



**Australian Government**

**Australian Industrial Registry**

Level 5  
11 Exhibition Street  
Melbourne, VIC 3000  
GPO Box 1994, Melbourne, VIC 3001  
Telephone: (03) 8661 7993  
Fax: (03) 9655 0410

Mr Kevin Poynter  
Branch President  
National Tertiary Education Industry Union  
Charles Sturt University Branch  
NTEU Branch Office  
School of Business, Thurgoona Campus  
Charles Sturt University  
Old Sydney Road  
THURGOONA NSW 2640

Dear Mr Poynter

**Re: Schedule 1 of the Workplace Relations Act 1996 (Schedule 1)  
Financial reports for year ended 30 June 2002 – FR2002/441**

I acknowledge receipt of further information being the Secretary's Certificate, Accounting Officer's Certificate and Committee of Management Statement in relation to the financial reports of the Charles Sturt University Branch for the year ended 30 June 2002; this has been placed with the documents previously lodged

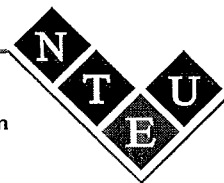
The financial reports have now been filed.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'L. Powell'.

Larry Powell  
Statutory Services Branch

18 May 2007



## Accounting officer's certificate

I, Kevin Poynter; being the Officer responsible for keeping the accounting records of the National Tertiary Education Union – Charles Sturt University Branch, certify that as at 30<sup>th</sup> June 2002 the number of members 439.

In my opinion,

1. the attached accounts show a true and fair view of the financial affairs of the organisation as at 30 June 2002;
2. a record has been kept of all monies paid by, or collected from, members and all monies so paid or collected have been credited to the bank account to which those monies are to be credited, in accordance with the rules of the Branch;
3. before any expenditure was incurred by the organisation, approval of the incurring of the expenditure was obtained in accordance with the rules of the Branch;
4. with regards to funds of the organisations raised by compulsory levies or voluntary contributions from members, or funds other than the General Fund operated in accordance with the rules, no payments were made out of any such fund for purposes other than those for which the fund was operated;
5. all loans or other financial benefits granted to persons holding office in the Branch were authorised in accordance with the rules;
6. the register of members of the Branch was maintained in accordance with the Act.

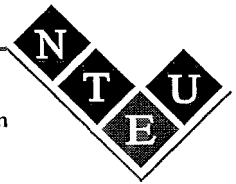
(Accounting Officer)

Signed at 10.45 am this 7<sup>th</sup> day of May 2007.

NTEU Charles Sturt University Branch

C/- School Visual and Performing Arts  
Charles Sturt University  
Locked Bag 588  
Wagga Wagga NSW 2678  
Ph: 0401 044 323

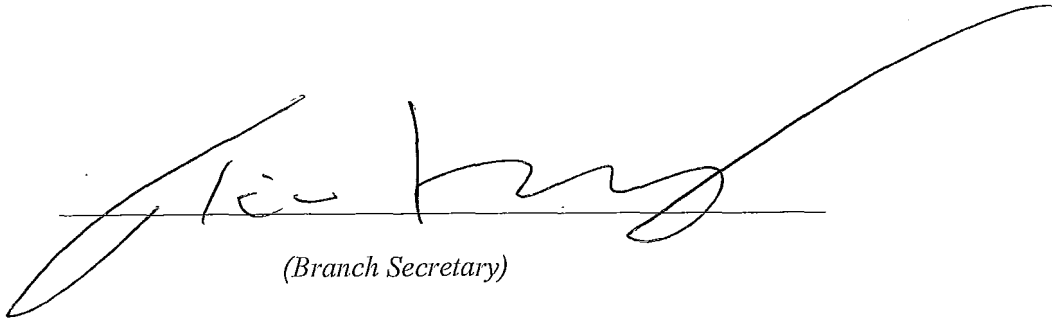
Email: [csu@nsw.nteu.org.au](mailto:csu@nsw.nteu.org.au) [www.nteu.org.au/bd/csu](http://www.nteu.org.au/bd/csu)



## Secretary's certificate

I, David Tien, Branch Secretary of the Charles Sturt University Branch of the National Tertiary Education Union am authorised under the Rules of the Branch to certify that:

