



Australian Government
Australian Industrial Registry

Level 35, Nauru House
80 Collins Street, Melbourne, VIC 3000
GPO Box 1994S, Melbourne, VIC 3001
Telephone: (03) 8661 7817
Fax: (03) 9654 6672

Mr Jon Hunt-Sharman
President
Police Federation of Australia
Australian Federal Police Association Branch
PO Box 100
DEAKIN WEST ACT 2600

Dear Jon,

Re: Financial reports for year ended 30 June 2004 - FR2004/309
Schedule 1B of the Workplace Relations Act 1996 (RAO Schedule)

Thank you for the financial reports of the Australian Federal Police Association Branch (AFPA) of the Police Federation of Australia for the year ended 30 June 2004. The documents were lodged in the Industrial Registry on 15 December 2004.

I draw your attention to the following comments concerning the above reports and the financial reporting obligations under the RAO Schedule. Please note that these matters are generally advised for assistance in the future preparation of financial reports. With the exception of the comments concerning the 'Operating Report', no further action is required in respect of the subject documents.

Your attention to the following matter is requested.

Operating report

The financial documents lodged did not contain an operating report. The Committee of Management must as soon as practicable after the end of each financial year cause an operating report to be prepared in relation to the financial year - refer s254 of the RAO Schedule. The operating report must contain the following:

(a) *Review of principal activities:*

The report must contain a review of the reporting unit's principal activities during the financial year, the results of those activities and any significant changes in the nature of those activities during the year.

(b) *Significant changes in financial affairs:*

The report must give details of any significant changes in the reporting unit's financial affairs during the year.

(c) *Right of members to resign:*

Subsection 254(2)(c) requires the operating report to "give details" of the right of members to resign from the reporting unit under s174 of the RAO Schedule. The requirement may be met by the inclusion of a statement that a member has the right to resign and a reference to the relevant rule which makes such provision. Alternatively, the complete text of the relevant resignation rule may be reproduced in the report. It would appear in this case that Federal subrules 11(b) to (g) and rule 62 of the Branch's rules is applicable.

(d) Trustees of superannuation entities:

The report must give details (including details of the position held) of any officer or member of the reporting unit who is:

- (i) a trustee of a superannuation entity or an exempt public sector superannuation scheme; or
- (ii) a director of a company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme; and

where a criterion for the officer or member being the trustee or director is that the officer or member is an officer or member of a registered organisation.

(e) Number of members and number of employees:

Subsection 254(2)(f) of the RAO Schedule and regulation 159(a) and (b) of the RAO Regulations require the operating report to contain information pertaining to the number of persons that were members, and the number of persons who were employees, of the reporting unit at the end of the financial year.

(f) Membership of Committee of Management:

The operating report is required to contain the name of each person who has been a member of the committee of management of the reporting unit at any time during the reporting period, and the period for which he or she held such a position - refer regulation 159(c) of the RAO Regulations.

You are requested to arrange for the Branch National Executive to prepare an operating report addressing the required information for lodgement in the Industrial Registry as soon as possible. The branch is obliged to also provide a copy to its members. You can, however, undertake to do this after lodging a copy of the operating report in the Industrial Registry. I have attached for your information a mock Operating Report at Attachment A.

General advice in relation to the lodged financial report

The following comments are made to assist you when you next prepare financial reports and you do not need to take any further action in respect of the financial reports already lodged, other than the matter raised above.

Committee of Management Statement

It would appear that the document lodged under the title "Statement by Members of the Commitment" and signed by two members of the reporting unit has been prepared pursuant to the former requirements of the Act in relation to the lodgement of a committee of management certificate. Under paragraph 17 of the Industrial Registrar's reporting guidelines, the committee of management statement must include declarations as to whether in the opinion of the committee of management:

- (a) the financial statements and notes comply with the Australian Accounting Standards;*
- (b) the financial statements and notes comply with the reporting guidelines of the Industrial Registrar;*
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;*
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; 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 RAO Schedule and the RAO Regulations; and*
 - (iv) *where the organisation consists of 2 or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*
 - (v) *the information sought in any request of a member of the reporting unit or a Registrar duly made under section 272 of the RAO Schedule has been furnished to the member or Registrar; and*
 - (vi) *there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the RAO Schedule.*

In addition to these requirements, the committee of management's statement must be made by resolution passed by the committee, specifying the date of the resolution and signed by a designated officer (usually the Secretary or President).

I have attached for your information a mock Committee of Management certificate at Attachment B. Could you please ensure the above declarations are contained in the Committee of Management's Statement when next lodging the financial reports of the Branch.

Accounting officer's certificate

The report titled "Accounting Officer's Certificate" appears to replicate the accounting officer's certificate previously required under former provisions of the Act. Please note that there is no requirement under the RAO Schedule to lodge an accounting officer's certificate.

General Purpose Financial Report

I draw your attention to the Notes accompanying the Financial Statements, and in particular to item 24 titled 'Information to be provided to members or Registrar'. While the correct subsections have been referred to, the wording of this requirement has changed. Could you please update this aspect in the next financial report.

Loan, Grant or Donation

I note in the Profit and Loss Statement that the item "Donations" totals \$4,032. Section 237 of Schedule 1B requires that an organisation or branch shall, as soon as practicable after the end of the financial year, lodge with the Registrar a statement showing the relevant particulars in relation to each loan, grant or donation of an amount exceeding \$1,000 made by the organisation or branch during the financial year. If any single donation exceeds \$1,000 then the branch is required to lodge the relevant particulars set out in subsection 237(6) for each such donation. Obviously, no action is required if any single donation did not exceed \$1,000.

Presentation of Financial Reports to meetings

I note that the financial reports were presented to a meeting of the National Executive of the Branch on 11 August 2004. As you know section 266 of the RAO Schedule makes provision for the methods by which a reporting entity may satisfy its obligations to present the full report to its members.

