



AUSTRALIAN INDUSTRIAL REGISTRY

Australian Industrial Registry
Level 35, Nauru House
80 Collins Street
MELBOURNE VIC 3000
Telephone: (03) 8661 7888
Fax: (03) 9654 6672

Ref: FR2002/488-[283V-WA]

Mr. Stuart Malcolm Bunt
Branch Secretary
National Tertiary Education Industry Union
University of Western Australia Branch
NTEU Office
W2 Winthrop Tower
Univ. of Western Australia
NEDLANDS WA 6907

Dear Mr. Bunt

**Re: National Tertiary Education Industry Union
University of Western Australia Branch
Financial Reporting Obligations under *Workplace Relations Act 1996***

This is a courtesy letter to remind you of the financial reporting obligations of the abovenamed body under the *Workplace Relations Act 1996* ('the Act') for the financial year ended 30 June, 2002.

The legislative scheme set out in Part IX, Division 11 of the Act is directed at ensuring that a registered organisation or a branch of such an organisation discharges obligations of accountability to its members in relation to its financial affairs through proper and regular disclosure of financial information. The various steps of the financial reporting requirements must be carried out within the time-scales prescribed by the legislation so as to ensure the relevance of the financial information provided to the members.

Now that the financial year has ended, it is timely that you put in train the various steps of the financial reporting requirements. To assist you with this process I have enclosed for your information a notice summarising these requirements including the time-scales prescribed by the legislation.

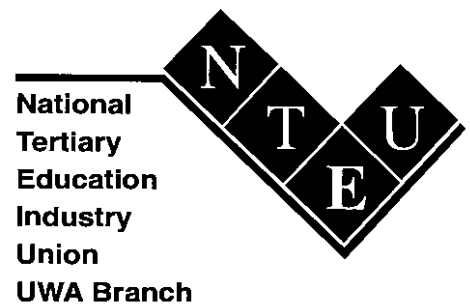
Please do not hesitate to contact me on (03) 8661 7787 if you wish to discuss the financial reporting requirements, especially if you anticipate any difficulty in meeting any step in the time-scales prescribed.

Yours sincerely

Clency Lapierre
Team Manager
E-mail: clency.lapierre@air.gov.au
14 July, 2002



**The University of Western Australia
Academic Staff Association**



1 November 2002

Mr Clancy Lapierre
Australian Industrial Registry
Level 35, Nauru House
80 Collins Street
MELBOURNE VIC 3000

Dear Mr Lapierre

**Industrial Returns for the NTEU (University of Western Australia Branch) for
year ended 30 June 2002.**

Please find enclosed:

- Annual accounts (including notes, and notice to members of Section 274 of the Workplace Relations Act 1996).
- Committee of Management Certificate signed by two Committee Members.
- Accounting Officer's Certificate signed by Ms Lee Stupart, Executive Officer of the Branch.
- Auditor's Report.
- Secretary's Certificate signed by Dr Stuart Bunt, Secretary of the Branch.
- Notice of the Annual General Meeting, 23 October 2002.

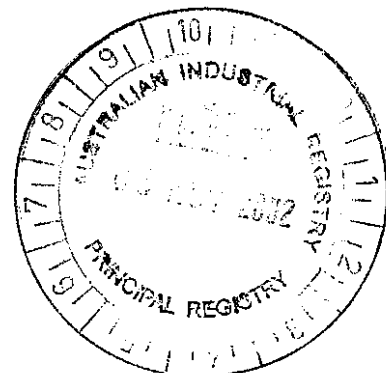
A copy of the accounts (with inclusions) and Auditor's Report were distributed to each member with the notice of the AGM, on 7 October 2002. The accounts and report were presented to the AGM of the members of the UWA Branch on 23 October 2002.

Yours sincerely



**A/Prof Iain Watson
President, NTEU (UWA Branch)**

Encl.



**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
UWA BRANCH**

Secretary's Certificate

I, Stuart Bunt Branch Secretary of the University of Western Australia Branch of the National Tertiary Education Industry Union certify that:

1. The auditor's report, the accounts and statements, and the certificates of the accounting officer and of the Branch Committee for the financial year ending 30 June 2002 were distributed to members free of charge on 8 October 2002.
2. The enclosed documents are copies of the auditor's report, the accounts and statements, the certificates of the accounting officer and of the Branch Committee, prepared for the Branch in accordance with the Act for the financial year ending 30 June 2002 and are as presented to the Annual General Meeting of the members on 23 October 2002.