1. the Auditor's Report and Financial Accounts and Statements, were published in the email advise of the union on 10<sup>th</sup> March 2004 being a full distribution member list that is available to members of the Branch free of charge, and
2. the enclosed documents are copies of the financial statements, auditor's report, the certificates of the accounting officer and of the Committee of Management presented to a meeting of the members of the Branch on 25<sup>th</sup> March 2004

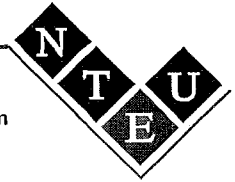
  
(Branch Secretary)

Signed at Sydney this 10<sup>th</sup> day of May 2007.

NTEU Charles Sturt University Branch

C/- School Visual and Performing Arts  
Charles Sturt University  
Locked Bag 588  
Wagga Wagga NSW 2678  
Ph: 0401 044 323

Email: [csu@nsw.nteu.org.au](mailto:csu@nsw.nteu.org.au) [www.nteu.org.au/bd/csu](http://www.nteu.org.au/bd/csu)

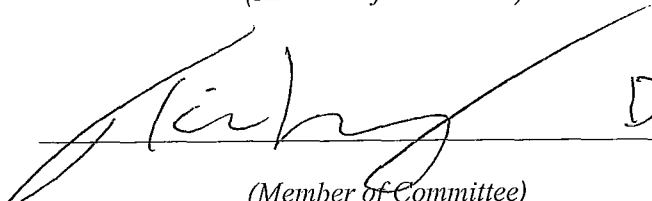


## Committee of Management's certificate

We, Kevin Poynter and David Tien,  
being two members of the Executive of the Charles Sturt University Branch of the  
National Tertiary Education Union, do state on behalf of the Executive and in  
accordance with a resolution passed by the Executive, that:

1. in the opinion of the Executive, the attached accounts show a true and fair view of the financial affairs of the Branch as at 30 June 2002;
2. in the opinion of the Executive, meetings of the Executive were held during the year ended 30 June 2002 in accordance with the rules of the organisation;
3. to the knowledge of any member of the Executive, there has been no instances where the records of the organisation or other documents (not being documents containing information made available to a member of the Branch under Section 274(2) of the Industrial Relations Act 1988, as amended) or copies of those records or documents, or copies of the rules of the Branch, have not be furnished, or made available, to members in accordance with the requirements of the Industrial Relations Act 1988, as amended, the Regulations thereto, or the rules of the Branch; and that
4. the organisation has complied with Section 279(1) of the Industrial Relations Act 1988, as amended, in relation to the financial accounts in respect of the year ended 30 June 2002.

  
\_\_\_\_\_  
Kevin Poynter  
(Member of Committee)

  
\_\_\_\_\_  
David Tien  
(Member of Committee)

Signed at SYDNEY this 10<sup>th</sup> day of MAY 2007.

NTEU Charles Sturt University Branch



**Australian Government**  
**Australian Industrial Registry**

Level 35, Nauru House  
80 Collins Street, Melbourne, VIC 3000  
GPO Box 1994S, Melbourne, VIC 3001  
Telephone: (03) 8661 7993  
Fax: (03) 9654 6672

Mr. W. M. Robbins  
Secretary  
National Tertiary Education Industry Union  
Charles Sturt University Branch  
School of Business, Thurgoona Campus  
Charles Sturt University  
Old Sydney Road  
THURGOONA NSW 2640

Dear Mr. Robbins,

**Re: Financial statements for year ended 30 June 2002  
FR2002/441**

Reference is made to the financial documents of the Charles Sturt University Branch of the National Tertiary Education Industry Union for the year ended 30 June 2002. The documents were lodged in the Industrial Registry on 20 December 2004.

The following matters concerning the financial reporting requirements of the Workplace Relations Act 1996, require your further attention; your written response to these matters is requested by Monday, 24 January 2005.

**1. Secretary's Certificate**

Financial documents lodged with the Registrar are required by subsection 280(1) to be filed under cover of a certificate from the Secretary, in this case, the Branch Secretary stating that the documents so lodged are copies of the auditor's report, accounts and statements which were presented to a meeting in accordance with section 279.