The purpose of the financial reporting provisions generally is to ensure disclosure to members and, to offer those members an opportunity to raise any matter that concerns them regarding material disclosed in that information. The vehicle for members to achieve this is either at a general meeting of members or at a meeting of the committee of management. The latter option is only available if the precondition in subsection 266(3), that is the 5% rule, is satisfied. The rules of the Branch do not make such provision. Unfortunately, rules such as subrules 89(a), 105(c) and 108(a) of the AFPA would not be sufficient for this purpose as they do not invoke the statutory scheme of s266.

In these circumstances, the alternatives require the presentation of the relevant documents to a general meeting of members of the Branch or at a series of meetings at different locations.

On occasions over the past 18 months in correspondence from the Industrial Registrar, organisations and branches of organisations have been advised of issues arising from the operation of the RAO Schedule that might need attending to. I highly recommend that the branch take immediate steps to alter its rules to incorporate the 5% rule referred to above, if it intends to present future financial reports to the Branch National Executive. In the interim the branch is required to make its best endeavours to fully meet its obligations as set out in the RAO Schedule with respect to its financial reporting obligations. In this regard you may wish to contact me on (03) 8661 7817 or by email: robert.pfeiffer@air.gov.au to discuss how the branch may achieve this objective.

Yours sincerely,

Robert Pfeiffer
Statutory Services Branch, Melbourne

8 March 2005

AUSTRALIAN FEDERAL POLICE ASSOCIATION

Operating Report

For year ended 30 June 2004 - s254

Principal Activities

The **principal activities** of the Association during the reporting period were to provide industrial representation of employees in the law enforcement industry. s254(2)(a).

There have been no significant changes in the nature of the Association's principle activities or financial affairs during the financial year ended 30th June 2004. s254(2) (a) and (b)

Manner of Resignation

Members may resign from the Association in accordance with rule 11, which reads as follows: s254(2)(c)

"A member may resign their membership by notifying the Secretary in writing, addressed and delivered to that officer.

A notice of resignation from membership takes effect

(a) Where the member ceases to be eligible to become a member of the organization:

- (i) on the day on which the notice is received by the organisation; or
 - (ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member,
- whichever is later, or

(b) in any other case:

- (i) at the end of two weeks, after the notice is received by the organisation; or
- (ii) on the day specified in the notice;

whichever is later.

Any dues payable but not paid by a former member of the organisation, in relation to a period before the member's resignation from the organisation took effect, may be sued for and recovered in the name of the organisation, in a court of competent jurisdiction, as a debt due to the organisation.

A notice delivered to the Secretary shall be taken to have been received by the organisation when it is delivered.

A notice of resignation that has been received by the organisation is not invalid because it was not addressed and delivered to the Secretary.

A resignation from membership is valid even if it is not effected in accordance with this Rule if the member is informed in writing by or on behalf of the organisation that the resignation has been accepted."

AUSTRALIAN FEDERAL POLICE ASSOCIATION

Trustee or director of trustee company of superannuation entity or exempt public sector superannuation scheme s254(2)(d)

No officer of the Association held a position of Trustee or director of trustee company of superannuation entity or exempt public sector superannuation scheme during the financial year ended 30th June 2004. s254(2)(d)

Number of members RAO reg 159(a)

The number of persons who, at the end of the reporting period 30th June 2004, were recorded on the Register of Members of the Association was 2,764

Number of employees RAO reg 159(b)

The number of persons who were, at the end of the reporting period 30th June 2004, employees of the Association was 13 (includes 2 part time employees measured on a full time equivalent basis and 1 casual employee)

Members of Committee of Management RAO reg 159(c)

The persons who held office as members of the Committee of Management of the Association during the reporting period 30th June 2004 are:

Jonathan hunt Sharman	National President
Stephen Richardson	Vice President - Federal Operations
William Conroy	Vice President - Commercial Operations
David Boston	Vice President - Community Operations (Resigned 22/07/03)
Dennis Gellatly	Acting Vice President - Community Operations (Appointed 22/07/03)
Laurence Hutchison	Branch Executive Officer (Resigned 02/01/04)
James Torr	Chief Executive Officer (Appointed 18/10/03)
Tim Roberts	ACT Weston and Woden Zone Co-Ordinator (Resigned 22/07/03)
Gary Shute	Workplace Delegate Contract Policing (Appointed 22/07/03; Rep-elected 13/03/04)
Greg Turkich	ACT Traffic & Airport Zone Co-Ordinator (Resigned 22/07/03)
Rick McQualter	ACT Traffic & Airport Zone Co-Ordinator (Resigned 13/03/04)
Guy Davey	ACT Tuggeranong Zone Co-Ordinator (Resigned 22/07/03)
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Dennis Gellatly	Zone Co-ordinator Contract Policing (Appointed 22/07/03; Re-elected 13/03/04)
Sean Chamberlain	ACT Winchester, Belconnen & Gungahlin Work Place Delegate (Resigned 13/03/04)
Paul Wesley	Workplace Delegate Federal Policing (Resigned 18/10/03; Re-elected 13/03/04)
Lisa Turner	NSW Intelligence and Investigations Work place Delegate (Resigned 22/07/03)
Steven Dametto	NSW Intelligence and Investigations Work place Delegate (Appointed 22/07/03; Resigned 13/03/04)
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Marianne Tully	Zone Co-Ordinator Federal Policing (Re-elected 13/03/04)
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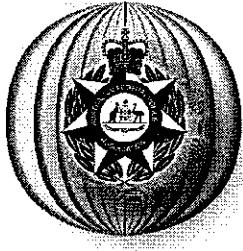
Bill Graham	Executive Zone Co-Ordinator (Resigned 13/03/04)
Richard Smeltink	International and Federal Operations Zone Co-Ordinator (Resigned 13/03/04)
John Straskye	International and Federal Operations Work place Delegate (Resigned 13/03/04)
Margaret Davson	Zone Co-Ordinator National Policing Services (Re-elected 13/03/04)
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Errol Fries	Zone Co-Ordinator Corporate (Re-elected 13/03/04)
Russell Rowell	Workplace Delegate Corporate (Re-elected 13/03/04)
Sean Holman	Workplace Delegate Corporate (Re-elected 13/03/04)
Christine Geissler	Forensic Services Zone Co-Ordinator (Resigned 13/03/04)
Tom Hester	Physical Surveillance Zone Co-Ordinator (Resigned 13/03/04)
Peter Maddocks	Workplace delegate for Winchester, Belconnen and Gungahlin Zone (Resigned 13/03/04)
James Torr	Miscellaneous Zone Co-Ordinator (Appointed 22/07/03; Resigned 18/10/03)
Noel Lymbery	Zone Co-Ordinator Covert Protective Policing (Elected 13/03/04)
Karina Allwell	Assistant Workplace Delegate Forensics (Elected 13/03/04)
Sharon Hicks	Workplace Delegate Federal Policing (Elected 13/03/04)
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Chris Buttner	Workplace Delegate Forensics (Elected 13/03/04)
Natalie Ettridge	Workplace Delegate Contract Policing (Elected 13/03/04)



