equity and ECS sections of MEAA join with the industry bodies for live performance and screen to back a Yes vote in the marriage equality postal survey: "We believe the time has come for the *Marriage Act* to be reformed to allow same sex couples to marry."

SEPTEMBER

- MEAA helps to host a visit to Australia by East Timorese journalist Raimundos Oki, who spends a week at Fairfax Media in Sydney with funding from the Balibo Five-Roger East Fellowship.
- On Equal Pay Day on 4 September, MEAA calls for concrete action from media organisations to close the gender gap which is 23.3% in print and publishing and 22.2% in broadcasting, well above the national average. The action required includes transparency about gender pay, family-friendly workplaces, and the dedication of annual merit pools towards fixing the problem of unfair pay.

- *Home and Away* crew win significant backpay after MEAA members take action after they noticed return travel payment on location had not been passed on by Channel Seven.

- Federal Parliament passes legislation on 14 September removing the two-out-of-three media ownership rule, which had been in place since the early 1990s. "This is a poor day for media diversity," says MEAA. "The last important protection – the two-out-of-three rule – has been abandoned and there is nothing in its place."

- The Make It Australian campaign is launched around the country on 18 September, bringing together MEAA, Screen Producers Australia, the Australian Writers Guild and the Australian Directors Guild to fight for the future of the screen industry. More than 700 people take a selfie photo in support of the campaign.

- One of the nation's most prolific and highly regarded performers, Ken Blackburn, is announced as the recipient of the 2017 Equity NZ Lifetime Achievement Award.

OCTOBER

- In response to growing concerns and complaints about the unattributed re-use of journalists' work online, MEAA asks freelancers to take part in a survey about their experiences of being plagiarised as part of a campaign to stamp out the practice.
- On 18 October, members of MEAA's Equity and Crew sections head to Canberra

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ACTU Secretary Sally McManus addressed the MEAA Federal Council meeting in Sydney on 23 February. Photo: Mark Phillips

to lobby politicians to support the Make It Australian campaign for the film and TV industry's future. Actors Bryan Brown, Sigrid Thornton, Sean Keenan and Matt Day, actor-director-writer Leah Purcell, sound technician Ben Osmo, production designer Fiona Donovan and special effects expert Dan Oliver represent MEAA in the delegation. About 1200 people send emails to politicians as a result.

- The newly elected Labour government in New Zealand announces it will repeal the "Hobbit Law" that classifies all film workers as "independent contractors", unable to bargain collectively and receive other benefits associated with being an employee.
- About 250 people attend the first Women in Media national conference on the Gold Coast on 27 and 28 October with the theme "Media is changing ... you can too!".

NOVEMBER

- MEAA and Screen Producers Australia issue a joint statement on 1 November declaring zero tolerance of sexual harassment. It follows the exposure of high-profile cases of sexual misconduct in film and the media, including Hollywood mogul Harvey Weinstein.
- Media monitoring company Isentia makes 29 jobs redundant and relocates the positions to the Philippines in a decision that follows a sharp fall in revenues.
- Anger as dozens of suburban newspaper journalists in Sydney and Melbourne will find themselves jobless just weeks before Christmas in yet another round of cost-cutting by the two largest publishers. Fairfax shuts six suburban mastheads in Sydney and sheds more staff at *The Weekly Review* in Melbourne, while News Corp makes a 20% reduction to the editorial staff of its Leader group in Melbourne.

- Former Australian Journalists Association Victorian President, Gold Walkley winner and journalism academic Philip Chubb dies on 9 November, aged 66, after a battle with cancer.
- Crew members at Opera Australia overwhelmingly vote up their new agreements, locking in pay rises of 2%, 2.5% and 3%. Members fought to maintain conditions and, most importantly, limited the "non rep" agreement to its original purpose – musicals, regional, and outdoor opera.
- MEAA formally complains to the prime ministers of Australia and Papua New Guinea after journalist and refugee Behrouz Boochani is arrested on 24 November during protests on Manus Island. "The actions and statements of PNG police confirm that Boochani was targeted during the police operation on Manus. That is a

clear assault on press freedom," says MEAA chief executive Paul Murphy.

- Walkley Foundation director Jacqui Park, the founding editor of *The Walkley Magazine*, announces she will be leaving after 20 years in the role.
- Comedienne, actor, advocate and activist Noeline Brown is presented with the 2017 Australian Equity Lifetime Achievement Award on 26 November.
- Michael Bachelard and Kate Geraghty of Fairfax Media win the Gold Walkley Award for 2017 at a gala dinner on 29 November, while the former political editor of *The Age*, Michael Gordon, is honoured for Most Outstanding Contribution to Journalism.

DECEMBER

- MEAA Crew members are big winners



The cast of the SBS comedy, *The Family Law*, who won the award for best comedy ensemble at the Equity Ensemble Awards in Melbourne in May. Photo: John Donegan



Clockwise from left: Journalists Peter Grete, Raimundos Oki, and Mark Davis at the Press Freedom in Timor-Leste event in Sydney in September 2017. Oki was in Australia as recipient of the Balibo Five-Roger East Fellowship. Photo: Steve Gosch; Newly minted lifetime member Ray Brown with fellow ECS section Gold Honour Badge recipients Julie Deakins and Jenny Ward at their presentation ceremony in December; Gold Honour Badge recipients Jonathan Mill and Lorna Lesley with Equity Federal President Chloe Dallimore, after they were presented with their badges at Federal Council in February.



at the AACTA Awards industry luncheon on 4 December. For a second year in a row, Katherine Brown and Troy Follington are part of the team that won the AACTA for Best Hair and Makeup and Fiona Donovan takes out the award for Best Production Design in Television. Paul Brincat and Shanti Burn are winners for Best Sound in Television. Equity member Osamah Sami is a joint winner of the AACTA for Best Original Screenplay for *Ali's Wedding*, in which he is also the lead male actor.

- The report of the House of Representatives inquiry into the future of the film and TV industry is released on 8 December with both good and bad news for MEAA members. It recommends almost doubling the film location tax offset to 30%, but a 25% cut to the feature film production offset. It also puts in doubt children's content quotas for commercial free-to-air TV.
- The ECS section honours three screen industry stalwarts and union activists with special awards. Ray Brown, key grip on dozens of films and TV series including *Crocodile Dundee* and *The Matrix*, is made a lifetime member, while Julie Deakins and Jenny Ward receive Gold Honour Badges.
- On 18 December, Equity announces the

collaboration of all state theatre companies to develop more effective processes to combat sexual harassment and bullying. It follows an Equity survey of 1124 performers and theatre workers which found at least 40% had experienced or witnessed sexual harassment.

2018 HIGHLIGHTS

JANUARY

- Legendary *The Age* cartoonist and multiple Walkley winner Ron Tandberg dies, aged 74, on January 8 after a short illness.
- In a strongly worded submission, MEAA says the *ABC Amendment (Fair and Balanced) Bill* introduced into Parliament by the Turnbull Government is a "calculated insult directed at the ABC and its employees" that is both misleading and dangerous.
- The Equity community is in mourning after popular actor Jessica Falkholt, 29, dies on 17 January following an horrific Boxing Day car crash that also killed the rest of her family. Her debut feature film, *Harmony*, was due for release later in 2018.
- Women in Media co-founder Tracey Spicer is recognised at the Australia Day

Awards with an Order of Australia medal, in part for her campaigning against sexual harassment and misogyny and for equal treatment for women in the media.

- MEAA releases a new guide on how to recognise and get help about sexual harassment in the workplace. The guide is aimed at workers in the theatre industry following the results of the Equity survey of late 2017.

FEBRUARY

- In a triple blow at the start of February, MEAA loses three longstanding members: Michael Gordon, Andrew Casey and Peter Stratford. Michael, 61, was a former *The Age* political editor who received the 2017 Walkley Award for his contribution to journalism. Andrew, 64, was a member as a journalist and media officer and the driving force behind the establishment of a Walkley Award for industrial relations reporting. Peter, 80, was a stalwart of Equity for many decades, serving as both Victorian president and as a federal councillor.
- The Senate inquiry into public interest journalism adopts many of MEAA's recommendations to the inquiry, including more funding for the ABC and SBS and

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All the winners of the 2017 Walkley Awards, held in Brisbane on 29 November. Photo: Adam Hollingworth

community broadcasters, developing a framework for tax-deductibility status for not-for-profit news media, a review of Australian defamation laws, and an expansion of current whistleblower and journalist shield law provisions.

- MEAA calls for urgent changes to the workplace culture at Sovereign Hill in Ballarat following media reports of sexual harassment and assault at the iconic tourist attraction.

- MEAA's Federal Council of 95 rank-and-file representatives meets in Sydney on 23-24 February to adopt a strategic plan of priorities for the next two years. The first day is also addressed by ACTU Secretary Sally McManus about the Change The Rules campaign.

MARCH

- Following more than a year of consultation with actors and producers, the Equity Independent Theatre Committee releases the sector's first-ever best practice guide.

- MEAA delivers an almost 9000-name petition calling for the government to withdraw contentious national security legislation, which media organisations say would have the effect of criminalising legitimate journalism in the public interest.

- Over the weekend of 17 and 18 March, about 50 representatives of major, medium and small theatre companies, performers, crew and other industry stakeholders come together in Melbourne for an unprecedented forum instigated by MEAA to address harassment,

discrimination and bullying in Australian theatres.

- Dozens of Australia's best-known and most successful actors, directors, screenwriters, producers and production crew — including 15 Oscar winners — pen an open letter on March 27 calling on the nation's parliamentarians to protect the local screen industry and to act now to ensure it thrives into the future. The letter, which has 215 signatories, is released amid fears that the Turnbull Government is planning to slash the local content quotas for television drama and children's television.

APRIL

- After a year of negotiations, MEAA and Screen Producers Australia strike a deal for a new animation voice-over agreement that means actors who lend their voices to TV and online animation programs will be paid per episode and character rather than a day rate.

- In a boost for actors, the Equity Foundation's self-test studios in Sydney, Melbourne and Auckland are up and running, thanks to the support of Media Super.

- Amid warnings that talented and experienced screen crew are leaving Australia in search of better opportunities for work, MEAA calls on the Turnbull Government to lock in an increase to the screen location offset in the May Federal Budget. More than 400 screen workers take up the call by sending individual emails urging their local MP to support the industry.

- MEAA calls for a young reporter on the *Daily Mail* to be reinstated after she was sacked for inadvertently publishing obscene language in a news story. Media director Katelin McInerney says the error was the result of inadequate supervision by her editors, and an example of the immense pressures faced by online journalists.

- The MEAA ECS section launches a nationwide survey of live events and theatre as part of a drive to improve pay and conditions in the sector.

- After four years of campaigning by MEAA, the six major Hollywood studios put forward an offer for a template agreement to cover crew working on US large-scale features in Australia. The studio offer includes minimum rates and annual pay increases, and is the starting point for lengthy negotiations.

- MEAA condemns the decision made by ABC News management to axe 20 journalists out of local newsrooms, saying it will impact on news coverage. Most of those up for redundancy are senior, experienced journalists.

MAY

- MEAA members hit the streets around the country for massive Change The Rules rallies to push for reforms of Australia's industrial relations laws in favour of workers.

- On World Press Freedom Day on 3 May, MEAA releases its annual report into the state of press freedom in Australia, with a lament that two national security bills before Parliament were renewed assaults



Top: MEAA's Equity and ECS sections campaigned in favour of the Yes vote in the 2017 marriage equality survey. Here, attendees at the NSW Equity graduates day show their support; Above, left: MEAA's members of the Make It Australian delegation that lobbied politicians in Canberra on 18 October (from left): Fiona Donovan, Sean Keenan, Zoe Angus, Paul Murphy, Sigrid Thornton, Bryan Brown, Leah Purcell, Dan Oliver, Ben Osmo, Kelly Wood and Matt Day; Above, right: Screen legend Bryan Brown and Federal Opposition Leader Bill Shorten back the Make It Australian campaign.

on journalism. Some 90% of people who participate in a national survey conducted by MEAA say that press freedom has deteriorated over the past decade.

- A week ahead of the Federal Budget, the Turnbull Government announces an additional \$140 million in funding over four years to attract major offshore screen productions to Australia. MEAA welcomes the funding as creating new opportunities for cast and crew, but says it is not a long-term solution.
- MEAA says an \$84 million cut to the ABC's funding in the Federal Budget on 8 May represents a "dangerous and irresponsible assault" on public broadcasting in Australia. MEAA launches an online tool to allow the public to directly contact Communications Minister Mitch Fifield to express their outrage at the cuts. Almost 12,000 people take up the opportunity.
- The casts of *The Family Law*, *Cleverman*

and *Seven Types of Ambiguity* win big in the Equity Ensemble Awards on 21 May, voted by Equity members.