Signed:

Stuart Bunt
Branch Secretary

STUART BUNT
Name

Date:

23 Oct 2002

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
- U.W.A. BRANCH**

FINANCIAL STATEMENTS

**FOR THE YEAR ENDED
30th June 2002**

**STEVENS LAFFERTY SELLERS PTY. LTD.
A.B.N. 50 399 793 267
CHARTERED ACCOUNTANTS**

**Notice to Members of the NTEU UWA Branch
FINANCIAL STATEMENTS FOR YEAR ENDING 30 JUNE 2002**

SECTION 274: INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR

274(1) Application For Information

A member of an organization, or a Registrar, may apply to the organization for specified prescribed information in relation to the organization.

274(2) Provision of Information

An organization shall, on application made under subsection (1) by a member of the organization or a Registrar, make the specified information available to the member or Registrar in such manner, and within such time, as is prescribed.

274(3) Function of Registrar

A Registrar may only make an application under subsection (1) at the request of a member of the organization concerned, and the Registrar shall provide to a member information received because of an application made at the request of the member.

274(4) Notice in Accounts

Accounts prepared under section 273 shall include a notice drawing attention to subsections (1), (2) and (3) and setting out those subsections.

SECTION 273: ORGANISATION TO PREPARE ACCOUNTS ETC.

273(1) Prescription

As soon as practicable after the end of each financial year, an organization:

- (a) shall cause to be prepared from the accounting records kept by the organization under subsection 272(1) in relation to the financial year, such accounts and other statements, in relation to the financial year, as are prescribed; and
- (b) shall include in the accounts (other than accounts prepared in relation to the first financial year of the organization to which this Division applies) the relevant figures from the accounts prepared by the organization, under this subsection, in relation to the preceding financial year.

273(2) Certificates

The regulations may provide for the giving of certificates in, or in relation to, accounts or other statements prepared under subsection (1).

SECTION 272: ORGANISATION TO KEEP PROPER ACCOUNTING RECORDS

272(1) Prescription An organization shall:

- (a) keep such accounting records as correctly record and explain the transactions and financial position of the organization, including such records as are prescribed;
- (b) keep its accounting records in such a manner as will enable accounts and statements to be prepared from them under section 273; and
- (c) keep its accounting records in such a manner as will enable the accounts of the organization to be conveniently and properly audited under this Division.

272(2) Cash or accrual basis

Accounting records of an organization may, so far as they relate to the income and expenditure of the organization, be kept on a cash basis or accrual basis, at the option of the organization.

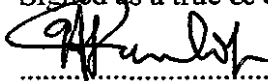
**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
(UWA BRANCH)**

COMMITTEE OF MANAGEMENT CERTIFICATE

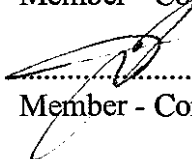
In the opinion of the committee:

- 1 The accounts for the financial year 1 July 2001 to 30 June 2002 show a true and fair view of the financial affairs of the organisation as at 30th June 2002;
- 2 During the financial year the meetings of the committee were held in accordance with the rules of the organisation;
- 3 There have been NO instances where records of the organisation or other documents (not being documents containing information made available to a member of the organisation under sub-section 274(1) of the Act), or copies of those records or other documents, or copies of the rules of the organisation, have not been furnished, or made available to members of the organisation in accordance with the Act, these regulations or rules of the organisation, as the case may be; and
- 4 The organisation has, in relation to any report of the Auditor prepared in accordance with Section 276 of the Act in respect of the immediately preceding financial year and in relation to any accounts and statements prepared in accordance with Section 273 in respect of that immediately preceding financial year, complied with whichever of the provisions of Sub-section 279(1) and (6) or (7) of the Act are applicable.
- 5 The contents of this certificate are in accordance with a resolution passed by the Committee of Management.

Signed as a true & correct record, this



Member - Committee of Management



Member - Committee of Management

25th September 2002

day of August 2002.

Ian Arthur Dunlop

Name of Signatories

Ian Wilson

Name of Signatories

NATIONAL TERTIARY EDUCATION INDUSTRY UNION
(UWA BRANCH)

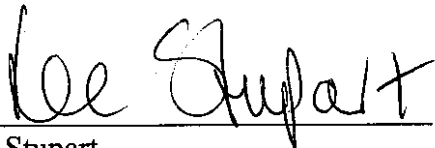
ACCOUNTING OFFICER'S CERTIFICATE

I, Lee Stupart being the Officer responsible for keeping the accounting records of The National Tertiary Education Industry Union (UWA Branch), certify that as at 30 June 2002 the number of members of the organisation was 500.

In my opinion,

- (i) the attached accounts show a true and fair view of the financial affairs of the organisation as at 30 June 2002.
- (ii) a record has been kept of all moneys paid by, or collected from, members and all moneys so paid or collected have been credited to the bank account to which those moneys are to be credited, in accordance with the rules of the organisation;
- (iii) before any expenditure was incurred by the organisation, approval of the incurring of the expenditure was obtained in accordance with the rules of the organisation;
- (iv) with regard to funds of the organisation 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;
- (v) all loans or other financial benefits granted to persons holding office in the organisation were authorised in accordance with the rules;
- (vi) the register of members of the organisation was maintained in accordance with the Act.