Jonathan Hunt Sharman (President)
20th April 2005

Australian Federal Police Association - National Council

**Financial Statements
For the Year ended 30th June 2004**



18 November 2004

PRESENTATION OF AFPA FINANCIAL RETURNS 2004

Dear AFPA member,

In accordance with the new Workplace Relations Act 1996 amendments, in particular Schedule 1B Registration and Accountability of Organizations Schedule (RAO), I am publishing on our website today the Financial Returns for 2004 for the AFPA Branch of the Police Federation of Australia (AFPA). To view the returns please click on the link below.

<https://secure.afpa.org.au/members/exchange/index.html?categoryid=67>

Included in the AFPA Financial Returns for 2004 are the following documents:

- 1. General Purpose Financial Report containing:**
 - a. A profit and loss statement;
 - b. A balance sheet;
 - c. A statement of cash flows; and
 - d. Other statements required by the Australian Accounting Standards and information required by the Industrial Registrar's Reporting Guidelines under section 255; and
 - e. The Committee of Management Statement as required by the Registrar's Reporting Guidelines under section 255.

- 2. Operating Report containing:**
 - a. A review of our principle activities for the year; and
 - b. Other specified information.

- 3. The Auditors Report.**

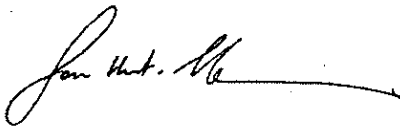
In accordance with the AFPA Rules and RAO section 266 (3) the above audited documents have been presented and accepted at:-

- the AFPA National Executive Meeting of 11 August 2004;
- the AFPA National Council Meeting of 3 September 2004; and
- the Police Federation of Australia National Council Meeting of 7 November 2004.

Over the next 21 days please consider the document entitled "Australian Federal Police Association – National Council Financial Statements for the Year ended 30 June 2004". In accordance with the AFPA Rule 105 (c) a Special General Meeting of a Zone shall be called by the relevant Zone Coordinator to consider the AFPA Financial report, upon a written request signed by not less than five percent or twenty of the financial members of an AFPA Zone (whichever is the lesser).

I am pleased to present to members our Financial Statements for the Year ended 30 June 2004 which has an operating surplus, after tax, of \$373,944 and a total equity of \$1,734,927.

Yours truly,



Jon Hunt-Sharman
National President
Australian Federal Police Association
Level 1, 43 Geils Court Deakin ACT 2600
e... ProfessionalStandards@afpa.org.au

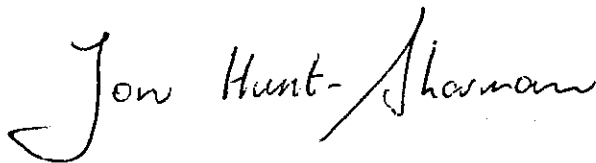
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f... (02) 6285 2090
w.. www.afpa.org.au

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**AUSTRALIAN FEDERAL POLICE ASSOCIATION
PRESIDENT'S CERTIFICATE**

I Jon Hunt-Sharman being the President of the Australian Federal Police Association Branch of the Police Federation of Australia and the Federal Vice President of the Police Federation of Australia certify:

- **That the documents lodged herewith are copies of the full report and the concise report referred to in s268 of the RAO Schedule; and**
- **That the full report was provided to the members on 18th November 2004 via email and the internet ; and**
- **That the full report was presented to the National Executive of Australian Federal Police Association Branch of the reporting unit on the 11th August 2004 and to the Federal Council of the Police Federation of Australia of the reporting unit on the 8-9th November 2004; (in accordance with section 266 of the RAO Schedule.)**
- **Attachment provides chronological order of process adapted with copies of relevant minutes.**



**Jon Hunt-Sharman
National President of Australian Federal Police Association
Federal Vice President of Police Federation of Australia**

13th December 2004

ATTACHMENT

28th July 2004 (First Meeting)

Prepared *General Purpose Financial Report* (including Committee of Management Statement as per C of M resolution) and *Operating Report* – ss253 (1), s257 (1) and presented to the Committee of Management National Office Management Team Australian Federal Police Association Branch of the Police Federation of Australia.

2nd August 2004 (First Meeting)

Auditor's Report prepared and signed and given to the Reporting Unit – s257

11th August 2004 (Second Meeting)

Full Report presented to the Committee of Management National Executive Australian Federal Police Association Branch of the Police Federation of Australia.

14th October 2004 (Second Meeting)

Full Report presented to the Committee of Management Federal Executive of the Police Federation of Australia.