- After years of campaigning by MEAA members, Fairfax Media agrees to extend superannuation to employees on parental leave in a decision that will have far-reaching implications for the whole media industry.

JUNE

- The MEAA Musicians section under new director Paul Davies launches a national survey of freelance musicians to determine what are the main issues the union should be taking up on their behalf.
- The Fair Work Commission agrees with MEAA to improve time off in lieu (TOIL) provisions in the *Journalists Published Media Award* to ensure that overtime must be paid if TOIL is not taken within four months. The changes also strengthen requirements for media employers to keep records so they can't as easily escape their responsibilities.

- NZ Equity celebrates reaching 1000 members, having rebuilt from just 100 or so members a few years ago.

- Support floods in for AAP journalists after the company announces on 5 June it will make 20 to 25 positions, or about 15% of its workforce, redundant. The MEAA house committees at both Fairfax Media and News Corp Australia are among those to send messages in support of their AAP colleagues.

- Leading actors, directors, producers, writers and crew – including MEAA members Richard Roxburgh, Judy Davis, Deborah Mailman and Fiona Donovan – visit Parliament House in Canberra on 26 June under the Make It Australian banner for a series of meetings about the threats to the Australian screen industry's future.

- On 24 June, screen crew members around the country overwhelmingly vote in favour of a landmark template agreement with the six major Hollywood studios.



MEAA Media is growing in new areas of media and communications, while members and activists continue to have a strong and lively presence in traditional media workplaces to maintain fair working conditions.

Unionisation in digital journalism is being driven by a committed group of MEAA members. They have organised several “safe space” events this year in Sydney and Melbourne to bring their colleagues together to talk unionising small work sites and how to tackle the long unregulated hours, low wages, lack of wages transparency and exploitation of young and early career journalists in the sector.

The strategy has already led to union success. Staff at *The Conversation* negotiated good terms and wages with management following the rapid unionisation of their colleagues. Wins include guaranteed annual pay increases, overtime/time off in lieu provision, rostered days off for morning shift workers, parental leave of six weeks for the primary carer and one week for a non-primary carer, domestic violence leave, union training leave and, in a great step for closing the gender earnings gap, an agreement by management to pay superannuation on periods of unpaid parental leave.

#WEAREABC

ABC MEAA members launched the #WeareABC campaign in response to the announcement in the May 2018 Federal Budget that a further effective cut of \$84 million in frozen indexation would be made by the Coalition Government. Members held newsroom events and posted photos of their work on social media to highlight the work done by Australia’s most trusted news outlet, and the serious damage the cuts are doing to their ability to cover important stories.

More than 12,000 letters were sent to Communications Minister Mitch Fifield as part of the call out and Labor has now committed to restoring funding, providing greater certainty for the full three-year funding cycle, and ensuring the legislated ABC Board appointments process is followed (to prevent political stacking).

Since the first round of cuts of \$254 million were announced back in August 2014, 1021 ABC workers have been made redundant, news and current affairs programs such as *Lateline*, state 7.30 programs, *Catalyst*, *The World Today* and

PM have been cut and staff axed.

While the ABC’s investment in regional Australia shows a ray of light, the May Budget announcement indicates the fight will continue right through to the federal election and – depending on the outcome – beyond to ensure the ABC is resourced to fulfil its charter obligations to all Australians.

PRESS FREEDOM

The impact of defamation on journalists’ work was brought into stark relief this year in our inaugural press freedom survey, completed by more than 1200 people, when 25% of journalist respondents reported having a story stopped from going to publication for fear of defamation proceedings as a result. MEAA is now working with a group of journalists from across the sector to campaign on this issue as part of a wider platform of reform sought by MEAA ahead of the next federal election, calling for the recommendations made by the Senate’s public interest journalism inquiry to be enacted.

MEAA made several submissions in conjunction with the Australia’s Right To Know (ARTK) media industry lobby group regarding the Government’s poorly drafted *Espionage Bill* that would threaten journalists with up to 20 years jail for reporting legitimate news stories in the public interest. Determined action led the new Attorney-General Christian Porter to offer a series of amendments that would offer a public interest defence but still fell short of the desired media exemption. ARTK and MEAA also challenged the Government’s *Foreign Influence Transparency Scheme* legislation.

MEAA also made submissions into the Government’s Competitive Neutrality inquiry that seeks to undermine the ABC and SBS; the inquiry by the Australian Competition and Consumer Commission into digital platforms such as Google and Facebook; laws that seek to offer increased protection for whistleblowers; the issue of cyberbullying; the introduction of shield laws for journalists in South Australia and the Northern Territory; the Senate Select Committee on the future of public interest journalism; the Government’s *ABC Amendment (Fair and Balanced) Bill* that demonstrated little understanding of the editorial policies that operate at the ABC; and the regional and small publishers innovation fund.



WOMEN IN MEDIA

With the Coalition government’s new anti-corruption laws preventing unions accepting financial contributions from employers anymore, MEAA and Women in Media have moved to create a new national arrangement that moves WiM’s finances out from MEAA to enable the success and rapid growth of the national program of events, culminating in the two-day annual Women in Media conference on the Gold Coast in October 2017 attracting financial support through major media and corporate sponsorships.

WiM is now a company limited by guarantee and with a governance board and steering committee driving the national direction and sponsorship push, augmented by the state-based committees.

FREELANCE

The advisory forum of freelance members, with representation on our National Media Section, has been key to driving the completion of a dedicated freelance webpage and the renewal of our industry Rate Tracker tool. In April this year MEAA partnered with the University of Tasmania and the Walkley Foundation to present the inaugural Launceston Freelance Festival and MEAA is now working with the presenters at the festival and our freelance advisory forum to put a 12-month training and professional development series together, targeted at freelancers, and delivered in part online enabling freelancers across the industry to take part.



Above: Freelance photographer Nicole Cleary (right) speaks at a freelancer forum held at the State Library of Victoria during Storyology in August 2017, along with MEAA Media director Katelin McInerney and freelancer writer Stephen A. Russell; Below: Members of the Fairfax Media metro newspapers' house committees during a break from mapping out their successful 2018 enterprise bargaining campaign; Bottom: MEAA Media Federal President Marcus Strom (right) presents his immediate predecessor Stuart Washington with a Gold Honour Badge at Federal Council in February.



MEDIA SAFETY & SOLIDARITY FUND

A MEAA initiative established in 2005, the Media Safety & Solidarity Fund is supported by donations from Australian journalists and media personnel to assist colleagues in the Asia-Pacific region through times of emergency, hardship and war.

The fund trustees direct the International Federation of Journalists Asia-Pacific office to implement projects to be funded by the MSSF.

In 2017-18 MSSF supported the work of the IFJ AP's human rights and safety program. Under the program, IFJ AP remained a prominent advocate in the region for press freedom and journalists' rights and safety.

In January 2018, the IFJ launched the 10th *China Press Freedom Report*, reviewing this bleak period for freedom of expression. The IFJ recorded more than 900 media violations between 2008 and 2017, more than 30% in the Beijing municipality alone.

The MSSF continued to support the education of the children of slain journalists.

In Nepal, MSSF supports 23 children with two due to graduate from university at the end of the year.

In the Philippines, MSSF supports 68 students – 25 are the children of journalists killed in the 2009 Ampatuan Massacre. Five children have graduated from university with a range of qualifications including computer science, financial management, engineering and teaching.

In Fiji, MSSF supports Jone Ketebaca, the son of Sitiveni Moce who died in 2015 after he succumbed to injuries sustained when he was attacked by soldiers in 2007.

The fund's trustees are Marcus Strom, national Media section president; the two national Media section vice-presidents, Karen Percy and Michael Janda; two Media section federal councillors, Ben Butler and Alana Schetzer; and Brent Edwards representing New Zealand's journalists union E tū.



Equity is regarded as a leading voice for workers in Australia’s screen industry, and during 2017-18, along with MEAA’s ECS section, we have driven the Make It Australian campaign.

The campaign was launched nationally in September 2017. The following month, and again in June 2018, MEAA led a united screen production sector delegation to Canberra, representing some 50 actors, directors, writers, producers and crew. The delegations included actors Bryan Brown, Sigrid Thornton, Matt Day, Sean Keenan, Leah Purcell, Richard Roxburgh, Judy Davis and Deborah Mailman and MEAA Crew members Fiona Donovan, Dan Oliver, Ben Osmo and Jessica Clarke-Nash.

On both occasions, we met with politicians of all parties to deliver a visual petition (calling for Australian Stories on Screen) and to advocate for the right policy settings to keep our industry sustainable.

The key message for our Make It Australian campaign is:

- Impose content requirements on the new media players, so that Netflix, YouTube, Stan, ISPs and telcos also have obligations to create original local programming.
- Keep children’s content quotas and extend kids’ content requirements to the

digital platforms.

- Update the tax incentives to support production.
- Proper funding to public broadcasters and the national screen funding agency, Screen Australia.

SCREEN INDUSTRY

This year, Equity finalised a Voice TV Animation Agreement after an intensive 12 months of negotiations (and almost 10 years of attempted negotiations). The previous “day” rate (meaning a voice artist can record half the program in one eight-hour day and only receive one day fee) now becomes an “episode” rate (and an additional fee is paid for material recorded on each episode), and the artist is engaged to voice one character, with additional loadings for each extra voice part. The benefit to voice artists of episode engagement is enormous. The agreement also provides a six-hour day; hourly rest breaks; and an Automated Dialogue Replacement (ADR) rate some three times higher than the live equivalent.

The animation contract is the final part of Equity’s rollout of the 2016 television/digital agreement (ATRRRA 2016). We now have deals in place for free TV, pay TV, streaming video on demand (SVOD), online and voice

animation. This means a secured framework for all small-screen productions that reflects and properly remunerates workers for the digital age. MEAA will next negotiate an SVOD agreement to apply to international streaming platforms commissioning Australian content as well as the conditions agreements for screen productions.

This year we have also negotiated production-specific arrangements with superior residuals arrangements on a number of productions. For TV/SVOD these were: *Lambs of God*, *Pine Gap*, *Top of the Lake 2*, *Dr Max*, *Picnic at Hanging Rock*, *Fighting Season*, *The Slot*, *The Cry*, *Chris Lilley Special* and *Tidelands*. Improved residuals were negotiated on the following feature films: *Angel of Mine*, *At Last*, *Bleeding Steel*, *Nekromancer*, *Mother*, *Stem*, *The Girl Beneath*, *The Nest*, *The Very Excellent Mr Dundee*, *Top End Wedding*, *Triple Threat*, *Winchester*, *Little Monsters*, *The Whistleblower* and *The Reckoning*; and on offshore productions: *Dora the Explorer*, *Aquaman* and *Peter Rabbit*.

LIVE PERFORMANCE

In 2017, after hearing anecdotally that audition opportunities have declined in recent years, Equity conducted a survey into audition practices among the top-tier theatre companies. Our data indicates that 58% of these theatre jobs went straight to offer. Some 36% of jobs were secured through audition. This is an issue we will factor into our engagement with the theatre sector going forward.

In February 2018, after 12 months of wide consultation with practitioners engaged in independent theatre, Equity introduced an Independent Theatre Guide to outline expectations for practitioners on hours, rest periods, what to do if the unpaid production gets professional remount, etc. The guide has not been issued as a code because the union does not endorse unpaid work. However, we encourage practitioners to use the guide and hope it has a positive impact on increasing the professionalism and pathways to paid work in this sector.

This year we have also negotiated production specific arrangements on the following live performance productions: *Billy Elliot*, *Matilda*, *Harry Potter*, *Evita*, MTC/VCA partnership (*Vivid White*), STC/NIDA partnership (*Chimerica*); and recording agreements for *Black Swan*, *Beautiful*, *The Ensemble*, *Bell Shakespeare*, *Muriel’s Wedding* and *Black Diggers*.



In July 2017, Equity members (from left) Justine Clarke, Noni Hazlehurst and Adele Perovic, along with ECS member Dan Oliver, gave evidence at a hearing of the House of Representatives inquiry into the sustainability of the film and TV industry.



Top: Participants in the Safe Theatres Forum in Melbourne in March 2018; **Above, left:** Representatives of Equity and theatre companies came together for a theatre diversity round table in December 2017; **Above, right:** Victorian Equity President Robyn Arthur (holding sign) and Vice-President Sharon Davis (far left) with other Equity members at the Melbourne launch of the Make It Australian campaign in September 2017.

ENTERTAINMENT INDUSTRY CODE OF CONDUCT

Between May and November 2017, Equity conducted a survey on sexual harassment and bullying in Australian live performance. Midway through the survey, the Harvey Weinstein scandal was exposed and the MEAA survey generated the most respondents of any Equity survey.

The results were clear and grim. Between 40 and 60% have experienced sexual harassment or bullying, of which most don't make any report. Overwhelmingly, performers said companies did not have structures in place to deal with these

workplace problems. In cases where people reported incidents, the outcome was often unsatisfactory or worse.