It would be helpful if the certificate could contain the date on which the meeting was held.

This certification does not have to be in the form of a statutory declaration.

Would you please arrange lodgment of the Branch Secretary's certificate in respect of the documents already lodged with this Office for the year ended 30 June 2002, please.

**2. Accounting officer's and Committee of Management Certificates**

It is noted that the Accounting Officer's certificate and the Committee of Management certificate were not lodged.

As these certificates form part of the financial documents, they should be lodged with the other financial documents - refer regulations 109(1)(a) and (b).

Would you please arrange lodgment of the outstanding Accounting Officer's and Committee of Management certificates, please.

Should you wish to discuss this letter or if you require further information on the financial reporting requirements of the Act, I may be contacted on (03) 8661 7993.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'J. Oll'. The signature is written in a cursive style with a large initial 'J' and 'Oll' following.

Statutory Services Branch

5 January 2005

Mr Clency Lapierre  
Statutory Services Branch  
Australian Industrial Registry  
GPO Box 1994S  
Melbourne, VIC 3001  
15 December 2004

Dear Mr Lapierre

In order to finalise the outstanding Branch Audit requirements under the *Workplace Relations Act* find attached copies of relevant documents. To this end please find attached the following documents:

- Copy of auditors report, accounts etc. **Document 1**
- Copy of Branch Executive minutes dated 2 February 2004 at which the executive accepted the audit and resolved to put audit to a members' meeting **Document 2**
- Copy of email with audit report sent to all members **Document 3**
- Copy of members' meeting scheduled for 25 March 2004 **Document 4**
- Copy of resolutions put to this members' meeting **Document 5**
- Notes of result of vote at this meeting **Document 6**

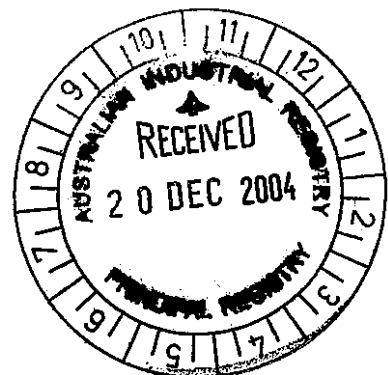
As you will see the audited accounts for that year were found to be acceptable and the members who attended the meeting unanimously endorsed the results.

While we appreciate that the financial year for 2002-2003 and 2003-2004 are still to be completed I am sure you can appreciate that these audits were not possible until the one attached was completed. The delay in this was caused by the retirement and then ill health of the Branch Treasurer at the time. The audit for the year 2002-2003 is now in preparation.