8-9th November 2004 (Second Meeting)

Full Report presented to the Committee of Management Federal Council of the Police Federation of Australia.

18th November 2004

Full Report emailed to all members and published on the website in accordance with RAO s266 (3) and the AFPA Branch Rule 105(c) provided the members 21 days from the 18th November 2004 to demand a general meeting to be held to consider the report. The 21days expired on Wednesday 8th December 2004 with no request lodged for general meeting.

13th December 2004

Full Report lodged (including any concise report) in the Industrial Registry together with president's certificate.

Australian Federal Police Association - National Council

Committee's Report

The committee members of Australian Federal Police Association - National Council hereby present the financial reports for the year ended 30th June 2004.

Committee Members

The committee members who held office during the year and also as at the 30th June 2004 are:

Jonathan Hunt Sharman	National President
Stephen Richardson	Vice President - Federal Operations
William Conroy	Vice President - Commercial Operations
David Boston	Vice President - Community Operations (Resigned 22/07/03)
Dennis Gellatly	Acting Vice President - Community Operations (Appointed 22/07/03)
Laurence Hutchison	Branch Executive Officer (Resigned 02/01/04)
James Torr	Chief Executive Officer (Appointed 18/10/03)
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Australian Federal Police Association - National Council

Committee's Report

Significant Changes

There have been no significant changes in the state of the Association's affairs during the financial year.

Operating Results

The Association's total Profit/ (Loss) after tax for the year ended 30th June 2004 was \$373,944.

Principal Activity

Industrial representative of employees in the law enforcement industry.

Register of members

The register of members of the Association is available for inspection at the office of the Association, located at Level 1, 43 Geils Court Deakin ACT 2600.

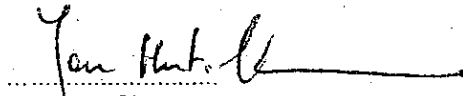
Australian Federal Police Association - National Council

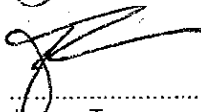
Statement by Members of the Committee

The committee members of the Association hereby declare that:

- (i) The accompanying financial statements and notes of the Association as at 30 June 2004;
 - a) present a true and fair view of the Association's financial position as at 30 June 2004 and its performance for the year ended on that date;
 - b) comply with Australian Accounting Standards and other mandatory professional reporting requirements; and
 - c) there is reasonable grounds to believe that the Association will be able to meet its debts as and when they become payable.
- (ii) There have been no instances during the financial year to which the accounts relate where records of the Association or other documents (not being documents containing information made available to a member of the organisation under sub-section 274 of the Workplace Relations Act 1996) or copies of those records, or documents, or copies of the Rules of the organisation have not been furnished or made available, to members in accordance with the requires of the Act in Regulations thereto, or the Rules of the organisation; and
- (iii) The Association has complied with sub-sections 252(1), (3) and (5) of the Act in relation to the financial accounts in respect of the previous financial year and the auditors' report thereon.
- (iv) In the opinion of the committee, meetings of the committee were held during the year ended 30 June 2004 in accordance with the rules of the Association.

This statement is made in accordance with a resolution of the committee.


.....
Jon Hunt-Sharman
National President


.....
James Torr
Chief Executive Officer

Dated this 28 Day of July 2004

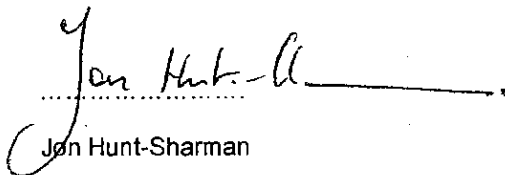
Australian Federal Police Association - National Council

Accounting Officer's Statement

I, Jon Hunt-Sharman, being the Officer responsible for keeping the accounting records of the Australian Federal Police Association – National Council, certify that as at 30 June 2004 the number of financial members of the Association was 2,764.

In my opinion:

- (i) The attached accounts show a true and fair view of the financial affairs of the Association as at 30 June 2004;
- (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 Association;
- (iii) Before any expenditure was incurred by the Association, approval of the incurring of the expenditure was obtained in accordance with the rules of the Association;
- (iv) With regard to funds of the Association 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 which the fund was operated;
- (v) No loans or other financial benefits, other than remuneration in respect of their full-time employment with the Association, were made to persons holding office in the Association; and
- (vi) The Register of Members of the Association was maintained in accordance with the Workplace Relations Act 1996.



Jon Hunt-Sharman
National President

Dated this 28 day of July 2004

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**AUSTRALIAN FEDERAL POLICE ASSOCIATION - NATIONAL COUNCIL
INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF
AUSTRALIAN FEDERAL POLICE ASSOCIATION - NATIONAL COUNCIL**

Scope

We have audited the financial report, being the Statement by Members of the Committee, Statement of Financial Performance, Statement of Financial Position, Profit and Loss Statement, Statement of Cash Flows and Notes to and forming part of the financial statement of Australian Federal Police Association - National Council for the year ended 30 June 2004. The Association's committee are responsible for the financial report. We have conducted an independent audit of this financial report so as to express an opinion on them to the members of the Association.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included the evaluation of accounting policies and significant accounting estimates and 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 presents fairly, in accordance with Australian Accounting Standards and other mandatory professional reporting requirements in Australia, so as to present a view which is consistent with our understanding of the Association's financial position, the results of its operations and its cash flows.

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


Audit Opinion

In our opinion, the financial report presents truly and fairly in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements in Australia the financial position of the Association as at 30th June 2004 and the results of its operations and cash flows for the year then ended.

MARLOW BLUHM
Chartered Accountants

HARRY H BLUHM
Partner

Dated this... 2 day of August2004

Representative office of HLB MANN JUDE A member of  International. A world-wide organisation of accounting firms and business advisers.