MEAA presented this data to the major theatre companies and invited them to work collaboratively with us to address the problem. That resulted in the Safe Theatres Forum in Melbourne in March 2018, attended by every major theatre company and a representative sample of the small to medium-sized organisations.

Several commitments were made, including to adopt a code of conduct, appoint and train contact officers, and standardise company policies and procedures. MEAA

has also worked intensively with the two producer associations, Live Performance Australia and Screen Producers Australia, to draft a consistent code of conduct to apply to the entire Australian entertainment industry to be rolled out jointly next financial year.

EQUITY IS GROWING

Every two years, the Federal Council of MEAA meets to set strategic goals. For 2016-18, the Federal Council endorsed a 1% growth target over three years. In 2016, Equity had 5108 members (of a 16,000 strong MEAA). We now have 5400. Instead of growing by 1%, Equity has grown by 5.7%.



Members of MEAA’s Entertainment, Crew & Sport section have worked together to build a stronger union that is now delivering breakthroughs across the screen industry, theatres and our entertainment venues.

Over the course of the financial year, our members have been front and centre of campaigns to improve our industry. Whether it has been encouraging others to join the union, leading negotiations, or lobbying politicians, our membership has shown that when we work together, we can win.

Overall membership has grown by 11% this financial year. The majority of new members work in film, TV or theatre. Growth in these areas is no accident. Our section has been implementing our strategic plan in these areas and it is paying off.

SCREEN SECTOR

The Get Real on Rates film and TV drama crew campaign continues. Crew need a pay rise and the plan to win is clear – we need to show producers that crew are union strong and committed to seeing the issue addressed. This financial year, members focused on the

membership growth needed to back their claim. *Mr In-between, Riot, Sando, Secret City 2, Street Smart, Bite Club, The Ropes, Wentworth, Hardball* and *Reckoning* all celebrated majority union membership.

As a result, we started to see progress at the negotiating table. Screen Producers Australia (SPA) representatives conceded that their research backed our members’ claims that overall rates had stagnated for at least 10 years. They committed to producing a proposal in the new financial year that would introduce real market rates into the industry agreement based on different budget levels but flagged that they would seek concessions on conditions. Our members have welcomed the progress and remain focused on achieving a real pay rise while maintaining their industry standard conditions.

Screen crew working on large-scale US productions also paved the way towards our first industry agreement with the major Hollywood studios for features shot in Australia, ending years of one-off negotiations that delivered different conditions on each job.

Members have been calling for an offshore template agreement to cover all

big US films since 2013 and finally achieved a breakthrough this year when all six major US studios agreed to come to the negotiating table. A committee of 31 senior members of offshore crew from across Queensland, New South Wales and Victoria were endorsed as the bargaining committee and empowered to lead the negotiations. For the first time, the studios’ labour relations executives spoke directly with Australian crew.

On 24 June members around the country came together to overwhelmingly back the committee’s recommendation that we accept the studios’ final offer on conditions pending a further negotiation on rates and pay increases. Members also supported the committee’s recommendation to commit to building our membership and working more closely with international unions to improve conditions in the future.

Members also led in policy campaigning, principally through the Make It Australian campaign. During the financial year our members joined forces with MEAA Equity, SPA, and the directors’ and writers’ guilds to lobby for policy changes. Fiona Donovan, Ben Osmo, Dan Oliver and Jessica Clarke-Nash represented MEAA members at Parliamentary hearings and visits to Canberra, arguing that federal government support needs to be updated at every level for our industry to thrive, from increases to Screen Australia and ABC funding, to expanded local content quotas and more competitive tax incentives.

Members threw their support behind the campaign with a selfie petition and emails to politicians. With our campaign partners, our efforts have resulted in a top-up fund for offshore productions, and strong support for increased ABC funding from Labor, but much more needs to be done.

THEATRES AND VENUES

Members in theatres and venues are laying the foundation to campaign as an industry. Traditionally, members in each theatre and venue have run their own campaigns with no cohesion, communication or organised support from across the sector. But members are increasingly working as freelancers and casuals in more than one workplace.

This year our elected federal councillors from theatres and venues decided it was time to set goals and start working together to improve conditions across the industry. Our state-of-the-industry survey was



It was a big day in April when the hair and makeup, grips and camera departments working on the Foxtel political thriller *Secret City 2* celebrated 100% union membership.

launched in April this year. The results will serve as a starting point to develop the national vision members will campaign for.

Of course, venue-specific campaigns continued and there have been many wins across the country this year. Members at Opera Australia, Queensland Performing Arts Centre (QPAC), Sydney's City Recital Hall and Melbourne Theatre Company all campaigned for and won new agreements this financial year.

At Opera Australia, members won their first real increase in years, after budget crises hit bargaining in previous rounds, as well as defending conditions, including limiting the use of the lower-paid "non-repertory" agreement to its original purpose. At QPAC, members negotiated a backdated increase of 2.5%, improved leave and other improvements. At City Recital Hall, members conducted their first agreement renegotiation, winning a 3.5% pay increase in the first year and at least 3% in subsequent years.

Melbourne Theatre Company members strengthened their position in negotiations by more than doubling membership, which empowered them to protect their conditions as well as win increases to minimum engagement for front-of-house staff. Similarly, members working at Marriner Group theatres built power by increasing back-of-house membership to 50% to ensure they could negotiate a new agreement from a position of strength. Arts Centre Melbourne members won a 3.25% pay offer and began a grassroots campaign that would see management back down on its attempt to cut penalty rates for casuals.

With membership growth of 18%, members at the Adelaide Festival Centre campaigned for a "no" vote to an inadequate pay offer, winning by a 3:2 margin.

Members at Perth Theatre Trust have also been working hard ahead of yet another transition; this one will see the Trust establish a new entity to manage the venue operations and staff will move out of the state industrial relations system back into the federal system. Members have increased their power in back-of-house to over 55% and rising in readiness for a new agreement.

In our sporting venues, members working on the Spring Racing Carnival participated in an organising blitz, signing up new members at Melbourne's biggest racecourses and getting hundreds of surveys completed in the lead-up to their collective bargaining. We also hit



Top: Cake time for the electricians department on the Nine Network crime thriller series *Bite Club* when they achieved 100% union membership; Above: Delegates from the Melbourne Cricket Ground, one of the biggest employers of ECS members in Australia.

Melbourne and Olympic Parks during the Australian Open in January 2018 to ensure members were safe and kept cool in the scorching conditions. Membership and activity at Sydney Cricket Ground grew rapidly and delivered an improved pay outcome.

FOCUS ON HEALTH AND SAFETY

Important progress on health and safety was made this year with employer groups from both screen and stage committing to the development of industry codes to prevent sexual harassment. ECS and Equity both worked jointly with employer bodies to develop codes that provide employers and workers with clear policies and processes to respond to and prevent bullying, harassment, sexual harassment and discrimination.

The work of the new financial year will focus on supporting implementation of the

new policies and ensuring that members understand them, and can ultimately lead cultural change.

Members also provided valuable feedback on the larger screen safety review. Work on the review continues slowly, with SPA and MEAA each appointing a consultant to focus on the complex task of writing up a unified draft code that integrates the large volume of feedback with legislative requirements. Both MEAA and SPA remain committed to an updated code.

As we look to a new financial year, our members should feel proud of the achievements of the past 12 months. We have shown that when we grow in numbers and activity, we can build power to improve our workplaces and shape our industry. As a result, we can feel confident to tackle challenges and opportunities of the next 12 months.

When we work together, we can win.



The musicians organising plan is in two main parts: consolidating the full-time symphony orchestras through the Symphony Orchestra Musicians Association (SOMA), and rebuilding the broader community of musicians. The plan also includes efforts to improve the situation for theatre orchestra musicians, with the ultimate aim of an industry agreement.

SYMPHONY ORCHESTRAS

SOMA membership has remained stable over the past 12 months and represents a strong majority of full-time musicians. SOMA's executive committee continues to have a full complement of representatives and each of the orchestras has a well-

functioning musicians committee. While SOMA is organisationally strong, there is a gap in the representation of casual musicians who comprise around 30% of musicians regularly employed by the orchestras. SOMA is addressing this by promoting membership and identifying casual musicians as potential committee members.

Enterprise agreement making with most orchestras has made progress during the past 12 months, although negotiations have generally been protracted and in many cases have not been formally concluded. Legal concerns over the effects of particular clauses to facilitate orchestra touring have delayed approval of some agreements by the Fair Work Commission by many months.

The Queensland Symphony Orchestra agreement was "rolled over" on the basis of an administrative pay adjustment. West Australian Symphony Orchestra negotiations have stalled due to disagreement on the pay offer and Sydney Symphony Orchestra will begin negotiations in the second half of 2018. SSO negotiations will be strongly influenced by the relocation of the orchestra from the Opera House concert hall in 2019-20.

Orchestra funding issues are a constant concern with baseline funding levels and internal inequities between the orchestras the main topics of organising and lobbying. A funding review is expected in 2018-19.

THEATRE AND FREELANCE MUSICIANS

The main activity with theatre musicians through the Theatre Orchestra Musicians Association (TOMA) is to define and negotiate industry standards. Attempts to negotiate at an industry level have been rebuffed by Live Performance Australia and production-level bargaining is not feasible.

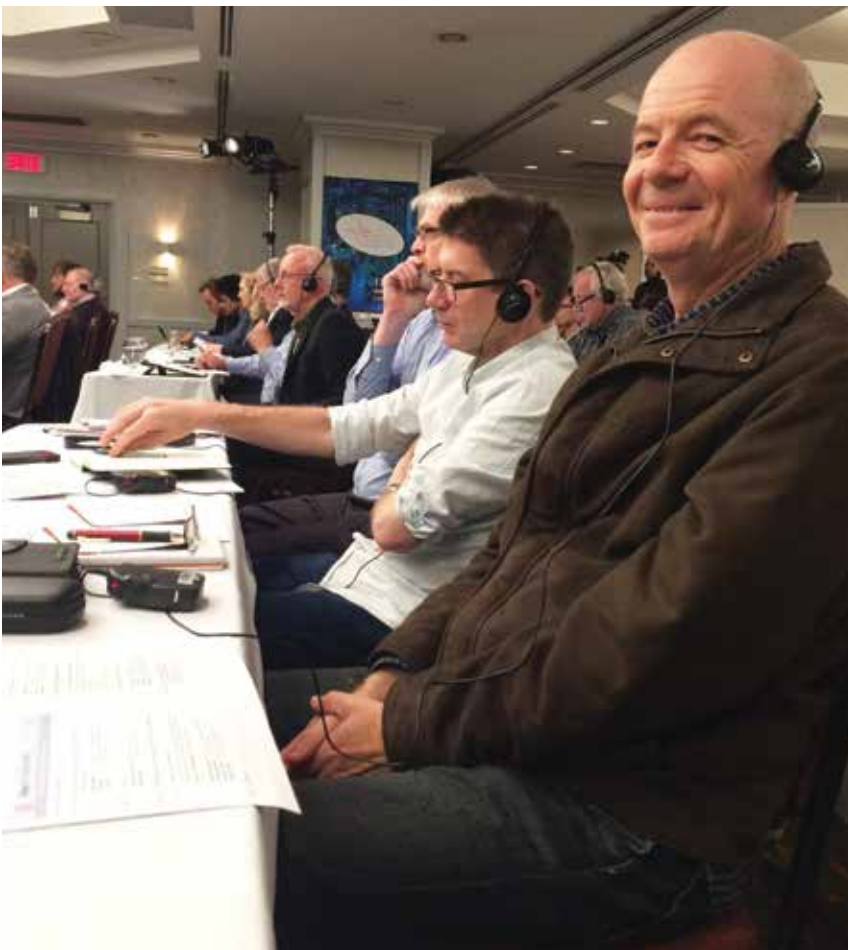
We have however initiated negotiations on a major musical theatre production that is likely to have ongoing utility and promises a real opportunity for progress. A rule change to confirm coverage matters is also in preparation for application to the Fair Work Commission.

Plans to build among the broader community of musicians are based on four steps: tapping into and developing existing networks and leaders; industry research; agreed activities and priority campaigns; and developing a new membership offer.

The first step has largely been driven by social media activity and associated engagement and has resulted in a significant increase in our social media group numbers and engagement levels.

Industry research was conducted through a detailed survey and focus groups generating important and useful findings and insights. Respondents reported that a quarter of live performances are unpaid and that contracts for performance are regularly broken.

Two topics for campaign consideration are improving live music opportunities, with a general, widespread and persistent reduction in gigs, and developing an industry code of conduct to establish fair and reliable rates and conditions for live performance. A new membership offer, including online member services, will be launched during the first half of 2018-19.