Yours sincerely

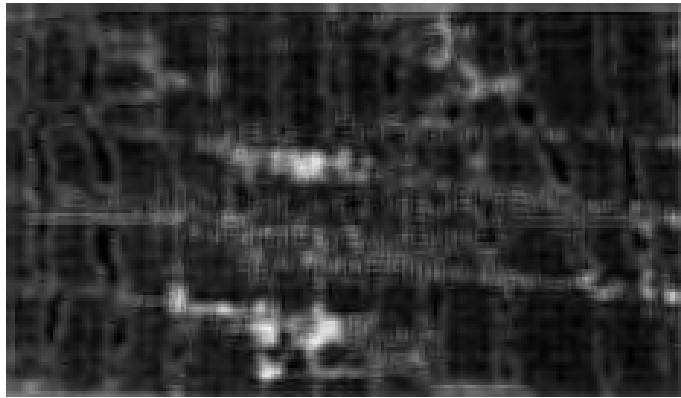


W.M. Robbins  
CSU NTEU Branch Secretary



## Document 1





**NTEU - CSU Branch**  
**Profit & Loss Statement**  
**For the Year End 30th June 2002**

	2002	2001
<b>Income</b>		
Interest	1,008	1,451
Membership Subscriptions	193,953	184,402
Recouped Recruitment Fees	850	
Refund of Donation UNE		500
<b>Total Income</b>	<u>195,811</u>	<u>186,353</u>
<b>Expenditure</b>		
Audit Fees	680	360
Bank Fees & Taxes	186	421
Gifts & Prizes	620	500
Depreciation	556	109
Donations	-	550
Enterprise Bargaining Expenses	-	129
NTEU Capitation Fees - Federal	77,735	75,519
NTEU Capitation Fees - State	83,481	80,091
Printing, Postage & Stationary	158	865
Payroll Tax	14,662	1,800
Recruitment	563	597
Salaries & Entitlements	13,358	15,506
Staff & Entertainment Expenses	491	3,982
Telephone	786	974
Time release fo President		263
Travel, Accommodation & Conferences	1,300	5,650
Workers Compensation	120	109
<b>Total Expenses</b>	<u>194,696</u>	<u>187,425</u>
Transfer in Wagga Wagga Sub-branch Balance	4,909	-
Transfer in Mitchell Sub-branch Balance	10,635	21,187
<b>Profit/( Loss ) for the Year</b>	<u>16,658</u>	<u>20,115</u>

**NTEU - CSU Branch**  
**Balance Sheet**  
**As At 30th June 2002**

	2002	2001
Accumulated Funds at 1st July 2001	71,988	51,873
Add: Surplus for the Period	<u>16,658</u>	<u>20,115</u>
<b>Accumulated Funds at 30th June 2002</b>	<b><u>88,646</u></b>	<b><u>71,988</u></b>
<b>Represented By :</b>		
<b>Current Assets</b>		
Cash		
- on hand	30	30
- National Australia Bank	17,360	27,375
- St George	11,497	
Fixed Deposit - NAB 9378	11,830	11,433
Fixed Deposit - St George 9501	21,326	
Fixed Deposit - Barrie O'Keefe Memorial Prize	10,304	10,000
Total Cash	<u>72,349</u>	<u>48,838</u>
Amounts Receivable	-	21,374
<b>Total Current Assets</b>	<b><u>72,349</u></b>	<b><u>70,212</u></b>
<b>Non Current Assets</b>		
Computer	1,963	1,963
Less: Accumulated Depreciation	<u>( 665 )</u>	<u>( 109 )</u>
	1,298	1,854
Loan - Solidarity Fund	15,000	
<b>Total Non Current Assets</b>	<b>16,298</b>	<b>1,854</b>
<b>Total Assets</b>	<b><u>88,646</u></b>	<b><u>72,066</u></b>
<b>Current Liabilities</b>		
Accounts payable and accrued expenses	-	78
GST Payable	0	0
<b>Total Current Liabilities</b>	<b><u>0</u></b>	<b><u>78</u></b>
<b>Net Assets</b>	<b><u>88,646</u></b>	<b><u>71,988</u></b>

**NTEU - CSU Branch**  
**Statement of Cash Flows**  
**For the Year Ended 30th June 2002**

<b>Cash Flows From Operating Activities</b>	<b>2002</b>	<b>2001</b>
<i>Payments</i>		
Wages and Salaries	( 13,358 )	( 15,506 )
NTEU Capitation Fees	( 161,216 )	( 155,610 )
Loans Provided - Solidarity Fund	( 15,000 )	-
Other	( 19,644 )	( 36,138 )
	<u>                    </u>	<u>                    </u>
<b>Total Payments</b>	<b>( 209,218 )</b>	<b>( 207,254 )</b>
<i>Receipts</i>		
Interest	1,008	1,451
Membership Subscriptions	215,327	202,708
Transferred from Wagga Wagga	4,909	20,572
Transferred from Mitchell Sub-branch	10,635	-
Refund of Donation UNE	-	500
Recouped Recruitment Fees	850	-
	<u>                    </u>	<u>                    </u>
<b>Total Receipts</b>	<b>232,729</b>	<b>225,231</b>
<b>Net cash provided by operating activities</b>	<b>23,510</b>	<b>17,977</b>
<b>Net increase/(decrease) in cash held</b>	<b>23,510</b>	<b>17,977</b>
Cash at 1st July 2001	48,838	30,861
	<u>                    </u>	<u>                    </u>
<b>Cash at 30th June 2002</b>	<b><u>72,348</u></b>	<b><u>48,838</u></b>

# NATIONAL TERTIARY EDUCATION INDUSTRY UNION – CSU BRANCH

## NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2002

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### 1. Statement of Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act (NSW). The committee has determined that the Union is not a reporting entity.