Australian Federal Police Association - National Council
Statement of Financial Performance
For the Year ended 30 June 2004

	Note	2004 \$	2003 \$
Revenues from ordinary activities	2	1,619,201	1,386,665
Expenses from ordinary activities, excluding borrowing costs	3	1,245,257	1,004,763
Profit from ordinary activities before income tax	4	<u>373,944</u>	<u>381,902</u>
Income tax relating to ordinary activities	5	-	-
Profit from ordinary activities after related income tax		373,944	381,902
Total movement in equity of the Association		<u><u>373,944</u></u>	<u><u>381,902</u></u>

*The accompanying notes form part of these financial statements.
These financial statements have been subject to audit and should be read in conjunction with the attached compilation report.*

Australian Federal Police Association - National Council
Statement of Financial Position
As at 30 June 2004

	Note	2004 \$	2003 \$
CURRENT ASSETS			
Cash	6	1,625,669	1,297,846
Receivables	7	7,113	14,846
Inventories	8	60,790	39,540
Current tax assets	9	-	498
Other	10	62,104	7,112
TOTAL CURRENT ASSETS		<u>1,755,676</u>	<u>1,359,842</u>
NON-CURRENT ASSETS			
Receivables	7	-	16,719
Property, Plant and Equipment	11	31,791	41,373
TOTAL NON-CURRENT ASSETS		<u>31,791</u>	<u>58,092</u>
TOTAL ASSETS		<u>1,787,467</u>	<u>1,417,934</u>
CURRENT LIABILITIES			
Payables	12	12,783	16,592
Interest-bearing liabilities	13	-	2,958
Current tax liabilities	14	7,471	18,273
Provisions	15	20,413	13,594
TOTAL CURRENT LIABILITIES		<u>40,667</u>	<u>51,417</u>
NON-CURRENT LIABILITIES			
Provisions	15	11,873	5,534
TOTAL NON-CURRENT LIABILITIES		<u>11,873</u>	<u>5,534</u>
TOTAL LIABILITIES		<u>52,540</u>	<u>56,951</u>
NET ASSETS		<u>1,734,927</u>	<u>1,360,983</u>
EQUITY			
Reserves	16	-	87,735
Retained profits	17	1,734,927	1,273,248
TOTAL EQUITY		<u>1,734,927</u>	<u>1,360,983</u>

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Australian Federal Police Association - National Council
Statement of Cash Flows
As at 30 June 2004

	Note	2004 \$	2003 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from members		1,419,176	1,263,548
Sales of goods		73,757	108,826
Interest received		51,999	9,829
Other revenue		22,076	5,553
Payments to suppliers and employees		<u>(1,217,752)</u>	<u>(1,045,372)</u>
Net cash provided by operating activities	22(b)	<u>349,256</u>	<u>342,384</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Payment for property, plant and equipment		(32,723)	(25,975)
Proceeds on sale of fixed assets		<u>11,290</u>	<u>310</u>
Net cash provided (used) by investing activities		<u>(21,433)</u>	<u>(25,665)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:			
Payments for leasing		-	(2,956)
Net cash used in financing activities		<u>-</u>	<u>(2,956)</u>
Net increase in cash held		327,823	313,763
Cash at the beginning of the financial year		<u>1,297,846</u>	<u>984,083</u>
Cash at the end of the financial year	22(a)	<u>1,625,669</u>	<u>1,297,846</u>

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Australian Federal Police Association - National Council
Notes to the Financial Statements
For the Year ended 30th June 2004

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a general purpose financial report and it has been prepared in accordance with requirements of the Workplace Relations Act 1996, Australian Accounting Standards, Urgent Issues Group Consensus Views and other authoritative pronouncements of the Australian Accounting Standards Board. The financial report is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets and they have been prepared on an accruals basis. Cost is based on the fair value of the consideration given in exchange for assets.

Cost is based on the fair values of the consideration given in exchange for assets. Unless otherwise stated the accounting policies have been consistently applied. The financial report is for the entity known as Australian Federal Police Association - National Council an Association incorporated under the Workplace Relations ACT 1996, as an individual entity. The incorporated Association was incorporated in ACT, Australia.

The following is a summary of the material accounting policies used by Australian Federal Police Association - National Council in the preparation of the financial report.

(a) Cash

For the purpose of the statement of cash flows, cash includes the following, net of bank overdrafts, all cash on hand, at call deposits with banks or financial institutions and investments in money market instruments maturing within less than two months.

(b) Employee Benefits

Provision is made for the liability due to employee benefits arising from services rendered by employees but unpaid as at balance date. Employee benefits expected to be settled within one year and benefits arising from wages & salaries, sick leave and annual leave which will be paid after one year have been measured at the amount expected to be paid when the liability falls due, plus any associated on-costs. Other benefits payable later than one year are measured at the present value of the estimated future cash outflows for those benefits. Long service leave is provided for after five years of service.

(c) Plant & Equipment

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

Plant and Equipment

Plant and equipment are carried at either cost or at independent or directors' valuation, less any accumulated depreciation or amortisation applicable. The director's review annually the carrying amount of property, plant and equipment to ensure it is not in excess of the recoverable amount of those assets. The recoverable amount is assessed on the expected net cash flows which will be received from the assets employment and eventual disposal. In determining the recoverable amount, the expected net cash flows have not been discounted to present values.

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Australian Federal Police Association - National Council
Notes to the Financial Statements
For the Year ended 30th June 2004

Depreciation

The depreciable amount of all fixed assets including capitalised leased assets are depreciated on a diminishing value basis over the useful lives to the Association commencing from the time the asset is 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 assets are:

Class of Fixed Assets	Depreciation Rate
Motor Vehicles	18.7%
Office equipment	7.5% -37.5%

(d) Inventories

Inventories are measured at the lower of cost or net realisable value. Costs are allocated on a first-in first-out (FIFO) basis and also include direct labour, direct materials and an appropriate amount of fixed and variable overhead expenses.