Signed as a true and correct statement



Lee Stupart
Executive Officer

Dated this the

25th

day of ~~August~~ 2002

September



INDEPENDENT AUDIT REPORT

NATIONAL TERTIARY EDUCATION INDUSTRY UNION UWA BRANCH

Scope:

I have audited the financial statements of the National Tertiary Education Industry Union – UWA Branch, being the Profit and Loss Account, Balance Sheet, Statement of Source & Application of Funds, Notes to and Forming part of the Accounts for the year ended 30th June 2002. The entity's management is responsible for the financial statements. I have conducted an independent audit of these financial statements in order to express an opinion on them to the members of the entity.

My audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial statements are presented fairly in accordance with Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) so as to present a view which is consistent with my understanding of the entity's financial position and the results of its operation and cash flows.

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

.../2

Audit Opinion:

I, Allen Hugh Lafferty, have examined the accounts of the National Tertiary Education Industry Union – UWA Branch and have received all information and explanations required. In my opinion:

- (i) There were kept by the organisation in relation to the year satisfactory accounts records, including:
 - (a) records of the sources and nature of the income of the organisation (including income from members); and
 - (b) records of the nature and purposes of the expenditure of the organisation; and

- (ii) The accounts and statements prepared under Section 273 in relation to the year were properly drawn up so as to give a true and fair view of:
 - (a) the financial affairs of the organisation as at 30th June 2002; and
 - (b) the income and expenditure, and any surplus or deficit, of the organisation for the year ended 30th June 2002; and
 - (c) the sources and application of funds for the year ended 30 June 2002.

In addition, I have examined the attached Accounting Officers Certificate and Committee of Management Certificate and in my opinion they are correctly drawn up in accordance with the relevant provisions of the Workplace Relations Act 1996.


.....
ALLEN H LAFFERTY FCA
Registered Company Auditor

Dated this 26th September 2002.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
- U.W.A. BRANCH**

**PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 30TH JUNE 2002**

| | 2002 | 2001 |
|---|-------------|-------------|
| INCOME | | |
| Members' Subscriptions | 197,051 | 182,528 |
| Interest - Uni Credit | 274 | 194 |
| Reimbursements Received | 869 | 1,512 |
| | 198,194 | 184,234 |
| EXPENDITURE | | |
| Accountancy Fees | 1,070 | 995 |
| Bank Charges | 138 | 227 |
| Capitation Fees - National | 88,433 | 95,388 |
| Capitation Fees - Division | 55,209 | 33,380 |
| Computer Costs | 440 | 1,123 |
| Depreciation | 741 | 886 |
| General Expenses | 219 | 128 |
| Insurance | - | 209 |
| Legal Costs | - | 1,629 |
| Meeting Costs | 2,026 | 2,254 |
| NTEU Division Levy | 1,540 | 1,164 |
| NTEU Defence Fee | 13,142 | 11,508 |
| Parking Fees | 290 | 221 |
| Printing & Stationery | 2,404 | 1,230 |
| Secretarial Exp-Executive Officer | 25,307 | 19,291 |
| Staff Training & Welfare | 219 | 122 |
| Survey Fees SPIRT/ARC | - | 269 |
| Subscriptions | 182 | 174 |
| Telephone & Fax | 1,989 | 2,395 |
| Travelling, Entertainment & Conferences | 1,668 | - |
| TLC Affiliation Fees | 1,257 | 1,514 |
| Workload Release Funds | 9,500 | 8,000 |
| | 205,774 | 182,107 |
| NET PROFIT/(LOSS) FOR THE YEAR | (7,580) | 2,127 |

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
- U.W.A. BRANCH**

**BALANCE SHEET
AS AT 30TH JUNE 2002**

| | Note | 2002 \$ | 2001 \$ |
|----------------------------------|------|------------|------------|
| CURRENT ASSETS | | | |
| Cash | 1 | 7,377 | 15,770 |
| Receivables | 2 | 680 | - |
| TOTAL CURRENT ASSETS | | 8,057 | 15,770 |
| NON-CURRENT ASSETS | | | |
| Property, plant and equipment | 3 | 2,498 | 2,365 |
| TOTAL NON-CURRENT ASSETS | | 2,498 | 2,365 |
| TOTAL ASSETS | | 10,555 | 18,135 |
| CURRENT LIABILITIES | | | |
| Creditors and borrowings | 4 | - | 1 |
| TOTAL CURRENT LIABILITIES | | - | 1 |
| TOTAL LIABILITIES | | - | 1 |
| NET ASSETS | | 10,555 | 18,134 |
| ACCUMULATED FUNDS | | | |
| Opening Balance | | 18,135 | 16,007 |
| PLUS: Surplus (Deficit) | | (7,580) | 2,127 |
| TOTAL ACCUMULATED FUNDS | | 10,555 | 18,134 |

The accompanying notes form part of these financial statements.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
- U.W.A. BRANCH**

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30TH JUNE 2002**

NOTE - ACCOUNTS PREPARATION

The accounts have been prepared in accordance with normal accounting concepts and with the applicable accounting standards as issued by the Australian Accounting Bodies. The accounts have also been prepared on the basis of Historical Costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied unless otherwise stated.