The statements have been prepared in accordance with the requirements of the Associations Incorporation Act (NSW) and the following Australian Accounting Standards:

AAS 3	Accounting for Income Tax
AAS 5	Materiality
AAS 8	Events Occurring after Reporting Date

No other Australian Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report has been prepared on an accrual basis and is based on historic costs and do not take into account changing money values, or except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of these financial statements.

#### (a) Income Tax

Under the Income Tax Assessment Act (1936) and Income Tax Assessment Act (1997) the Union is not subject to Income Tax.

#### (b) Comparatives

Where necessary comparative figures have been adjusted to conform to reporting requirements in the current year.

### 2. Payroll Tax

The amount recorded in the accounts relates to a previously unrecorded and unrecognised liability for payroll tax. This is an unusually large amount due to it being for a number of prior years liability incurred.

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**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF  
NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
FOR THE YEAR ENDED 30 JUNE 2002**

Scope

We have audited the financial report of National Tertiary Education Industry Union for the year ended 30 June 2002, consisting of the Balance Sheet, Statement of Income and Expenditure, Statement of Cash Flows and Notes to the Financial Statements. The Executive Committee is responsible for the preparation and presentation of the financial report and the information they contain. We have conducted an independent audit on the financial report in order to express an opinion on them to members of the Union.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with Australian Accounting Standards and the Workplace Relations Act 1996, as amended so as to present a view of the Union which is consistent with our understanding of its financial position and results of its operations.


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

Audit Opinion

In our opinion:

- (a) (i) there were kept by the Union satisfactory accounting records, including:
  - (A) records of the sources and nature of the income of the Union (including income from members); and
  - (B) records of the nature and purposes of the expenditure of the Union;
- (a) (ii) the accounts and statements prepared under section 273 of the Workplace Relations Act 1996, as amended are properly drawn up so as to fairly present;
  - (a) the financial affairs of the Union as at 30 June 2002, and,
  - (b) the income and expenditure and any surplus or deficit, of the Union for the year ended 30 June 2002; and
- (b) all information and explanations that, under section 273(2) of the Workplace Relations Act 1996, as amended, officers and employees of the Union were required to provide were provided.

CDH Darcy Kennedy



John H. Deane-Butcher  
Registered Company Auditor, Registration Number:2835

Signed at: Bathurst

Date: 11th December 2003

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## Document 2

Minutes of NTEU CSU Executive teleconference Mon 02<sup>nd</sup> February'04 beginning approx. 12:15 p.m.

No	Item	Action
1	<b>Present:</b> G. Voll (Chair), K. Poynter, R. Goodlass, L. Palmer, D. Sequeira, C. Kolbe, C. Bevan, B. Robbins, A. Maxwell (Minutes)	
2	<b>Apologies:</b> M. Rangott, D. Murphy	
3	<b>Minutes:</b> Minutes of 08/12/03 be accepted. Moved KP/LP. Carried.	KP/LP
4	<p><b>Business Arising:</b></p> <ul style="list-style-type: none"> <li>• Celia B raised visit of Carolyn Allport to campus and asked of confirmation and further details. No other details as yet.</li> <li>• Kevin P. reported that Lect B &amp; Course Coordinate issue has had some response and that he will coordinated them and report back.</li> </ul>	
5	<p><b>Enterprise Bargaining:</b></p> <ul style="list-style-type: none"> <li>• Gerry V reported that MR informed him that CSU has cancelled scheduled EB meetings for next week on the grounds that Brad Hooper (HR Director) has resigned.</li> </ul> <p>This is not acceptable to NTEU</p> <ul style="list-style-type: none"> <li>- CSU knew when dates set of Brad Hooper's resignation</li> <li>- Plenty of alternative people</li> <li>• <b>Motion for Members Meeting</b></li> <li>- Condemn CSU options</li> <li>- Threaten Industrial Action</li> <li>- Demand immediate scheduling of EB meetings</li> <li>- 5% interim pay increase back dated to last meeting</li> </ul> <p>This motion and schedule of member meetings need to be finalised this week although &amp; MR will have to do this because GV &amp; BR away this week</p> <ul style="list-style-type: none"> <li>• Michelle suggests February 12 in Albury at lunchtime, Wagga on the February 12 at 12:30 and in Bathurst on February 12 at 12:30.</li> <li>• Will need to send out message to members.</li> </ul> <p>Kevin P will work with Michelle R this Thursday and will send motion out that afternoon.</p> <ul style="list-style-type: none"> <li>• Gerry also reported that he drafted a new version of final agreement and Michelle has looked at it. This document was prepared for the scheduled (but now cancelled) EB meeting.</li> </ul>	
6	<b>Industrial Officer's Report:</b> Nothing to Report	