SOMA was well represented at the 2017 International Federation of Musicians' orchestra conference in held in Montreal with a delegation which included MEAA Federal President Simon Collins, Matthew Goddard and SOMA President Mark Bruwel (closest to camera).

FOUNDATION REPORTS



The Walkley Foundation celebrates and recognises great Australian journalism.

The past 12 months have been a period of major transition for the Foundation. Louisa Graham was appointed chief executive in February, guiding a new strategic direction including a focus on philanthropy that was launched in May 2018 with the inaugural Walkley Fund for Journalism dinner.

The Foundation seeks to ensure that the Australian media is viable, solid and sustained. It is working towards that by developing initiatives to assist in building trust in journalism — that work has never felt more urgent.

The Foundation is a custodian of excellence in reporting, and works independently with all media to

encourage work that maintains that high standard. The Walkley Awards have been setting the nation's benchmark for media excellence for more than 60 years.

In 2017 Michael Bachelard and Kate Geraghty shared the Gold Walkley for their "Stories of Mosul" for Fairfax. Louise Milligan's *Cardinal* won the Walkley Book Award, the late Liz Jackson and the team behind *A Sense of Self* won the Walkley Documentary Award, and former *The Age* political editor Michael Gordon (who died tragically in February 2018) was recognised for his outstanding contribution to the industry.

So often, the impact of Walkley-winning stories continues long after the trophies have been awarded. We know that past Walkley-winning stories by Joanne McCarthy, Adele Ferguson and Peter Ryan have led to Royal Commissions. We're focused on better sharing these stories, introducing a weekly interview series with award winners and working long term on a digital archive of Walkley-winning stories. The Foundation has also continued to

highlight top journalists through public talks and programming.

In 2017 we were able to reduce the entry fee for Walkley Young Australian Journalist of the Year Awards, and introduce a mentoring program for the winners, thanks to the support of our partners. This is part of our ongoing work to support early and mid-career journalists, lowering barriers to entry to the profession for a more diverse group of journalists, and helping ensure that the future of the industry is in good hands.

The Foundation is independently funded, with support from media organisations, government, corporate Australia, universities, public institutions and now philanthropists. We are in a unique position of working collaboratively with all media organisations, and our broad-ranging community support demonstrates that we can all come together in support of quality journalism. Journalism is a pillar of democracy, a public service worth funding and protecting.



The Equity Foundation is the professional development arm of MEAA Equity. Our mission is to assist, educate and inspire performers. All Equity Foundation events are offered to Equity members free of charge.

Annually, the foundation hosts more than 100 master classes, workshops, In Conversations, and other events specific to the educational needs of professional performers across Australia and New Zealand.

The Foundation provided two scholarships to attend the Atlantic School in New York for the spring/summer semester — one each for an Australian and New Zealander. All scholarships come with a cash component to assist with travel and living costs for the six-week period. This year's winner of the student internship program was Natasha Vickery who spent the week on the set of *Back in Very Small Business*, produced by Gristmill. This paid internship was supported by Media Super.

Our annual awards program includes the Equity Ensemble Awards to honour the outstanding small screen ensemble



Noeline Brown, winner of the Equity Lifetime Achievement Award, with NSW Equity President Tina Bursill at Noeline's presentation night in Sydney on 26 November 2017. Photo: Adam Hollingworth

cast in drama, comedy and miniseries. This year's winners were SBS comedy *The Family Law*; ABC sci-fi drama *Cleverman* and ABC miniseries *Seven Types of Ambiguity*.

This year's winner of the Equity Lifetime Achievement Award, presented by Foxtel, was Noeline Brown. Noeline's performing life was celebrated at the Sydney Theatre Company on 26 November 2017.

The Equity self-test studios in Auckland, Melbourne and Sydney have been a huge success. As a free venue to professionally record their auditions, this is a service that Equity members greatly value.

Storyville, the Foundation's community

service program, is now in its third year. Performers volunteer their time to read to children in low socio-economic schools and where children come from homes where English is a second language. We currently read to about 2000 children weekly. Storyville is in the process of becoming a company limited by guarantee so it can apply for Deductible Gift Recipient status.

This year also saw the Casting Hothouse tour Auckland and, for the first time, Brisbane. The Hothouse is a three-day intensive round robin of casting sessions, which included casting directors from the US, Australia and New Zealand.



MEAA has continued to achieve good bargaining outcomes for members despite an overall climate of low wage growth. Last year MEAA began implementing a consistent approach to our bargaining involving a common core claim being included in the logs of claims served on employers at the commencement of the bargaining process. This approach is being applied across all sections.

The National Industrial Team (NIT) has assisted in the approval process for 30 agreements in the past financial year. These agreements have been approved or filed for approval with the Fair Work Commission or other state-based tribunals. A further six agreements are either waiting for approval or at an agreed in-principle stage of the bargaining process. Most agreements concluded were within the 2-3% range for salary increases and the union has succeeded in extending the application of paid domestic violence leave into several organisations.

The approval process in the Fair Work Commission is increasingly slow with most agreements taking more than two months to be approved after the initial filing of the agreement. Most agreements are now being approved subject to employers providing undertakings in relation to issues identified by the Fair Work Commission's pre-approval vetting process.

The NIT has assisted with several applications to the Fair Work Commission for protected action ballots. This process is becoming increasingly difficult to navigate with many technical obstacles being placed in the way of workers seeking to exercise their right to take protected industrial action within the framework of the *Fair Work Act*. This is an issue that urgently needs to be corrected through the Change The Rules campaign.

UNDERPAYMENTS

MEAA continues to provide an effective service for members who have been underpaid or not paid at all. More than half a million dollars have been recovered for the benefit of members in the past financial year. This effort has involved several applications being filed in the Federal Circuit Court. This is an expensive and an overly legalistic jurisdiction. Workers need access to a simple and inexpensive tribunal to enable underpayments to be recovered. Restoring the power of the Fair Work Commission to arbitrate as a matter of right would be a good first start. This is another area where reform is required and where the Change The Rules agenda could result in a better deal for MEAA members.

MEAA has continued to support members affected by the restructuring of the media industry. The NIT has undertaken a number of redundancy checks to ensure members being made redundant are receiving all that they are entitled to.

CASE MANAGEMENT

In November 2017 the NIT implemented a new case management system that has enabled a more efficient process for tracking the progress of member matters and has enabled the generation of valuable statistics on the nature of the matters being handled by the team. Last financial year the team handled 920 cases which involved 791 individual cases and 129 collective matters.

CONTRACT ADVICE

The use of written common law contracts is a feature of our industries that create an added level of complexity in protecting employee rights. The NIT has continued to provide advice to

members on the terms of their contracts both in employment, as freelance contributors and where members have been engaged as independent contractors.

This work has highlighted several deficiencies in the law particularly around the capacity of employers to characterise an employment relationship as one of independent contracting – so-called “sham contracting”. This creates significant barriers to members being able to recover payment for entitlements such as superannuation and annual leave. This is yet another area where the Change The Rules agenda holds out promise as the claim of the ACTU is to seek to have the definition of employee expanded to capture this type of arrangements and to enable the recovery of unpaid superannuation through a tribunal.

AGENT DISPUTES

NIT has also advised and supported members in navigating their way out of restrictive agency management agreements and in a number of instances has used the provisions of the *NSW Entertainment Industry Act*.

AGREEMENTS CURRENTLY BEING NEGOTIATED

Section	Total
ECS	3
Media	7
SOMA	2
TOMA	1
Total	13

AGREEMENTS IN OPERATION

Section	Agreement Type	Total
ECS	FWC EBA	38
	FWC EBA (Greenfields)	16
	Industry Agreement	2
	NSWIRC	2
	SAIRC	2
	Unregistered Agreement	1
ECS total		61
Equity	FWC EBA	9
	Industry Agreement	8
	Unregistered Agreement	2
Equity total		19
Media	FWC EBA	50
	NSWIRC	1
	WAIRC	1
Media total		52
SOMA	FWC EBA	8
SOMA total		8
Total		140

CASES BY SECTION

Section	Cases
No data	100
MEDIA	368
ECS	153
EQUITY	278
MUSO	17
SOMA	4
Total	920
Case type	Cases
Collective Issue	129
Individual Issue	791
Total	920

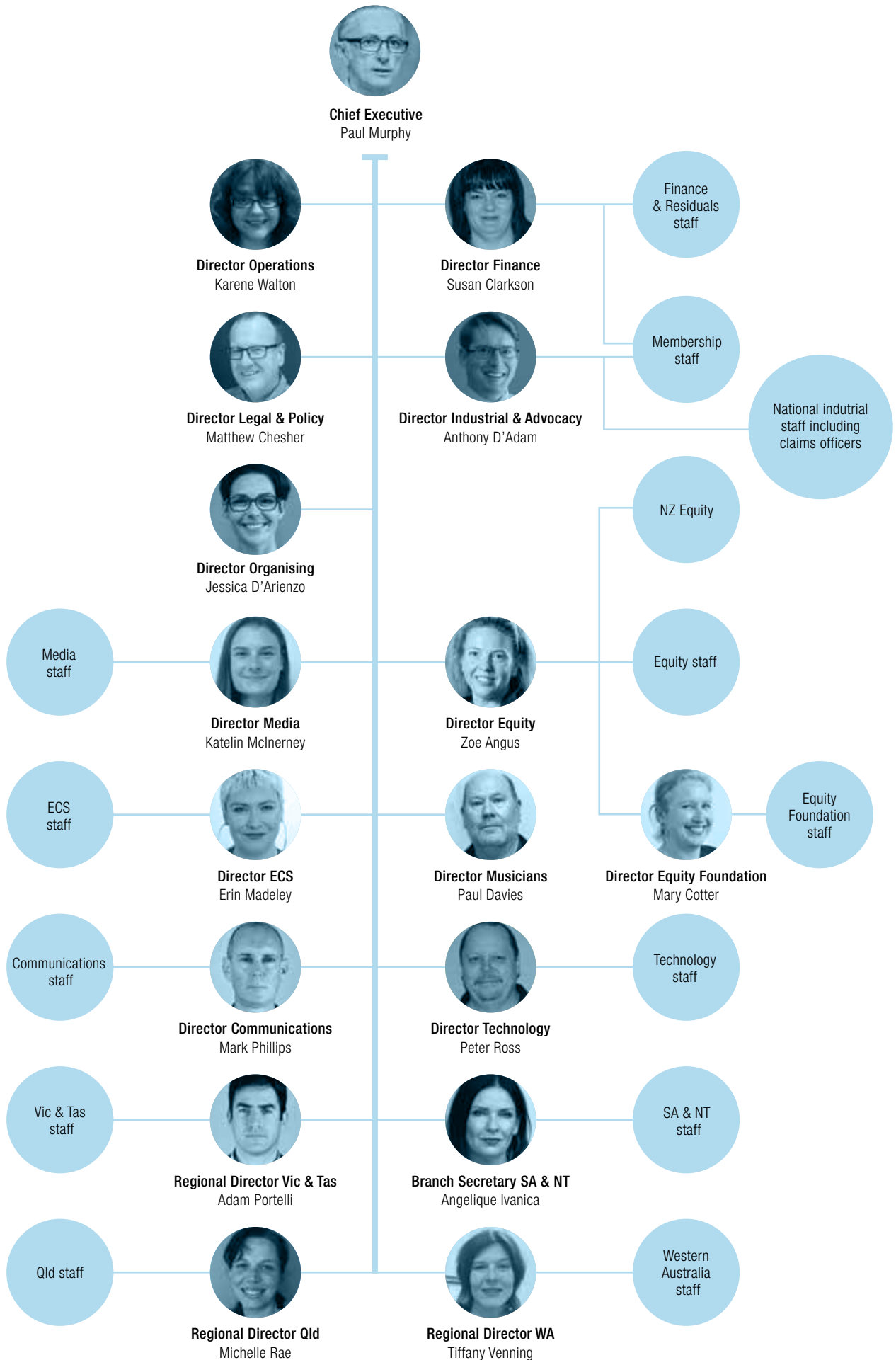
Inquiry type	Cases
No data	14
Agreement Interpretation	51
Agreement Interpretation, Leave Long Service	1
Agreement Interpretation, Other	1
Award	6
Bargaining	24
Bargaining, Industry Agreement	1
Bullying	20
Bullying, Dismissal	1
Casual Conditions	2
Casual Conditions, Other	1
Classification & Grading	16
Complaint	6
Consultation	13
Consultation, Enquiry	1
Contract	58
Contract Advice	74
Contract Advice, Contract Management Agreement	1
Contract Advice, Sham contracting/Underpayment	1
Contract Management Agreement	22
Contract Management Agreement, Enquiry	1
Contract review	78
Copyright	10
Disciplinary	44
Discrimination	8
Dismissal	17
Dismissal, Harassment, Underpayment	1
Enquiry	12

Inquiry type (cont.)	Cases
Enquiry, Non-Industrial Matter	1
Harassment	16
Hours of Work & Rostering	22
Hours of Work & Rostering, Underpayment	1
Industry Agreement	7
Leave	3
Leave Annual	7
Leave Long Service	8
Leave Other	3
Leave Parental	9
Leave Sick	2
Non-Industrial Matter	25
Non-Industrial Matter, Other	1
Non-Payment	79
Other	70
Outsourcing	1
Overpayment	2
Performance Management	18
Performance Review	5
Policy	1
Privacy	3
Rate of Pay	36
Redundancy	43
Redundancy – Check	32
Resignation	1
Sham contracting/Underpayment	2
Superannuation	10
Underpayment	8
Work Health & Safety	10
Workers Compensation	9
Grand Total	920

MONEY RECOVERED

Section	Section Totals
Musicians	9100
ECS	77,930
Media	230,365
Equity	171,415
SOMA	84,076
Total	\$572,886

WHO'S WHO AT MEAA | STAFF





**MEDIA, ENTERTAINMENT & ARTS ALLIANCE
AND ITS CONTROLLED ENTITIES**

ABN 84 054 775 598

**CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2018**



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ELECTED OFFICERS' REPORT 30 JUNE 2018

The elected officers present their report, together with the consolidated financial statements, on the Media, Entertainment & Arts Alliance (MEAA) (the Company) and its controlled entities for the year ended 30 June 2018.