NOTE - NOTICE TO MEMBERS UNDER SECTION 274 (4)

Notice is drawn to Subsections 274 (1) (2) and (3) of the Act which state that;

- 1 A member of the organisation or a registrar may apply to the organisation for specified prescribed information in relation to the organisation
- 2 The organisation shall, on application made under (1) make the specified information available to the member or Registrar in such manner, and within such time, as is prescribed.
- 3 A Registrar may only make an application under Sub-section (1) at the request of a member of the organisation, and the Registrar shall provide to a member information received because of an application made at the request of the member.

Note that the Penalty Provisions of Section 323 apply in relation to the above provisions.

1 CASH

| | | |
|------------------------------------|-------------|--------------|
| Uni Credit - Account No. 9621 (S1) | 7,283 | 15,676 |
| Uni Credit - Account No. 9621 (S2) | 94 | 94 |
| | <hr/> 7,377 | <hr/> 15,770 |

2 RECEIVABLES

CURRENT

| | | |
|----------------------|-----------|---------|
| GST Clearing Account | 680 | - |
| | <hr/> 680 | <hr/> - |

The accompanying notes form part of these financial statements.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
- U.W.A. BRANCH**

NOTES TO AND FORMING PART OF THE ACCOUNTS

| | 2002 | 2001 |
|--|--------------|--------------|
| | \$ | \$ |
| 3 PROPERTY, PLANT & EQUIPMENT | | |
| Office Equipment - at Cost | 16,760 | 15,886 |
| Less: Accumulated Depreciation | 14,262 | 13,521 |
| | <u>2,498</u> | <u>2,365</u> |
| Total property, plant & equipment | <u>2,498</u> | <u>2,365</u> |
| 4 CREDITORS & BORROWINGS | | |
| CURRENT | | |
| GST Clearing Account | - | 1 |
| | <u>-</u> | <u>1</u> |

The accompanying notes form part of these financial statements.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
- U.W.A. BRANCH**

**SOURCES AND APPLICATIONS OF FUNDS STATEMENT
FOR THE YEAR ENDED 30TH JUNE 2002**

| | 2002 | 2001 |
|---|-------------|-------------|
| | \$ | \$ |
| SOURCES OF FUNDS | | |
| FUNDS FROM OPERATIONS | | |
| Sales Revenue | 198,194.08 | 184,233.44 |
| Outflows of funds from operations | 205,032.86 | 181,220.13 |
| | (6,838.78) | 3,013.31 |
| REDUCTIONS IN CURRENT ASSETS | | |
| Cash at bank | 8,393.98 | 5,535.09 |
| Receivables | | 723.02 |
| | 8,393.98 | 6,258.11 |
| | 1,555.20 | 9,271.42 |
| APPLICATIONS OF FUNDS | | |
| INCREASES IN CURRENT ASSETS | | |
| Receivables | 680.26 | |
| | 680.26 | - |
| INCREASES IN NON-CURRENT ASSETS | | |
| Purchase of property, plant and equipment | 873.45 | 1,220.00 |
| | 873.45 | 1,220.00 |
| REDUCTIONS IN CURRENT LIABILITIES | | |
| Creditors and borrowings | 1.49 | 8,051.42 |
| | 1.49 | 8,051.42 |
| | 1,555.20 | 9,271.42 |

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION
- U.W.A. BRANCH**

**SOURCES AND APPLICATIONS OF FUNDS STATEMENT
FOR THE YEAR ENDED 30TH JUNE 2002**

| | 2002 | 2001 |
|---|-------------------|-----------------|
| | \$ | \$ |
| <hr/> | | |
| Reconciliation of funds flow with operating result | | |
| Funds from Operations | (6,838.78) | 3,013.31 |
| Less: | | |
| Affiliation Fees-TLC | | |
| Depreciation of property, plant and equipment | 741.00 | 886.00 |
| | <hr/> | <hr/> |
| | 741.00 | 886.00 |
| | <hr/> | <hr/> |
| Operating profit (loss) | (7,579.78) | 2,127.31 |
| | <hr/> | <hr/> |