(e) Leases

Where substantially all the risks and benefits incidental to the ownership of a leased fixed asset, but not the legal ownership, are transferred to the Association, are classified as finance leases. Finance leases are capitalised as an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual value is brought to account. Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that the Association will obtain ownership of the asset, or over the term of the lease. Lease payments are allocated between the lease interest expense for the period and the reduction of the lease liability.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

(f) Revenue

Income from the sale of goods is recognised when the goods are delivered to customers. Interest income is recognised on a proportional basis taking into account the interest rates relevant to the financial assets. Income from providing a service is recognised when the customer receives the service.

(g) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax, except :

i) Where the amount of GST incurred is not recoverable from the Australian Taxation Office, it is then recognised as part of the cost of acquisition of an asset or as part of an item of expenses.

ii) Receivables and payables are stated with the amount of GST included.

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Australian Federal Police Association - National Council
Notes to the Financial Statements
For the Year ended 30th June 2004

	2004	2003
	\$	\$
2. REVENUE FROM ORDINARY ACTIVITIES		
Operating revenue		
Sale of goods	73,757	108,826
Rendering services	1,419,176	1,263,548
	<u>1,492,933</u>	<u>1,372,374</u>
Non-operating revenue		
Interest Received	51,999	9,829
Rent Received	3,600	2,853
Other Revenue	70,669	1,359
	<u>120,268</u>	<u>14,041</u>
	<u><u>1,619,201</u></u>	<u><u>1,386,665</u></u>
3. EXPENSES FROM ORDINARY ACTIVITIES		
Depreciation and amortisation expenses	17,686	25,393
Rent - National Office	88,992	66,368
Motor Vehicle Expenses	-	448
Repairs & Maintenance - Building	21,713	7,992
Telephone	10,243	7,616
Other expenses	1,093,294	894,953
Loss on Sale of Non-current Assets	13,329	1,993
	<u>1,245,257</u>	<u>1,004,763</u>
4. OPERATING PROFIT		
Profit from ordinary activities before income tax expense as been determined after accounting for :		
Charging as Expense		
Cost of Goods Sold	54,329	77,648
Movements in Provisions		
Provision for annual leave	6,819	2,955
Provision for long service leave	6,339	153
Depreciation of property, plant and equipment	17,686	25,393
	<u>30,844</u>	<u>28,501</u>
Remuneration of the Auditor		
Audit fee	7,165	6,718
Other Services	2,649	-
	<u>9,814</u>	<u>6,718</u>
Rental expense on operating leases		
Minimum lease payments	24,313	-
	<u>24,313</u>	<u>-</u>
Net loss on disposal of non-current assets		
Property, plant & equipment	13,329	1,993
	<u>13,329</u>	<u>1,993</u>

The accompanying notes form part of these financial statements.

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Australian Federal Police Association - National Council
Notes to the Financial Statements
For the Year ended 30th June 2004

	2004	2003
	\$	\$
5. INCOME TAX EXPENSE		
The Australian Federal Police Association – National Council is exempt from income tax due to an exemption granted under section 50-5 of the Income Tax assessment Act 1997.		
6. CASH		
Cash on Hand	450	2,084
Cash at Bank		
General Cheque Account	228,855	60,443
Legal Account	306,089	209,437
Cash at Bank - ME General Account	315,448	300,667
Cash at Bank - ME Legal Account	736,242	701,564
Cash at Bank - AFPA Welfare Account - Souvenirs	38,585	23,651
	1,625,669	1,297,846
7. RECEIVABLES		
Current		
Sundry Debtors	6,349	6,158
Loans to Employees	764	8,688
	7,113	14,846
Non-Current		
Receivable - Bond	-	16,719
	-	16,719
8. INVENTORIES		
Current		
Stock on Hand	60,790	39,540
	60,790	39,540
9. CURRENT TAX ASSETS		
Provision for GST	-	498
	-	498
10. OTHER		
Current		
Prepayments	62,104	7,112
	62,104	7,112
11. PROPERTY, PLANT & EQUIPMENT		
Plant & Equipment		
Motor Vehicles	-	29,592
Less Accumulated Depreciation - Motor vehicles	-	12,415
	-	17,177

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Australian Federal Police Association - National Council
Notes to the Financial Statements
For the Year ended 30th June 2004

	2004	2003
	\$	\$
11. PROPERTY, PLANT & EQUIPMENT (CONT.)		
Office Furniture & Equipment	111,034	114,183
Less Accumulated Depreciation - Office Equipment	79,243	89,987
	<u>31,791</u>	<u>24,196</u>
Total Plant & Equipment	<u>31,791</u>	<u>41,373</u>
12. PAYABLES		
Current		
Accruals	12,783	33,617
Superannuation Payable	-	1,248
	<u>12,783</u>	<u>34,865</u>
13. INTEREST BEARING LIABILITIES		
Current		
Lease Liability - Current	-	2,958
	<u>-</u>	<u>2,958</u>
14. CURRENT TAX LIABILITIES		
Provision for GST	7,471	-
	<u>7,471</u>	<u>-</u>
15. PROVISIONS		
Current		
Provision for Annual Leave	20,413	13,594
	<u>20,413</u>	<u>13,594</u>
Non-Current		
Provision for Long Service Leave	11,873	5,534
	<u>11,873</u>	<u>5,534</u>
16. RESERVES		
Asset revaluation reserve at the beginning of the financial year	87,735	87,735
Transfer prior year asset revaluation reserve to retained profit	(87,735)	-
Asset revaluation reserve at the end of the financial year	<u>-</u>	<u>87,735</u>
17. RETAINED PROFITS		
Retained profits at the beginning of the financial year	1,273,248	891,346
Transfer from reserves	87,735	-
Net profit attributable to members of the Association	373,944	381,902
Retained profits at the end of the financial year	<u>1,734,927</u>	<u>1,273,248</u>