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 decreased by \$245,128 or about 3% on the previous year, to \$7,980,194. This has contributed to an operating loss for 2017-18.

Significant resources are always directed to recruitment campaigns. Membership growth in ECS and Equity has been encouraging over the past twelve months, and continuing that growth will be a focus this year. Membership in Media has stabilised somewhat, but still declined as a result of continuing industry instability.

Staff remained the major cost for MEAA. At the end of the financial year MEAA itself employed 66 staff either full-time or part-time. There was a significant restructure and relocation of our membership service centre which has just been completed.

The mortgage over MEAA properties decreased during the year to \$939,776 underpinned by properties in Sydney, Melbourne and Adelaide with a book value of about \$4.4 million and a commercial valuation of about \$10.2 million.

Our net assets are now about \$7.26 million with a turnover of about \$12.7 million. Our working capital (the difference between current assets and current liabilities) is about \$3.8 million, in line with our goal to have working capital greater than 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 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. Neither is employed by the union so they each retain their board fees. Paul Murphy is our alternate board member. As an employee of the union, 100% of his fees are remitted to MEAA.

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.

Officers & 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.

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

\$70,000 (including administrative staff) have access to annual increments subject to satisfactory performance. Any rises require the approval of the MEAA Chief Executive. Salaries of staff are reported in the annual report in a banding table that compares salaries on a year-on-year basis.

The Chief Executive 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 \$60 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 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 Section	Sub category	June 30 2018 TOTAL FINANCIAL Members
Media (ex Students)	Section total	5,054
Equity	Full	5,021
	Extras	440
	Section total	5,461
Entertainment, Crew & Sport	Section total	3,362
Musicians	General	227
	SOMA	566
	Section total	793
Total		14,670

ELECTED OFFICERS' REPORT 30 JUNE 2018 (cont.)

Number of employees and salary scales

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

	Number Employed	
	2017-2018	2016-2017
Under \$20,000	1	1
\$20,000-\$30,000	1	-
\$30,000-\$40,000	2	2
\$40,000-\$50,000	3	3
\$50,000-\$60,000	1	3
\$60,000-\$70,000	8	13
\$70,000-\$80,000	14	1
\$80,000-\$90,000	4	9
\$90,000-\$100,000	7	12
\$100,000-\$110,000	6	3
\$110,000-\$120,000	12	8
\$120,000-\$130,000	0	1
\$130,000-\$140,000	3	4
Over \$140,000	4	2
Total	66	62

Elected Employed Officers

There are no elected employed officers.

Board members

The Board came to effect on 31 October 2014, when the rule change was accepted by the General Manager Fair Work Commission.

Names of Board members and period positions held from 1 July 2017 to 7 August 2017, following the Australian Electoral Commission's Returning Officers report relating to election E2014-243 are:

Simon Collins	Federal President
Stuart Washington (term expired 7 August 2017)	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Actors Equity)
Gina McColl (term expired 7 August 2017)	Federal Vice-President
Michael Janda	Federal Vice-President
Nadine Garner (term expired 7 August 2017)	Federal Vice-President
Lorna Lesley (term expired 7 August 2017)	Federal Vice-President
Sue Marriott	Federal Vice-President
Marcus Strom	NSW Board Member
Jason Klarwein	Queensland Board Member
Martin Saxon	Western Australia Board Member
Shauna Black	Other Branches Board Member

Names of Board members and period positions held from 7 August 2017 to the date of this report, following the Australian Electoral Commission's Returning officers report relating to election E2017/107 are:

Simon Collins	Federal President
Marcus Strom	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Actors Equity)
Karen Percy	Federal Vice-President
Michael Janda	Federal Vice-President
Abbe Holmes	Federal Vice-President
Jonathan Mill	Federal Vice-President
Sue Marriott	Federal Vice-President
Pearl Tan	NSW Board Member
Ben Butler	Victoria Board Member
Jason Klarwein	Queensland Board Member
Martin Saxon	Western Australia Board Member
Shauna Black	Other Branches Board member

Meetings of MEAA Board

The number of meetings attended by members of the Media, Entertainment and Arts Alliance's Board during the year ended 30 June 2018 were:

Name	Attended	Eligible
Board Members election E2017-107		
Simon Collins	9	9
Marcus Strom	9	9
Chloe Dallimore	4	9
David Turnbull	4	9
Cameron Brook	8	9
Michael Janda	6	9
Sue Marriott	7	9
Martin Saxon	9	9
Jason Klarwein	7	9
Shauna Black	5	9
Karen Percy	3	8
Abbe Holmes	8	8
Jonathan Mill	6	8
Pearl Tan	4	8
Ben Butler	7	8
Board Members election E2014-243		
Stuart Washington	1	1
Gina McColl	0	1
Nadine Garner	0	1
Lorna Lesley	1	1

Expenditure report

The Board of the Media, Entertainment & Arts Alliance (MEAA) presents the expenditure report as required under subsection 255(2A) of the *Fair Work (Registered Organisations) Act 2009* on MEAA for the year ended 30 June 2018.

Categories of expenditures	2018 \$	2017 \$
Remuneration and other employment-related costs and expenses – employees	8,438,948	7,710,136
Advertising	1,462	5,732
Operating costs	13,000,847	12,149,817
Donations to political parties	-	-
Legal costs (litigation)	-	23,387
Legal fees (other legal costs)	80,608	73,410



For MEAA Board: Simon Collins

Title of Office held: Federal President

Dated: 13 November 2018



For MEAA Board: Simon Collins

Title of Office held: Federal President

Dated: 13 November 2018



COMMITTEE OF MANAGEMENT STATEMENT 30 JUNE 2018

On 13/11/2018 the Board of the Media, Entertainment & Arts Alliance (MEAA) passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2018:

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 any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the *RO Act*);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the *RO Act*; and
 - (iv) where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - (v) where information has been sought in any request by a member of the reporting unit or Commissioner duly made under section 272 of the *RO Act* has been provided to the member or Commissioner; and
 - (vi) where any order for inspection of financial records has been made by the Registered Organisations Commission under section 273 of the *RO Act*, there has been compliance.
- (f) no revenue has been derived from undertaking recovery of wages activity during the reporting period.

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: 13 November 2018



Lead Auditor's Independence Declaration

To the members of Media, Entertainment & Arts Alliance (MEAA) and its controlled entities

I declare that, to the best of my knowledge and belief, in relation to the audit of Media, Entertainment & Arts Alliance (MEAA) and its controlled entities, for the financial year ended 30 June 2018 there have been no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature of Jonathan Rudman in black ink, written over the printed KPMG logo.

KPMG

A handwritten signature of Jonathan Rudman in black ink.

Jonathan Rudman

Partner

Sydney

13 November 2018

MEAA CONSOLIDATED FINANCIAL STATEMENTS | YEAR ENDED 30 JUNE 2018

Consolidated Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2018

	Note	2018 \$	2017 \$
Revenue			
Revenue from ordinary activities	2	12,738,604	12,995,876
Expenditure			
Depreciation and amortisation	3	(307,265)	(356,984)
Finance costs	3	(58,567)	(56,057)
Employee costs	3	(8,438,948)	(7,710,136)
Site costs		(681,447)	(701,004)
Affiliation fees	3	(351,704)	(361,616)
Printing and postage		(125,415)	(117,179)
Telephone		(102,022)	(110,675)
Magazines		(321,195)	(289,022)
Repairs and maintenance		(333,002)	(292,995)
Travel		(204,961)	(189,258)
Events		(1,256,019)	(1,221,459)
Other expenses from ordinary activities		(820,302)	(743,432)
Total direct costs		(13,000,847)	(12,149,817)
(Loss)/Profit before income tax		(262,243)	846,059
Income tax expense		-	-
(Loss)/Profit after income tax attributable to the members of Media, Entertainment & Arts Alliance		(262,243)	846,059
Other comprehensive income for the year (net of tax)		-	-
Total comprehensive income for the year attributable to the members of Media, Entertainment & Arts Alliance		(262,243)	846,059

Consolidated Statement of Financial Position as at 30 June 2018

	Note	2018 \$	2017 \$
ASSETS			
Current assets			
Cash on hand and at bank	5	6,168,710	6,195,007
Cash held in trust	5	5,668,308	5,533,956
Term deposits		337,372	329,464
Trade and other receivables	6	633,747	687,135
Other current assets	7	576,134	295,267
Total current assets		13,384,271	13,040,829
Non-current assets			
Financial assets	8	21,714	21,322
Property, equipment and vehicles	9	4,362,337	4,522,750
Intangible assets	10	42,457	37,591
Total non-current assets		4,426,508	4,581,663
TOTAL ASSETS		17,810,779	17,622,492
LIABILITIES			
Current liabilities			
Trade and other payables	11	7,097,129	6,455,236
Short-term borrowings	12	64,800	67,831
Short-term provisions	13	1,228,184	1,294,185
Other current liabilities	14	1,223,433	1,299,788
Total current liabilities		9,613,546	9,117,040
Non-current liabilities			
Long-term provisions	13	65,890	44,350
Long-term borrowings	12	874,976	942,492
Total non-current liabilities		940,866	986,842
TOTAL LIABILITIES		10,554,412	10,103,882
NET ASSETS		7,256,367	7,518,610
EQUITY			
Reserves		3,314,485	3,664,290
Retained earnings		3,941,882	3,854,320
TOTAL EQUITY		7,256,367	7,518,610

The above Consolidated Statement of Profit or Loss & Other Comprehensive Income and 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 2018

2018	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Walkley Foundation Reserve \$	Campaign Reserve \$	Women In Media Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2017	1,000,000	1,392,899	352,444	177,922	372,203	316,453	52,369	3,854,320	7,518,610
Net Loss/Profit attributable to members of the entity	-	-	-	-	-	-	-	(262,243)	(262,243)
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	(262,243)	(262,243)
Transfers to and from reserves									
Walkley Reserve	-	-	-	-	(372,203)	-	-	372,203	-
Fighting Fund	-	-	-	-	-	-	-	-	-
Equity Foundation Reserve	-	-	-	-	-	-	-	-	-
SOMA Reserve	-	-	-	-	-	-	-	-	-
Women In Media Reserve	-	-	-	-	-	-	22,400	(22,400)	-
Balance at 30 June 18	1,000,000	1,392,899	352,444	177,922	-	316,453	74,769	3,941,880	7,256,367
Supported by separate bank account	1,005,881	816,949	179,250	-	-	-	52,451	-	-

Consolidated Statement of Changes in Equity for the year ended 30 June 2017

2017	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Walkley Foundation Reserve \$	Campaign Reserve \$	Women in Media Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2016	1,000,000	1,392,879	352,444	177,922	372,203	316,453	37,474	3,023,176	6,672,551
Net deficit attributable to members of the entity	-	-	-	-	-	-	-	846,059	846,059
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	846,059	846,059
Transfers to and from reserves									
Walkley Reserve	-	-	-	-	-	-	-	-	-
Fighting Fund	-	20	-	-	-	-	-	(20)	-
Equity Foundation Reserve	-	-	-	-	-	-	-	-	-
SOMA Reserve	-	-	-	-	-	-	-	-	-
Women in Media Reserve	-	-	-	-	-	-	14,895	(14,895)	-
Balance at 30 June 17	1,000,000	1,392,899	352,444	177,922	372,203	316,453	52,369	3,854,320	7,518,610
Supported by separate bank account	1,013,630	802,787	247,897	-	-	-	37,642	-	-

Consolidated Statement of Cash Flows for the year ended 30 June 2018

	Note	2018 \$	2017 \$
Cash flows from operating activities	Receipts from members and sponsors (inclusive of GST)	13,794,473	14,058,392
	Payments to suppliers and employees (inclusive of GST)	(13,648,848)	(12,233,085)
	Interest received	251,170	244,024
	Finance costs	(58,567)	(56,057)
Net cash provided by operating activities	15	338,228	2,013,274
Cash flows from investing activities	Acquisition of property, equipment and vehicles	(112,157)	(65,183)
	Acquisition of intangibles	(39,561)	(3,465)
	Amounts paid for term deposits	(7,908)	(7,742)
Net cash used in investing activities		(159,626)	(76,930)
Cash flows from financing activities	Repayment of borrowings	(70,547)	(64,392)
	Increase in borrowings	-	4,291
Net cash provided by/(used in) financing activities		(70,547)	(60,101)
Net increase in cash held		108,055	1,876,783
Cash and cash equivalents at beginning of year		11,728,963	9,852,180
Cash and cash equivalents at end of financial year	5	11,837,018	11,728,963

The above Consolidated Statement of Changes in Equity and Consolidated Statement of Cash Flows should be read in conjunction with the accompanying notes.