NATIONAL TERTIARY EDUCATION INDUSTRY UNION
 - U.W.A. BRANCH

TAXATION DEPRECIATION SCHEDULE
 From 01/07/2001 To 30/06/2002

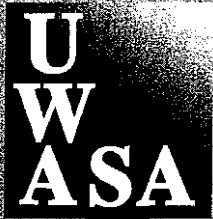
| Code | Description | Depn. Limit | Private Use % | | | | | | | | |
|--------------|-----------------------------------|-------------------|-----------------|----------------|-----------------------|----------------------|-----------------------|-------------------|----------------------|------------|----------------|
| Acquis. Date | Original Cost | Balancing Charges | Accum. Depr. | Open W.D.V. | Additions (Disposals) | Profit(Loss) On Sale | Capital Gains Taxable | Gains Non Taxable | Depreciation Meth. % | YTD | Close W.D.V. |
| <u>746</u> | <u>Office Equipment - at Cost</u> | | | | | | | | | | |
| BD01 | | | | | | | | | | | |
| 01/03/1996 | 329.00 | | 229.00 | 100.00 | | | | | P 13.00 | 43 | 57.00 |
| BS01 | | | | | | | | | | | |
| 18/07/1996 | 174.00 | | 116.00 | 58.00 | | | | | D 20.00 | 12 | 46.00 |
| BS02 | | | | | | | | | | | |
| 18/07/1996 | 244.00 | | 163.00 | 81.00 | | | | | D 20.00 | 16 | 65.00 |
| BS03 | | | | | | | | | | | |
| 23/04/1999 | 708.96 | | 272.00 | 436.96 | | | | | D 20.00 | 87 | 349.96 |
| CO01 | | | | | | | | | | | |
| 10/10/1994 | 2740.00 | | 2649.00 | 91.00 | | | | | D 40.00 | 36 | 55.00 |
| CO02 | | | | | | | | | | | |
| 18/07/1995 | 1245.00 | | 1185.00 | 60.00 | | | | | D 40.00 | 24 | 36.00 |
| CO03 | | | | | | | | | | | |
| 06/11/1996 | 2233.83 | | 2020.00 | 213.83 | | | | | D 40.00 | 86 | 127.83 |
| CO04 | | | | | | | | | | | |
| 06/11/1996 | 3501.00 | | 3165.00 | 336.00 | | | | | D 40.00 | 134 | 202.00 |
| CO05 | | | | | | | | | | | |
| 26/11/1999 | 3020.19 | | 3020.19 | | | | | | W 100.00 | | |
| CO06 | | | | | | | | | | | |
| 12/06/2000 | 470.25 | | 470.25 | | | | | | W 100.00 | | |
| CO07 | | | | | | | | | | | |
| 10/04/2002 | 873.45 | | | | 873.45 | | | | D 30.00 | 59 | 814.45 |
| FA01 | | | | | | | | | | | |
| 19/07/2000 | 1220.00 | | 232.00 | 988.00 | | | | | P 20.00 | 244 | 744.00 |
| | <u>16759.68</u> | | <u>13521.44</u> | <u>2364.79</u> | <u>873.45</u> | | | | | <u>741</u> | <u>2497.24</u> |

NATIONAL TERTIARY EDUCATION INDUSTRY UNION
 - U.W.A. BRANCH

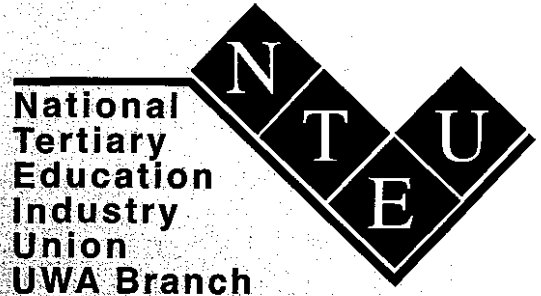
TAXATION DEPRECIATION SCHEDULE
 From 01/07/2001 To 30/06/2002

| Code | Description | | Private Use % | | Capital Gains | | Depreciation | | Close | |
|--------------|---------------|-------------------|---------------|-------------|-----------------------|----------------------|--------------|-------------|-------------|---------|
| Acquis. Date | Original Cost | Balancing Charges | Accum. Depr. | Open W.D.V. | Additions (Disposals) | Profit(Loss) On Sale | Taxable | Non Taxable | Meth. % YTD | W.D.V. |
| | | | | | | | | | | |
| TOTAL | 16759.68 | | 13521.44 | 2364.79 | 873.45 | | | | 741 | 2497.24 |

* Depreciation Limit
 @ Balancing Charges



The University of Western Australia
Academic Staff Association



National
Tertiary
Education
Industry
Union
UWA Branch

Notice of Annual General Meeting

The University of Western Australia

Academic Staff Association

Wednesday 23 October 2002

1.00 pm

Fox Lecture Theatre

Ground floor, ARTS Building

(to be concluded by 1.20 pm)