*The accompanying notes form part of these financial statements.
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Australian Federal Police Association - National Council
Notes to the Financial Statements
For the Year ended 30th June 2004

	2004 \$	2003 \$
18. LEASING COMMITMENTS		
Finance Lease Commitments		
Finance lease capitalised in the accounts in accordance with the accounting policies defines in Notes 1(e)		
Payable		
- Not later than 1 year	-	3,097
- Later than 1 year but not later than 5 years	-	-
Minimum lease payments	-	3,097
Less future finance charges	-	139
Total lease liability	<u>-</u>	<u>2,958</u>
19. AUDITORS REMUNERATION		
Marlow Bluhm were the auditors of Australian Federal Police Association - National Council		
Audit fee	<u>7,165</u>	<u>6,718</u>
	<u>7,165</u>	<u>6,718</u>
20. NATIONAL EXECUTIVE STAFFING EXPENSES		
Salaries	52,190	30,444
Superannuation	14,139	2,740
Meeting Expenses	2,657	496
Motor Vehicles	18,217	14,006
Travel, Subsistence and Accommodation	41,367	34,746
Telephone	<u>6,222</u>	<u>4,667</u>
	<u>134,792</u>	<u>87,099</u>
21. NON EXECUTIVE STAFFING EXPENSES		
Staff Salaries	327,116	261,359
Staff Superannuation	39,699	32,782
Staff Training	2,089	1,294
Provision for Annual Leave	6,819	2,955
Provision for Long Service Leave	6,339	153
Salary Packaging	11,245	28,973
Motor Vehicles	20,414	20,576
Travel, Subsistence and Accommodation	25,307	26,447
Telephones	<u>12,622</u>	<u>12,772</u>
	<u>451,650</u>	<u>387,311</u>
22. CASH FLOW INFORMATION		
(a) Reconciliation of Cash		
Cash on hand	450	2,084
Cash at bank	1,625,219	1,295,762
Cash on deposit	-	-
	<u>1,625,669</u>	<u>1,297,846</u>

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Australian Federal Police Association - National Council
Notes to the Financial Statements
For the Year ended 30th June 2004

22. CASH FLOW INFORMATION (CONT.)

(b) Reconciliation of net cash provided by operating activities to operating surplus after income tax

Operating result	373,944	381,902
Non-cash flows in operating surplus:		
Depreciation	17,686	25,393
Gain on sale of non current assets	-	(250)
Loss on sale of non current assets	13,329	1,993
Changes in assets and liabilities:		
(Increase)/Decrease in receivables	7,733	(7,347)
(Increase)/Decrease in inventories	(21,250)	(39,540)
(Increase)/Decrease in current tax asset	498	(498)
(Increase)/Decrease in prepayment	(54,992)	(1,015)
(Increase)/Decrease in lease bond	16,719	(16,719)
Increase/ (Decrease) in accounts payable	(25,040)	(4,505)
Increase/ (Decrease) in current tax liabilities	7,471	(137)
Increase/ (Decrease) in provisions	13,158	3,107
Net cash provided by operating activities	<u>349,256</u>	<u>342,384</u>

23. ASSOCIATION DETAILS

The principal place of business is:

AUSTRALIAN FEDERAL POLICE ASSOCIATION NATIONAL COUNCIL

Level 1, 43 Geils Court DEAKIN ACT 2600

As at the 30th June 2004, the business had 12 employees.

Principal activity

Industrial representative of employees in the law enforcement industry.

24. INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR

In accordance with the requirements of the Workplace Relations Act 1996, the attention of members is drawn to the provisions of sub-sections (1), (2) and (3) of Section 272, which reads as follows:

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

The accompanying notes form part of these financial statements.

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Australian Federal Police Association - National Council
Profit and Loss Statement
For the Year ended 30 June 2004

	2004 \$	2003 \$
INCOME		
Membership Fees	1,419,176	1,263,548
Interest Received	51,999	9,829
Rent Received	3,600	2,853
Other Revenue	70,669	1,359
Profit on Sale of Non-current Assets	-	250
Loss on Sale of Non-current Assets	(13,329)	(1,993)
Gross Profit from Trading	19,428	31,178
	<u>1,551,543</u>	<u>1,307,024</u>
EXPENDITURE		
Accountancy Fees	2,649	-
Advertising	355	-
Affiliation Fees	35,581	35,698
Auditor's Remuneration	7,165	6,718
Branch Office Expenses	5,975	6,067
Consultants - IT	41,457	34,923
Depreciation	17,686	25,393
Donations	4,032	1,786
Electricity	4,056	3,612
Freight & Postage	8,691	4,738
Fringe Benefit Tax	13,469	16,157
Insurance	25,067	20,473
Leasing Charges	24,313	-
Legal Costs	3,385	7,184
Legal Assistance for Members	28,165	17,432
Life Assurance for members	209,555	151,105
Member Services	10,710	9,091
Motor Vehicle Expenses	-	448
National Executive Staffing Expenses	134,792	87,099
Non Executive Staffing Expenses	451,650	387,311
Other	8,469	13,492
Printing & Stationery	17,659	11,288
Rent - National Office	88,992	66,368
Repairs & Maintenance - Building	21,713	7,992
Staff Amenities	1,770	1,805
Telephone	10,243	7,616
Rental unit expenditure	-	1,326
	<u>1,177,599</u>	<u>925,122</u>
OPERATING PROFIT BEFORE INCOME TAX	<u>373,944</u>	<u>381,902</u>

*The accompanying notes form part of these financial statements.
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AFPA National Executive 11 August 2004

Commenced: 0930hrs

Persons Present:

AFPA National President	Jon Hunt-Sharman
AFPA CEO	Jim Torr
AFPA vice President Commercial	Bill Conroy
AFPA Vice President Federal Operations	Stephen Richardson
AFPA Vice President Community Operations	Dennis Gellatly

1. Previous Minutes- Resolved to accept the previous National Executive meeting minutes as correct

2. Approval of new AFPA APS Zones-

Moved: Bill Conroy
 Seconded: Jim Torr
 Carried: Unanimously

“That the AFPA National Executive approves the creation of three new AFPA Functional Zones. The creation of these new Zones is required because of the integration and incorporation of the Australian Protective Service organization into the Australian Federal Police on 1 July 2004. The three new AFPA Branch Zones are to be called:

Aviation Protection Zone; Aviation Security Zone; and Protective Security Zone.