Notes to the Financial Report for the Year Ended 30 June 2018

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.

Accounting standards and interpretations issued but not yet effective

A number of new standards, amendments to standards and interpretations are effective for annual periods beginning after 1 July 2018, and have not been applied in preparing these financial statements. None of these is expected to have a significant effect on the financial statements of MEAA.

AASB 9 Financial instruments

AASB 9, approved in December 2014, replaces the existing guidance in AASB 139 Financial Instruments: Recognition and Measurement. AASB 9 includes revised guidance on the classification and measurement of financial instruments, including a new expected credit loss model for calculating impairment on financial assets, and the new general hedge accounting requirements. It also carries forward the guidance on recognition and derecognition of financial instruments from AASB 139. AASB 9 is effective for annual reporting periods beginning on or after 1 January 2018. MEAA is assessing the potential impact on its financial report resulting from the application of AASB 9.

AASB 1058 Income of Not-for-Profit Entities

AASB 1058 provides a more comprehensive model for accounting for income of not-for-profit entities for the recognition of income. Under AASB 1058, the timing of income recognition will depend on whether a transaction gives rise to a performance obligation, liability or contribution by owners. It replaces existing requirements in AASB 1004 Contributions.

AASB 1058 is effective for annual reporting periods beginning on or after 1 January 2019, with early adoption permitted for entities that have also adopted AASB 15. MEAA is assessing the potential impact on its financial report resulting from the application of AASB 1058.

AASB 15 ‘Revenue from Contracts with Customers’ and AASB 2014-15 ‘Amendments to Australian Accounting Standards arising from AASB 15’

This standard is applicable to annual reporting periods beginning on or after 1 January 2019. The objective of this Standard is to establish the principles that an entity shall apply to report useful information to users of financial statements about the nature, amount, timing and uncertainty of revenue and cash flows arising from a contract with a customer. MEAA is assessing the potential impact on its financial report resulting from the application of AASB 15.

AASB 16 ‘Leases’

This standard is applicable to annual reporting periods beginning on or after 1 January 2019. This Standard sets out the principles for the recognition, measurement, presentation and disclosure of leases. The objective is to ensure that lessees and lessors provide relevant information in a manner that faithfully represents those transactions. This information gives a basis for users of financial statements to assess the effect that leases have on the financial position, financial performance and cash flows of an entity. An entity shall consider the terms and conditions of contracts and all relevant facts and circumstances when applying this Standard. An entity shall apply this Standard consistently to contracts with similar characteristics and in similar circumstances. MEAA is assessing the potential impact on its financial report resulting from the application of AASB 16.

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 reassesses 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.

(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.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

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. 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 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 they 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.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)
Employee benefits provision

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 assets at fair value through profit and loss and available-for-sale financial assets, at fair value at each balance sheet date. 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 reassessing 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 2018.

NOTE 2: REVENUE

Operating activities	2018 \$	2017 \$
Subscriptions and fees	7,980,194	8,225,322
Grants, sponsorships and events income	2,825,826	2,770,819
Interest from financial institutions	251,170	251,766
Rental income	214,307	228,089
Levies	784,243	788,169
Sundry income	682,664	729,746
Grants and/or donations	200	1,965
Revenue from recovery of wages activity	-	-
Total revenue	12,738,604	12,995,876

MEAA was not in receipt of any financial support from another reporting unit of the organisation during the year (2017: \$Nil).

(a) Levies

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

	2018 \$	2017 \$
Debt reduction levy	313,684	315,267
Campaign levy	470,559	472,902
Total levies	784,243	788,169

NOTE 3: LOSS/PROFIT BEFORE INCOME TAX

Surplus before income tax has been determined after charging the following expenses:

	2018 \$	2017 \$
Finance costs – financial institutions	58,567	56,057
Legal fees (other legal costs)	80,608	73,410
Legal fees (litigation)	-	23,387
Donations paid – \$1,000 or less	1,361	750
Donations paid – above \$1,000	-	-
Grants paid – \$1,000 or less	-	-
Grants paid – above \$1,000	-	-
Honoraria	12,300	16,400
Audit fees	36,000	32,000
Other services provided by auditors (Equity Trust quarterly residuals audit, FBT review and financial statement preparation)	25,675	25,635
Consideration to employers for payroll deductions	2,947	3,151
Capitation fees	-	-
Compulsory levies	11,794	13,238
Fees/allowances – meetings and conferences	-	-
Conference and meeting expenses	249,518	154,155
Advertising fees	1,462	5,732
Penalties – via RO Act or RO Regulations	-	-
Rental expense on operating leases	161,575	182,843

Depreciation and amortisation

	2018 \$	2017 \$
Depreciation of property, equipment and vehicles	272,570	245,494
Amortisation of intangibles	34,695	111,490
Total depreciation and amortisation	307,265	356,984

Employee benefits – office holders

	2018 \$	2017 \$
Salaries	-	-
Annual leave	-	-
Long service leave	-	-
Separation and redundancies	-	-
Superannuation	-	-
Other employee costs	-	-
Total employee benefits to office holders	-	-

Employee benefits – staff other than office holders

	2018 \$	2017 \$
Salaries	6,227,038	5,312,836
Annual leave	502,989	621,339
Long service leave	11,451	41,741
Separation and redundancies	634,801	294,884
Superannuation	753,274	836,070
Other employee costs	309,395	603,266
Total employee benefits to staff other than office holders	8,438,948	7,710,136

(a) Levies

The levies disclosed in total above were in respect of the following funds:

	2018 \$	2017 \$
ACT Journalist Benevolent Fund	2,998	3,524
SA Journalist Benevolent Bund	1,280	1,365
WA Journalist Benevolent Fund	6,971	7,699
WA Entertainment, Crew & Sport Benevolent Fund	545	650
Total Levies	11,794	13,238

NOTE 3: LOSS/PROFIT BEFORE INCOME TAX (cont.)
(b) Affiliation fees

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

Affiliation	Which Members	2018 \$	2017 \$
National			
ACTU	All sections (except Media)	56,732	64,701
NZ Council of Trade Unions ¹		5,825	4,885
State and Territories			
Unions NSW	All sections in NSW (except Media and SOMA)	13,232	24,430
South Coast Labour Council		513	501
Victorian Trades Hall Council	All sections in Victoria (except Media and SOMA)	27,690	27,040
Gippsland Trades & Labour Council		155	39
Ballarat Trades Hall		214	321
Queensland Council of Unions	All sections in QLD (except Media)	5,957	5,180
South Australia United Trades and Labour Council	All sections in SA (except Media and SOMA)	1,846	2,742
Western Australia Trades and Labour Council	All sections in WA (except Media and SOMA)	3,119	3,582
Unions ACT	All sections	2,475	2,661
Unions Tasmania	All sections in TAS	1,402	1,475
Trade union centres – Other			
APHEDA		1,272	1,124
Australian Labor Party			
Australian Labor Party (NSW)	All sections in NSW (except Media and SOMA)	17,776	15,481
Australian Labor Party (SA)	All sections in SA (except Media and SOMA)	1,762	3,071
International			
International Federation of Actors	Equity	28,427	26,945
International Federation of Journalists	Media	36,516	37,839
International Federation of Musicians	SOMA and freelance musicians	5,255	4,923
International Freedom of Expression Exchange (IFEX)		2,841	(15)
Union Network International – MEI	Entertainment Crew & Sport	12,917	13,028
Professional and Policy			
Australian Copyright Council		2,545	2,545
Australian Press Council		111,264	108,551
Chamber of Arts and Culture WA		700	700
Membership Services			
Professionals Australia – Member Advantage Program		11,269	9,868
Total		351,704	361,616

¹ Affiliation fees were paid on behalf of Equity NZ

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:

Key Management Personnel	Position

(b) Key Management Personnel Compensation

	2018 \$	2017 \$
Salary	186,840	181,866
Superannuation	19,724	19,096
Salary sacrifice benefits	1,012	-
Total	207,576	200,962

Names of Media, Entertainment & Arts Alliance Board (MEAA Board) members and period positions held during the financial year are:

Simon Collins	Federal President
Marcus Strom	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Actors Equity)
Karen Percy	Federal Vice-President
Michael Janda	Federal Vice-President
Abbe Holmes	Federal Vice-President
Jonathan Mill	Federal Vice-President
Sue Marriott	Federal Vice-President
Pearl Tan	NSW Board Member
Ben Butler	Victoria Board Member
Jason Klarwein	Queensland Board Member
Martin Saxon	Western Australia Board Member
Shauna Black	Other Branches Board member

The MEAA Board have elected not to receive an honorarium for the 2017/2018 financial year. Total honoraria for the MEAA Board in the year to 30 June 2018 was \$Nil (2017: \$Nil). Total honoraria for SOMA Executive were \$12,300 (2017: \$16,400).

Board fees

Fees paid to MEAA employees for sitting on boards or committees are remitted to MEAA. MEAA has appointed two board members that are not employed by the union and therefore these fees are not paid to MEAA.

Other Elected Officials Compensation

There is no compensation paid to other elected officials.

NOTE 5: CASH AND CASH EQUIVALENTS

	2018 \$	2017 \$
Cash on hand	662	1,112
Cash at bank	5,359,765	5,385,612
Term Deposits (Money held in trust note 21)	3,300,000	3,300,000
Term Deposits (MEAA)	808,283	808,283
Cash held in trust (note 21)	2,368,308	2,233,956
Total cash and cash equivalents	11,837,018	11,728,963

NOTE 6: TRADE AND OTHER RECEIVABLES

	2018 \$	2017 \$
Current		
Membership debtors	50,440	60,188
Provision for doubtful debts	-	-
Other receivables	583,307	626,947
Total trade and other receivables	633,747	687,135

No receivables with another reporting unit were present as at 30 June 2018 (2017: \$Nil).

NOTE 7: OTHER CURRENT ASSETS

	2018 \$	2017 \$
Current		
Prepayments	574,004	293,287
Deposits refundable	2,130	1,980
Total other assets	576,134	295,267

NOTE 8: FINANCIAL ASSETS

	2018 \$	2017 \$
Non-current		
Available-for-sale Financial Assets comprise:		
Listed investments		
Shares at fair value	1,037	1,037
Shares in listed trusts – at fair value	20,677	20,285
Total available-for-sale financial assets	21,714	21,322

NOTE 9: PROPERTY, EQUIPMENT AND VEHICLES

		2018 \$	2017 \$
Land and buildings			
Sydney	At cost	5,542,149	5,481,267
	Less accumulated depreciation	(2,610,686)	(2,486,675)
		2,931,463	2,994,592
Brisbane	At cost	139,340	139,340
	Less accumulated depreciation	(78,069)	(64,135)
		61,271	75,205
Adelaide	At cost	204,628	204,628
	Less accumulated depreciation	(122,954)	(117,838)
		81,674	86,790
Melbourne	At cost	1,705,916	1,695,936
	Less accumulated depreciation	(483,069)	(440,576)
		1,222,847	1,255,360
Equipment and vehicles			
	At cost	1,687,264	1,645,970
	Less accumulated depreciation	(1,622,182)	(1,535,167)
		65,082	110,803
Total property, equipment and vehicles		4,362,337	4,522,750

(a) Movements in carrying amounts

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

	Land and buildings				Equipment and Motor Vehicle \$	Total \$
	Sydney \$	Brisbane \$	Adelaide \$	Melbourne \$		
Carrying amount at the beginning of year	2,994,592	75,205	86,790	1,255,360	110,803	4,522,750
Additions	60,882	-	-	9,980	41,295	112,157
Depreciation expense	(124,011)	(13,934)	(5,116)	(42,493)	(87,016)	(272,570)
Carrying amount at the end of year	2,931,463	61,271	81,674	1,222,847	65,082	4,362,337

(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. They have reviewed the assumptions used in each valuation and believe the key assumptions remain valid.