7	<p><b>Case Handling Committee: Nothing to Report</b></p> <p>Len P reported meeting in December and about a dozen cases in hand. Will need to organise care handlers.</p>	
8	<p><b>President's Report:</b></p> <ul style="list-style-type: none"> <li>• Jennifer S. &amp; Eleanor L. have both resigned. Gerry V has extended best wishes and suggested we organise a function in near future to acknowledge contribution.</li> <li>• Gerry V has reported that Women's Caucus Meeting is scheduled in QLD for 6-7<sup>th</sup> March. Celia B reported on this in a more detail. Recommended Jane Battersby as one of our delegates, also Cheryl K.</li> </ul> <p>Kevin P suggested Karen Pollard as a potential delegate.</p> <p>Len P thought he would make informal approach to one or 2 people in Bathurst.</p> <p>Celia B also pointed out that delegate travel &amp; accommodation details will be handled by Division.</p> <ul style="list-style-type: none"> <li>• Proposed non union Agreement for Senior staff at UTS needs a response. Gerry V pointed out there is a formal response prepared by Division &amp; suggested that we send this to appropriate members and urge them to send it in as a protest against this move addressing it to VC at UTS.</li> </ul> <p>Kevin P also suggested a causes of Senior Staff Members.</p> <ul style="list-style-type: none"> <li>• Gerry v reported that we received or reply for VC regarding Strike pay. VC rejected our call but assured us the funds saved would be used in part to support special study group/scholarships.</li> </ul>	
9	<p><b>Secretary's Report:</b></p> <ul style="list-style-type: none"> <li>• <b>Audit</b> – Audit of 2002 was resolved near the end of the year. Audited report will be send out to members via the email, complying with the Industrial Relations Act. Meetings will be need to be scheduled soon.</li> <li>• <b>Invoice of Mary Callaway's Accomodation &amp; Registration</b></li> <li>• <b>Newsletter</b> – The first newsletter of the year would brought soon regarding the latest updates on what's happening in the Branch and on EB. Newsletter would include the audit reports, Sydney and EB progress.</li> </ul>	
10	<p><b>Treasurer's Report: Nothing to Report</b></p>	
11	<p><b>Organising Committee: Nothing to Report</b></p>	
12	<p><b>National/State Report: Nothing to Report</b></p> <ul style="list-style-type: none"> <li>• Meetings scheduled for this week</li> <li>• Celia B raised Division is committed to strike days if necessary over EB.</li> <li>• Likelihood of entire resourcing at Division level.</li> </ul>	
13	<p><b>General Staff Report: Nothing to Report</b></p>	

14	<p><b>Sub-branch Items:</b></p> <p><b>Albury</b> – Nothing to report</p> <p><b>Bathurst</b> – Len P reported that no end of year function but asked what might be planned for beginning of year function.  Agreed that function should be organised for end of month. Budget of about \$150 per sub branch.</p> <ul style="list-style-type: none"> <li>- Len P also asked about Performance Based Funding push. Seems the teaching based element of this is increasing workload, we should prepare further protest with university.</li> </ul> <p>Scheduled next meeting</p> <p><b>Wagga</b> – Nothing to Report.</p>	
15	<p><b>Other Business:</b></p> <ul style="list-style-type: none"> <li>• <b>QUTE Meeting</b> is scheduled and as Ray G would be co-organiser of this, his costs should be paid by Division which would allow us to fund another delegate. Celia B said go ahead and charge Division. Will forward invitation with Ray G costs to all staff for someone wanting to be a delegate.</li> </ul>	
16	<p><b>Next Meeting Monday 16<sup>th</sup> February 2004 12pm teleconference.</b></p>	

- \* Celia B an apology for next meeting  
Meeting closed 1:00 p.m.