NTEU

University of WA Branch

Wednesday 23 October 2002

1.25 pm

Fox Lecture Theatre

Ground floor, ARTS Building

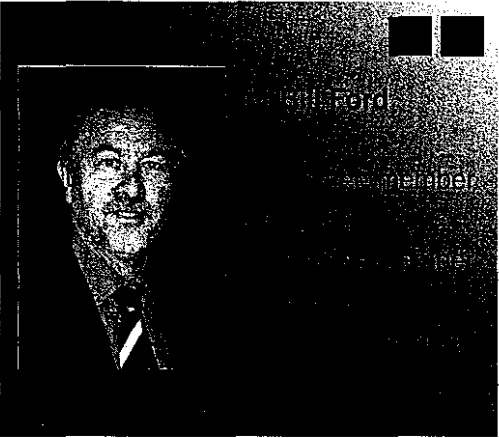
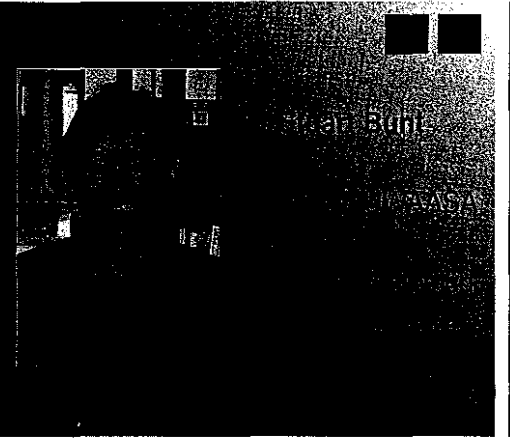
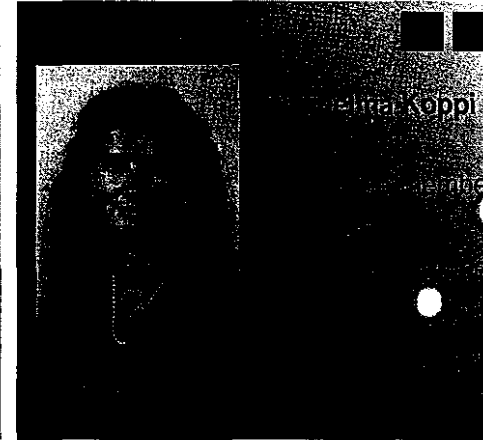
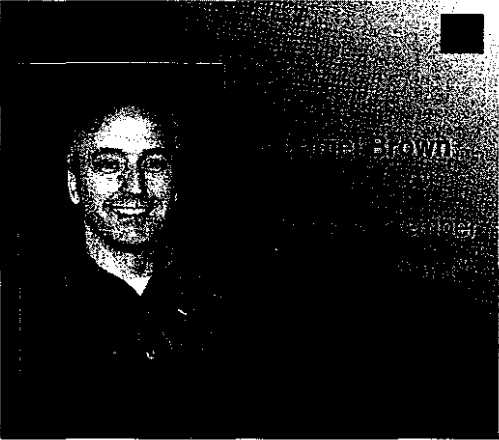
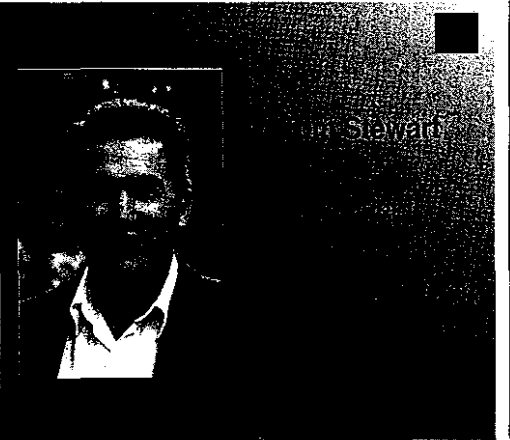
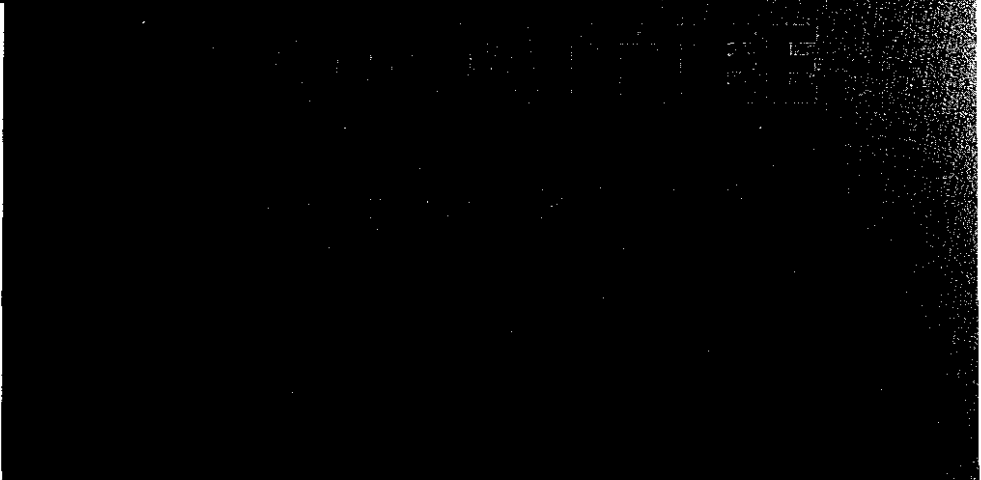
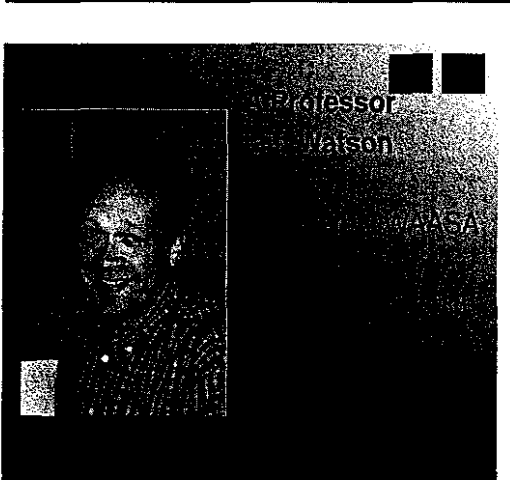
(to be concluded by 2 pm)