The latest valuation of the Sydney property was performed by Jones Lang LaSalle on 30 January 2017, when the property was valued at \$6,700,000. 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 2018, and as such no impairment is deemed necessary.

The freehold land and building in Melbourne was independently valued on 28 March 2017 by Jones Lang LaSalle, when the property was valued at \$3,100,000. The valuation was based on capitulation of net income and direct comparison approach. 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 16 February 2017 by CBRE, when the property was valued at \$375,000. The valuation was based on the Market Capitalisation and Direct Sales Comparison method. 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

	2018 \$	2017 \$
Software		
At cost	121,862	121,862
Less accumulated amortisation	(112,286)	(91,474)
	9,576	30,338
Website		
At cost	289,596	250,035
Less accumulated amortisation	(256,715)	(242,832)
	32,881	7,203
Total Intangibles	42,457	37,591

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

2018	Software \$	Website \$	Total \$
Balance at the beginning of year	30,388	7,203	37,591
Additions	-	39,561	39,561
Disposals	-	-	-
Amortisation expense	(20,812)	(13,883)	(34,695)
Carrying amount at the end of year	9,576	32,881	42,457

NOTE 11: TRADE AND OTHER PAYABLES

		2018 \$	2017 \$
Current			
Unsecured liabilities	Trade payables	6,314,580	6,068,777
	Goods and services tax payable	147,748	203,503
	Creditors and accruals	634,801	182,956
Total unsecured liabilities		7,097,129	6,455,236

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

	2018 \$	2017 \$
Litigation	-	-
Other legal matters	5,681	12,708
Consideration to employers for payroll deductions	-	-
Employee benefits to staff	461	639
Total	6,142	13,347

(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 2018 (2017: \$Nil).

NOTE 12: BORROWINGS

		2018 \$	2017 \$
Current			
Secured liabilities	Bank loans	64,800	63,540
	Other short-term borrowings	-	4,291
		64,800	67,831
Non-current			
Secured liabilities	Bank loans	874,976	942,492

(a) Bank loans

The bank loan is a fixed term loan for 13 years at variable interest rate.

(b) Assets pledged as security

The loan is secured by a first registered mortgage over the property owned by MEAA in Redfern, New South Wales.

NOTE 13: PROVISIONS

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

		2018 \$	2017 \$
Employee provisions – office holders:			
Annual leave		-	-
Long service leave		-	-
Separation and redundancies		-	-
Other provisions		-	-
Subtotal employee provisions – office holders		-	-
Employee provisions – staff:			
Annual leave		654,941	643,852
Long service leave		639,560	695,110
Separation and redundancies		-	-
Other provisions		(427)	(427)
Subtotal employee provisions – staff		1,294,074	1,338,535
Total employee provisions		1,294,074	1,338,535
Current			
		1,228,184	1,294,185
Non-current			
		65,890	44,350
Total employee provisions		1,294,074	1,338,535

No staff held positions as Office Holders from 23 April 2015 to the date of this report.

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:

	2018 \$	2017 \$
Employee benefits obligation expected to be settled after 12 months	65,890	44,350

	2018 \$	2017 \$
Total employee provisions	1,294,074	1,338,535
Other provisions	-	-
Total provisions	1,294,074	1,338,535

NOTE 14: OTHER LIABILITIES

	2018 \$	2017 \$
Current		
Deferred membership income	-	-
Deferred other income	1,143,636	1,215,034
Media Safety & Solidarity Fund	79,797	84,754
Other current liabilities	-	-
Total other liabilities	1,223,433	1,299,788

(a) Media Safety & Solidarity Fund

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

	2018 \$	2017 \$
Balance as at 1 July	84,754	136,576
Funds raised during the year	117,602	97,976
Payments made during the year	(122,559)	(149,798)
Balance as at 30 June	79,797	84,754

These funds are invested in a separate bank account.

NOTE 15: CASH FLOW INFORMATION

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

	2018 \$	2017 \$
Net surplus/loss for the year after income tax expense	(262,243)	846,059
Non cash flows in profit from ordinary activities:		
Depreciation and amortisation	307,265	356,984
Decrease/(increase) in fair value of available-for-sale financial assets	(392)	(1,392)
Changes in assets and liabilities		
Decrease in trade and other receivables	(227,479)	29,896
Increase in trade and other payables	565,538	663,828
Decrease in provisions	(44,461)	117,899
Net cash provided by operating activities	338,228	2,013,274

There were no cash flows to or from other reporting units and/or controlled entities during the year to 30 June 2018 (2017: \$Nil).

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) Reserve

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

(d) Campaign Reserve

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

(e) 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.

(f) Women in Media Reserve

The Women in Media Reserve was set up to advance the interests of Women in Media.

Analysis of transfer to Fighting Fund Reserve

	2018 \$	2017 \$
Fighting Fund donations received during the year	-	20
Fighting Fund donations paid during the year	-	-
Net transfer to reserve	-	20

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 2018 are as follows:

	2018 \$	2017 \$
Payable minimum lease payments		
Not later than 12 months	77,511	189,327
Between 12 months and 5 years	156,084	319,200
Total operating lease commitments – as lessee	233,595	508,527

(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 2018 are as follows:

	2018 \$	2017 \$
Payable minimum lease payments		
Not later than 12 months	257,863	86,813
Between 12 months and 5 years	296,733	114,260
Total operating lease commitments – as lessor	554,596	201,073

(c) Capital Expenditure Commitments

There are no material capital expenditure commitments as at 30 June 2018 (2017: \$Nil).

NOTE 18: FINANCIAL RISK MANAGEMENT

	Note	2018 \$	2017 \$
Financial assets			
Cash at bank and on hand	5	5,360,427	5,386,724
Cash held in trust	5	2,368,308	2,233,956
Term deposits (MEAA)	5	808,283	808,284
Term deposits (Equity Trust)	5	3,300,000	3,300,000
Term deposit (Walkley Foundation)		337,372	329,464
Loans and receivables	6	633,747	687,135
Available-for-sale financial assets	8	21,714	21,322
Total financial assets		12,829,851	12,766,884
Financial liabilities at amortised cost:			
Trade and other payables	11	6,314,580	6,068,780
Borrowings	12	939,776	1,010,323
Total financial liabilities		7,254,356	7,079,103

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 2018.

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 2018 totals \$21,714 (2017: \$21,322) – 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 2018 totals \$633,747 (2017: \$687,135), refer to note 6. The value of cash and cash equivalents at 30 June 2018 totals \$11,837,018 (2017: \$11,728,963), 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 2018 totals \$220,977 (2017: \$140,892). 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.

	2018 \$	2017 \$
Change in surplus:		
Strengthening/weakening in Australia Dollar by 5%	11,049	2,604
Change in equity:		
Strengthening/weakening in Australia Dollar by 5%	11,049	2,604

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 2018 totals \$11,837,018 (2017: \$11,728,963). MEAA also has term deposits of \$4,445,655 (2017: \$4,437,748). Finally, MEAA also has bank borrowings of \$939,776 (2017: \$1,010,323).

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.

	2018 \$	2017 \$
Change in surplus:		
Strengthening/weakening in interest rate by 5%	46,989	8,843
Change in equity:		
Strengthening/weakening in interest rate by 5%	46,989	8,843

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:

Bank loans	2018 \$	2017 \$
Total facilities:		
Used at the end of the reporting period	939,776	1,010,323
Unused at the end of the reporting period	-	-
	939,776	1,010,323

The bank loan is a fixed term loan for 13 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.

	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Consolidated – 2018				
Assets				
Ordinary shares available-for-sale	21,714	-	-	21,714
Total assets	21,714	-	-	21,714
Consolidated - 2017				
Assets	-	-	-	-
Ordinary shares available-for-sale	21,322	-	-	21,322
Total assets	21,322	-	-	21,322

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 \$5,668,308 (2017: \$5,533,956). 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.

		2018 \$	No of Performers	2017 \$	No of Performers
Total owed to cast members at 1 July		5,487,585		4,886,522	
Monies received in the year					
Residuals, claims and super received		7,990,382	7,341	16,362,400	6,941
Monies paid in the year					
Residuals, claims and super paid to performers		(7,005,797)	2,956	(14,126,959)	2,583
Payments made on behalf of performers to MEAA:	Residual fees deducted from residuals on behalf of members of which \$277,934 was paid including GST of \$25,267 to MEAA as Member Income (2017 \$563,380 which includes GST of \$51,216)	(288,023)		(564,284)	
	Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (current)	(182,932)		(180,766)	
	Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (non-current)	(9,491)		(2,996)	
	Administration fees deducted from residuals on behalf of non-members of which \$351,949 including GST of \$31,995 to MEAA Equity Trust (2017 \$632,849 including GST of \$57,532)	(355,467)		(635,564)	
Amounts paid to MEAA Equity Trust:	Interest Members Equity – Term Deposit not paid	(19,212)		(19,212)	
	Interest Members Equity June 2017 paid	19,212		18,444	
	Portion of amounts not able to be distributed within six years transferred to MEAA Equity Foundation for the interests of performers	(5,000)		(250,000)	
Total owed to cast members at 30 June		5,631,257		5,487,585	
The total owed to cast members at 30 June includes distributable amounts that are over six years old		1,866,113		1,575,592	
Interest received on recovered monies					
Interest received on Equity Trust bank accounts, of which \$127,499 (2017: \$150,567) was transferred to the MEAA Equity Trust		124,943		157,239	
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 Marcus Strom, Karen Percy, Quentin Dempster, Michael Janda, Angelos Frangopoulos and Marina Go.

Assets, liabilities and reserves of the Walkley Foundation are:

	2018 \$	2017 \$
Current assets		
Cash and cash equivalents	1,290,189	1,264,987
Trade and other receivables	422,086	858,485
Term deposits	337,372	329,464
Prepayments	93,754	65,163
Total current assets	2,143,401	2,518,099
Non-current assets		
Intangible assets	-	1,055
Property, plant and equipment	15,117	2,201
Total non-current assets	15,117	3,256
Total assets	2,158,518	2,521,355
Current liabilities		
Trade and other payables	216,805	391,704
Deferred revenue	1,015,000	774,455
Provisions	205,460	341,372
Short-term borrowings	-	4,291
Total current liabilities	1,437,265	1,511,822
Non-current liabilities		
Provisions	14,910	11,850
Total non-current liabilities	14,910	11,850
Total liabilities	1,452,175	1,523,672
Net assets	706,343	997,683
Equity		
Reserves	-	372,203
Retained surplus	706,343	625,480
Total equity	706,343	997,683

The result for the year to 30 June 2018 in respect of the Walkley Foundation was a surplus of \$80,863 (2017: \$61,810).

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 have been eliminated upon consolidation.

The remuneration of the Walkley Foundation Chief Executive Officer has been disclosed below.

	J Park, Walkley Foundation CEO	L Graham, Company Secretary + CEO	Total 2018
Salary	██████	██████	273,338
Superannuation	████	████	26,125
Termination benefits	██████	████	386,660
Total			686,123

Note that an additional bonus of \$5,000 was paid to Louisa Graham as a FY2017 accrual.

NOTE 23: EVENTS AFTER THE REPORTING DATE

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

The financial statements were authorised for issue on 13 November 2018 by the MEAA Board.

NOTE 24: RELATED PARTY TRANSACTIONS

In accordance with AASB 124 there are no other related party transactions as at 30 June 2018 (2017: \$Nil).

NOTE 25: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at 30 June 2018 (2017: \$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 (2017: \$Nil) or as part of a business combination (2017: \$Nil).



Independent Auditor's Report

To the members of Media, Entertainment & Arts Alliance

Report on the audit of the Financial Report

Opinion

We have audited the **Financial Report** of Media, Entertainment & Arts Alliance *the Group*.

In our opinion, the accompanying Financial Report presents fairly, in all material respects, the financial position of Media, Entertainment & Arts Alliance as at 30 June 2018, and of its financial performance and its cash flows for the year then ended, in accordance with:

- Australian Accounting Standards; and
- Any other requirement imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

The **Financial Report** comprises:

- Consolidated statement of financial position as at 30 June 2018
- Consolidated statement of profit or loss and other comprehensive income, Consolidated statement of changes in equity, and Consolidated statement of cash flows for the year then ended
- Notes including a summary of significant accounting policies
- Committee of Management Statement.

The Group consists of Media, Entertainment & Arts Alliance (*the Company*) and the entities it controlled at the year end or from time to time during the financial year.

Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Group in accordance with the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the *Financial Report* in Australia. We have fulfilled our other ethical responsibilities in accordance with the Code.