Agenda for 16/02/04

1. Present
2. Apologies
3. Minutes
4. Business Arising
5. Enterprise Bargaining
6. Industrial Officer's Report
7. Case Handling Committee Report
8. President's Report
9. Secretary's Report
10. Treasurer's Report
11. Organising Committee
12. National/State Report
13. General Staff Report
14. Sub-branch Items
15. Other Business
  - 15.1 Performance Base Funding
16. Next Meeting

## Document 3

**Robbins, William (Bill)**

---

**From:** Maxwell, Alwynne  
**Sent:** Thursday, 16 December 2004 12:10 PM  
**To:** Robbins, William (Bill)  
**Subject:** FW: notice re audit for members

Alwynne Alarcon  
Branch Executive Officer  
NTEU CSU Branch

ph: 02 60519921  
fax: 02 60519878

email: [nteu@csu.edu.au](mailto:nteu@csu.edu.au)

-----Original Message-----

**From:** Maxwell, Alwynne  
**Sent:** Wednesday, 24 November 2004 12:28  
**To:** Robbins, William (Bill)  
**Subject:** FW: notice re audit for members

Alwynne Alarcon  
Branch Executive Officer  
NTEU CSU Branch

ph: 02 60519921  
fax: 02 60519878

email: [nteu@csu.edu.au](mailto:nteu@csu.edu.au)

-----Original Message-----

**From:** Robbins, William (Bill)  
**Sent:** Wednesday, 10 March 2004 10:23  
**To:** [nteu@csu.edu.au](mailto:nteu@csu.edu.au)  
**Subject:** notice re audit for members

Dear Alwynne

Here are the docs. Could you send out the notice of the meeting with the audit as an attachment.

Thanks Bill

**Document 4**

# **NTEU CSU BRANCH**

## **NOTICE OF SPECIAL MEETING**

**A meeting of all members has been organised for 25 March 2004 in order to consider and approve the Audited Accounts of the Branch for 2002.**

**This is necessary under the constitution and members are urged to read the document attached to this notice.**

**The 2002 accounts are being finalised now because of the ill health associated with the previous Branch Treasurer and difficulties co-ordinating the Bathurst-based auditors. The delay was not due to any difficulties associated with the audit.**

**Under the constitution the meeting will also be required to consider and appoint an auditor for the next year.**

**Meetings will held at 12.30 at Wagga Wagga, Bathurst and Albury campuses.**

**Venue to be confirmed.**

## Document 5

## **Motions for members meeting 25 March 2004**

- 1. This meeting of NTEU members, having noted the offer of an interim 4% salary payment to be made on or about 1 May 2004 and noted the report by the EB team that reasonable progress is being made towards a new EBA, calls off the planned industrial action on 31 March 2004.**

**Further, this meeting endorses the EB team to continue to negotiate for an effective EBA that includes the following matters;**

- A satisfactory total salary outcome**
- The term of the EBA not to extend beyond 30 June 2006**
- Quantitative regulation of workload**
- Significant improvements to parental leave in line with emerging industry outcomes**
- Regulation of casual employment**
- Improved classification process for general staff, including appeal rights**
- Better salary progression for general staff**
- Maintaining existing disciplinary procedures for academic staff with the same procedures to be negotiated for general staff**
- Inclusion of expanded equity clauses**

**This meeting also stresses that it does not support any EBA that reduces existing conditions of employment for staff.**

**This meeting confirms its support for the Student Day of Action set down for 31 March 2004 and asks staff not to penalise students for taking part in the day of action.**

- 2. This meeting approves the audited accounts of the CSU NTEU Branch for the year ended 30 June 2002.**
- 3. This meeting approves the appointment of KPMG, Albury as the CSU NTEU Branch Auditors for the year ending 30 June 2003.**



## Document 6

**Results of Members' Meeting 25 March 2004**

**Albury sub-branch**            9 members in attendance – all in favour of all motions

**Wagga Wagga Sub-branch** 22 members in attendance – all in favour of all motions

**Bathurst Sub-branch**        16 members in attendance- all in favour of all motions