UWA ASA and the NTEU UWA Branch for
the purpose of the Workplace Relations Act 1996
No. 100/1996

2002 will be held at the
Executive Officer

mailto:staff@collera.uwa.edu.au



ENTERPRISE BARGAINING

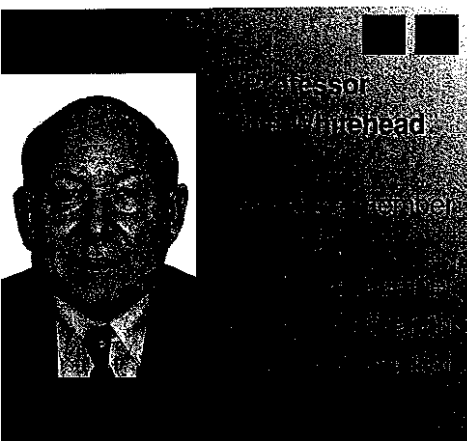
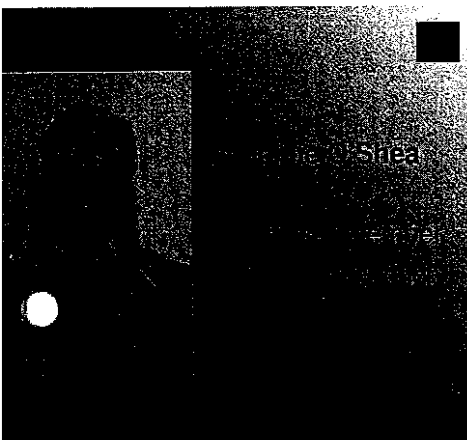
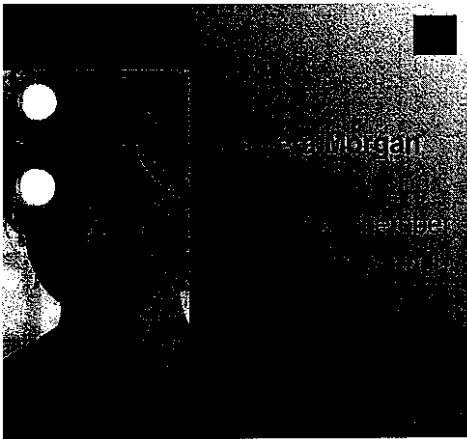
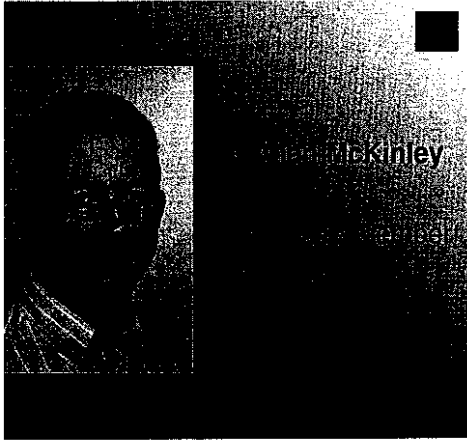
We had an excellent response to our recent survey and thank everyone who participated. The results showed that whilst pay increase and defending academic freedom were the top priorities for academic staff, better opportunities for career development and advancement, access to promotion and better job classification were grouped as top priorities for general staff. Guaranteed minimum staffing levels and reduced administrative workload followed for academic staff as well as greater job security which also was next on the list for general staff. Both academic and general staff rated greater job security and a greater role in decisionmaking as priority issues. Reduced workload was rated in the top ten by academic staff but not by general staff (rated fourteenth). Other priority issues for general staff were stronger obligations for employers to negotiate with staff when proposing workplace changes and flexible working hours.