Other Information

Other Information is financial and non-financial information in Media, Entertainment & Arts Alliance's annual reporting which is provided in addition to the Financial Report and the Auditor's Report. The Directors are responsible for the Other Information.

The Other Information we obtained prior to the date of this Auditor's Report was the Elected Officers' Report and Committee of Management Statement.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibilities of the Directors for the Financial Report

The Directors are responsible for:

- the preparation and fair presentation of the Financial Report in accordance with the financial reporting requirements of the *Australian Accounting Standards* and the requirements of the *Fair Work (Registered Organisation) Act 2009*
- implementing necessary internal control to enable the preparation of a Financial Report that is free from material misstatement, whether due to fraud or error
- assessing the Group's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error; and
- to issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Financial Report.



A further description of our responsibilities for the audit of the Financial Report is located at the *Auditing and Assurance Standards Board* website at http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf. This description forms part of our Auditor's Report.

Report on other legal and regulatory requirements

Opinion

In our opinion, the Board's use of going concern basis of accounting in the preparation of the financial report is appropriate.

I am an approved auditor as defined by Regulation 4 of the *Fair Work (Registered Organisations) Act 2009*, a member of the Institute of Chartered Accountants Australia and New Zealand and hold a current Public Practice Certificate.

A handwritten signature in blue ink that reads 'KPMG'.

KPMG

A handwritten signature in blue ink, appearing to read 'Jonathan Rudman'.

Jonathan Rudman
Partner

Sydney
13 November 2018



s.268 Fair Work (Registered Organisations) Act 2009

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

Certificate for the period ended 30 June 2018

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 and controlled entities for the year ended 30 June 2018 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the MEAA on 15 November 2018; and
- that the full report was presented to a meeting of the MEAA Board on 19 November 2018 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Federal President: Simon Collins

Dated this the 19th day of November 2018



meaa.org | members@meaa.org | 1300 656 513
Facebook: @withMEAA | Twitter: @withMEAA | Instagram: @withMEAA



25 September 2018

Mr Simon Collins
Federal President
Media, Entertainment and Arts Alliance

By Email: federal@alliance.org.au

Dear Mr Collins,

**Re: Lodgement of Financial Report - [FR2018/185]
*Fair Work (Registered Organisations) Act 2009 (the RO Act)***

The financial year of the Media, Entertainment and Arts Alliance (the reporting unit) ended on 30 June 2018. This is a courtesy letter to remind you of the reporting unit's obligations regarding financial reporting.

Loans Grants and Donations Statement

The reporting unit is required to lodge a statement showing the relevant particulars in relation to each loan, grant or donation of an amount exceeding \$1,000 for the reporting unit during its financial year. Section 237 of the RO Act requires this statement to be lodged with the Registered Organisations Commission (the ROC) within 90 days of the end of the reporting unit's financial year, namely on or before 28 September 2018.

The attached fact sheet *Loans Grants and Donations (FS 009)* summarises the requirements of the Loans Grants and Donations Statement. A sample statement of loans, grants or donations is available on our [website](#).

It should be noted that s.237 is a civil penalty provision. If a loan, grant or donation over \$1000 has been made, failure to lodge a statement of loans, grants and donations (including failure to lodge on time) may result in legal proceedings being issued with the possibility of a pecuniary penalty. Currently penalties are up to \$105,000 for each contravention for a body corporate and up to \$21,000 for each contravention for an individual and may be imposed upon your organisation and/or an officer whose conduct led to the contravention.

Financial report

The RO Act sets out a particular chronological order in which your financial report must be prepared, audited, provided to members, presented to a meeting and then lodged with the ROC. The attached document *Summary of Financial Reporting timelines (FS 008)* summarises these requirements.

We emphasise that the reporting unit is required to present its audited financial report to a meeting (either of members or of the committee of management, depending on its rules) no later than 30 December 2018 (s.266). The full financial report must be lodged with the ROC within 14 days of that meeting (s.268).

When assessing your financial report, we will continue to focus closely on timelines as well as how loans, grants and donations are reported (see attached *Loans Grants and Donations* fact sheet FS 009). The financial report must break down the amounts of grants and donations and these figures will be compared to the loans, grants and donations statement.

You can visit our website for more information regarding [financial reporting](#), and fact sheets regarding [financial reporting processes and requirements](#). A model set of financial statements developed by the

ROC is also available on our website. It is not obligatory to use this model but it is a useful resource to ensure compliance with the RO Act, the Reporting Guidelines and the Australian Accounting Standards.

It should be noted that s.268 of the RO Act is a civil penalty provision. Failure to lodge the full financial report (including failure to lodge on time) may result in legal proceedings being issued with the possibility of a pecuniary penalty, as set out above, being imposed upon your organisation and/or an officer whose conduct led to the contravention (s.268).

Auditor's report

When assessing the financial report we will also focus on the structure and content of the auditor's report to ensure that it complies with the revisions made to the Auditing Standards which came into operation with effect from 15 December 2016. Please find [here](#) a link to guidance note *Illustrative Auditor's Report* (GN 004) relating to these requirements (also available on our website).

REMINDER

YOUR AUDITOR MUST BE REGISTERED (s.256)

You must ensure that your auditor is registered by the Registered Organisations Commissioner. A list of registered auditors is available on our [website](#).

Contact

Should you require any clarification in relation to the above, please email regorgs@roc.gov.au.

Yours faithfully,



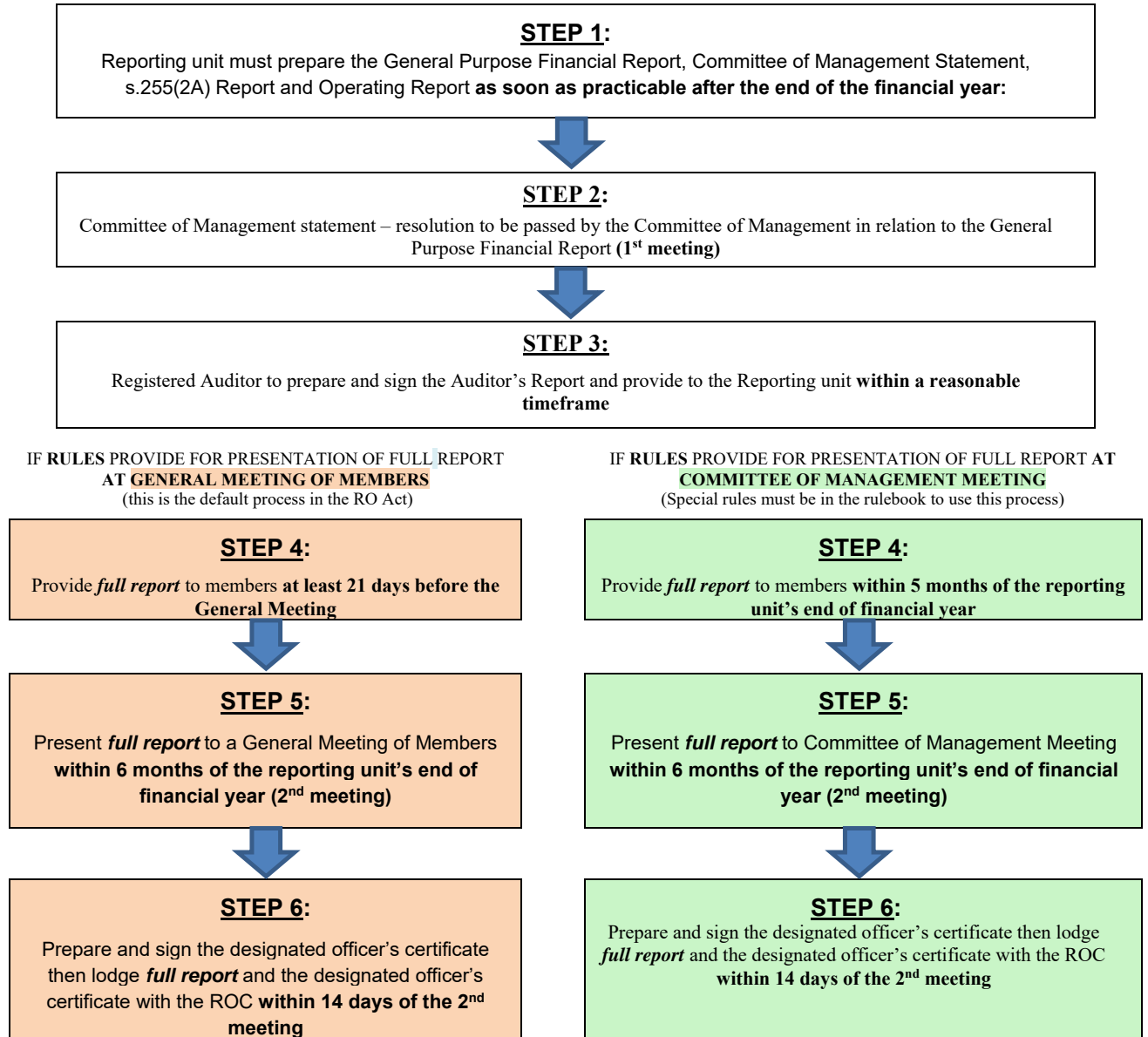
Sarah Wilkin
Registered Organisations Commission

Fact sheet

Summary of financial reporting timelines – s.253 financial reports

General Information:

- The **full report** consists of the General Purpose Financial Report, Committee of Management Statement, Operating report, s.255(2A) Report and signed Auditors' Report
- For an explanation of each of the steps below see our [Fact sheet—financial reporting process](#).



Fact sheet



Australian Government
Registered Organisations Commission

FS 009
(19 June 2017)

Fact sheet

Loans, Grants & Donations

The Loans, Grants & Donations Requirements

The *Fair Work (Registered Organisations) Act 2009* (the RO Act) requires an organisation or branch to lodge a loans, grants and donations statement (the statement) within **90 days** of the ending of the financial year.

Under the Commissioner's Reporting Guidelines, a reporting unit's General Purpose Financial Report (the financial report) must break down the amounts of grants and donations (see below). The figures in the financial report will be compared to the loans, grants and donations statement.





The Loans, Grants & Donations Statement



Section 237 of the RO Act applies to every loan, grant and donation made by an organisation or branch during the financial year that exceeds \$1000. The following information must be supplied to the Registered Organisations Commission (the ROC) for each relevant loan, grant or donation:

- the amount,
- the purpose,
- the security (if it is a loan),
- the name and address of the person to whom it was made,* and
- the arrangements for repaying the loan.*

*The last two items are not required if the loan, grant or donation was made to relieve a member of the organisation (or their dependent) from severe financial hardship.

The statement must be lodged within 90 days of the end of the financial year and the ROC has a [Template Loans, Grants and Donations Statement](#) on its website. The ROC encourages branches and organisations to lodge the statement even if all of the figures are NIL. Common misconceptions Over the years, staff of the Commission have noted that there are some common misunderstandings made in relation to the Statement. They include:

Misconception	Requirement
 Only reporting units must lodge the Statement.	 All branches and organisations, regardless of whether they lodge a financial report, must lodge the statement within 90 days of the end of the financial year. An organisation cannot lodge a single statement to cover all of its branches.
 Employees can sign the Statement.	 The statement must be signed by an elected officer of the relevant branch.

	Statements can be lodged with the financial report.		The deadline for the statement is much shorter (90 days) and if it is lodged with the financial report it is likely to be late.
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Grants & Donations within the Financial Report

Item 16(e) of the Commissioner’s Reporting Guidelines requires the reporting unit to separate the line items relating to grants and donations into grants or donations that were \$1000 or less and those that exceeded \$1000.

As such, the note in the financial report relating to grants and donations will have four lines. In the [ROC's Model Statements](#) the note appears as follows:

Note 4E: Grants OR donations*

Grants:	[Current year]	[Previous year]
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Donations:		
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Total grants or donations	-	-

The Commissioner’s Reporting Guidelines requires that these line items appear in the financial report even if the figures are NIL.

Implications for filing the Financial Report

During their review of the financial report staff of the ROC may confirm that the figures in the financial report match the disclosures made in the statement. Any inconsistencies in these figures will be raised with the organisation or branch for explanation and action.

This may involve lodging an amended loans, grants or donations statement. Any failure to lodge a loans, grants or donations statement or lodging a statement that is false or misleading can attract civil penalties under the RO Act.

If a reporting unit did not fully comply with these requirements in their last financial report, its filing letter will have included a statement reminding the reporting unit of its obligations.

It is strongly recommended that all reporting units review their filing letters from the previous financial year to ensure any targeted concerns are addressed in their latest financial report. Failure to address these individual concerns may mean that a financial report cannot be filed.

Previous financial reports and filing letters are available from the website.

Further information

If you have any further questions relating to the loan, grant and donation disclosure requirements in the statement or the financial report, please contact the ROC on regorgs@roc.gov.au