| IMPORTANT ISSUES | ACADEMIC STAFF | | GENERAL STAFF | |
|---|----------------|---------|---------------|---------|
| | NUMBER | PERCENT | NUMBER | PERCENT |
| Pay increase | 68 | 54% | 72 | 48% |
| Defending academic freedom | 62 | 50% | | |
| Guarantee of minimum staffing levels | 54 | 43% | | |
| Reduction in casualisation | 53 | 42% | | |
| Reduced admin workload | 50 | 40% | | |
| Greater job security | 49 | 39% | 79 | 53% |
| Reduced workload | 46 | 37% | 28 | 19% |
| Better career development/ advancement | 39 | 31% | 84 | 56% |
| Greater role in decisionmaking | 39 | 31% | 64 | 43% |
| Access to promotion | | | 83 | 56% |
| Better job classification | | | 82 | 55% |
| Stronger obligations for employers to negotiate with staff when proposing workplace changes | | | 69 | 46% |
| Flexible working hours | | | 46 | 31% |

At UWA Enterprise Bargaining never entirely ceases. The Union has a fortnightly meeting with the DVC and members of Human Resources to monitor developments in the University and ensure that they accord with the terms of the EB agreement. We also have been involved in obtaining further small increments to the agreed salary rises during the life of this agreement. The present agreement officially concludes in May 2003 and we hope by then to have negotiated a further agreement.

The enterprise bargaining team members for the next round are Iain Watson, Sandra Penrose, Ian Dunlop and Teresa Borwick, NTEU Industrial Officer. The team will attend the national NTEU Enterprise Bargaining conference in October 2002 at which national concerns are formulated and information is shared ready for the new negotiations period.

Our negotiations at UWA should commence about December 2002. The survey results will assist us in formulating the log of claims which we serve on the university to officially commence the bargaining period. Updates to our members on developments will be ongoing via email, meetings, newsletters and website.





Teresa Borwick's interest in the union movement started in the early 80s when she became Honorary State Secretary for the Australian Social Welfare Union. She completed a Bachelor of Arts degree majoring in Political Science and Industrial Relations and then moved on to completing a Master of Industrial Relations degree, all at UWA.

Teresa has been an Industrial Officer for the NTEU UWA Branch since July 1996. In this time she has been involved in the organisational restructuring in Philosophy, Faculty of Arts, Physics and more recently the University restructuring, resolving occupational health and safety issues, refining summary of activities submissions and preparing application submissions. Teresa has worked with members and the university to negotiate redundancy arrangements, reasonable workload distribution, enterprise agreements, award industrial rates for work done, and superannuation matters.

Teresa's role is to provide a union response to university proposals and to improve employment conditions of members.

Teresa is a former member of the NTEU UWA Branch and is a direct member of Slater & Gordon - UWA Education.



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Under the NTEU Legal Service, financial members are entitled to receive a wide range of legal services designed to get fair access to the legal system when they need it.

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To access the NTEU Legal Service you must first contact the NTEU UWA Branch office at nteu@cyllene.uwa.edu.au, or Lee Stupart, Executive Officer, on 9380 3013 to obtain a Union referral to lawyers, Slater Gordon.



AUSTRALIAN INDUSTRIAL REGISTRY

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Telephone: (03) 8661 7989
Fax: (03) 9654 6672

A/Professor Iain Watson
President
National Tertiary Education Industry Union
University of Western Australia Branch
W2 Winthrop Tower
The University of Western Australia
Nedlands WA 6907

Dear Professor Watson,

**Re: Financial Statements for year ended 30 June 2002 -
FR 2002/488**

I have received the financial documents of the University of Western Australia Branch of the National Tertiary Education Industry Union, for the year ended 30 June 2002 lodged in the Industrial Registry on 6 November 2002.

The following matter is referred for assistance when preparing future financial returns; no further action is required in respect of this document.

Accounting Officer's certificate

An examination of the accounting officer's certificate indicate that Ms Lee Stupart, Executive Officer was the signatory to the Accounting Officer's certificate.

A certificate prepared under regulation 109(1)(a) is to be prepared by the officer of the branch (see section 4 of the Act - definition of 'officer') responsible for the keeping of the accounting records of the branch - refer regulation 109(4). An examination of the rules of the organisation indicates that the **Branch Secretary** or the **Branch Treasurer** rather than the Executive Officer is the appropriate person to prepare such certificate.

The documents have now been filed.

Yours sincerely,

E. (Liz) Mercovich
Statutory Services Branch

29 November 2002