Further, that AFP employees attached to the following work areas will be assigned to the three new Zones:

AFP employees who currently hold Air Security Officer competencies and are assigned to operational duties under the Air security Officers program will be assigned to the AFPA Branch Aviation Protection Zone.

AFP employees who currently hold sworn Protective Service competencies and are assigned to operational duties at Airports will be assigned to the AFPA Branch Aviation Security Zone.

AFP employees, who currently hold sworn Protective Service competencies and are assigned to operational duties at Protective Service sites other than Airports and duties performed by Air Security Officers, will be assigned to the AFPA Branch Protective Security Zone.”

3. Temporary Filling of AFP APS Zones with Appointed Delegates

Moved: Richardson
Seconded: Conroy
Carried: Unanimously

“That the following AFPA members be appointed National Council Delegates and hold the positions of Zone Coordinator or Zone workplace Delegate until elections are conducted in accordance with the rules of the Police Federation of Australia:

- Mr. Clayton Baldwin is appointed Zone Coordinator, Aviation Protection Zone;
- Mr. Peter Engeler is appointed Zone Coordinator, Aviation Security Zone;
- Mr. Jason Sargeant is appointed Workplace Delegate, Aviation Security Zone;
- Mr. Glen Aylot is appointed Zone Coordinator Protective Security Zone.”

4. Temporary Filling of AFPA Vice President Positions

Moved: Conroy
Seconded: Richardson
Carried: Unanimously

“That the AFPA National Executive ratifies the appointment of Spiro Kalliris as the Branch Vice President Protective Service Operations, consistent with the resolution of the Special National Council of May 2004, until elections are conducted in accordance with the PFA Rules;

That the AFPA National Executive appoints Chris Collingwood as the Branch Vice President Specialist Operations until elections are conducted in accordance with the PFA Rules; and

That the AFPA National Executive appoints Peter Brown as the Branch Vice President International Operations until elections are conducted in accordance with the PFA Rules”.

5. Approval of PFA Rule change re PFA Eligibility Rule-

Moved: Richardson

Seconded: Torr

Carried: Unanimously

“The Federation shall consist of an unlimited number of persons who are:-

- (i) employees, appointees or secondees engaged by the Australian Federal Police including all persons designated Commercial; Community Operations; Federal Operations; Operational Support; and persons declared, engaged or appointed as Members, Special Members, or Officers (including, but not limited to, Police Officers; Commissioned Officers; Non Commissioned Officers; Air Security Officers; Protective Service Officers; Special Protective Service Officers; Protection Officers; and Commonwealth Law Enforcement Officers).
 - a. For the purpose of this rule the “Australian Federal Police” means the Australian Federal Police constituted under the Australian Federal Police Act 1979 and any subsequent Act that amends, repeals or otherwise replaces the Australian Federal Police Act 1979;
 - b. For the purpose of this rule “Commercial; Community Operations; Federal Operations; Operational Support” means all Australian Federal Police work structures, functional areas and roles and any subsequent work structures, functional areas and roles as amended or included from time to time.

Further, that this proposed rule change be provided to the CEO of the Police Federation of Australia for presentation at the next PFA National Executive meeting with a view to the proposed rule change being put to an immediate vote of the PFA National Council, in accordance with any requirements of the Industrial Registrar.

6. Approval of the proposed AFP and CPSU Agreement re the AFP workplace coverage:

The National President advised the National Executive that the AFPA and the PFA lodged objections to the CPSU rule change which extended CPSU coverage into the AFP. He advised that the AFP failed to lodge an objection. The National President advised that our legal advice was that if the AFP did object, that the AFPA would have a high chance of success in relation to its objection, however if the AFP failed to lodge an objection, the AIRC case would be expensive to fund and with a 50/50 chance of success.

Moved: Torr
 Seconded: Conroy
 Carried: Unanimously

“That in light of the failure of the AFP to object to the CPSU rule change, the high financial cost of objecting to the rule change, and the 50/50 chance of success; the National Executive endorse the following:

- That the proposed rule change to the PFA eligibility Rule in relation to the AFPA Branch be actioned as in the previous motion;
- That the AFPA enter into an agreement with the CPSU with a view to both organizations having joint coverage of the AFP employees performing the function of Protective Service Officers (excluding Air Security Officers and administrative staff that support Protective Service Officers who will be solely covered by the AFPA)
- That the AFPA/PFA ensure that the PFA Rule change and the agreed CPSU rule change be implemented simultaneously to avoid any objections by either party at a later date.”

7. AFPA/CPSU Joint Bargaining Unit-

Moved: Torr
 Seconded: Conroy
 Carried: Unanimously

“That the National executive agree to a joint bargaining unit between the CPSU and the AFPA in relation to the Protective Service Officer roles within the AFP and authorizes the AFPA National President to finalize any such agreement and sign off on it on behalf of the AFPA”.

8. International Deployment Group (IDG) Update-

The National President advised that he had raised concerns in relation to the IDG with Commissioner Keelty’s Office by e-mail last week as the Commissioner was overseas.

The National President advised that he raised his concerns about the AFP’s failure to consult and negotiate with the AFPA in “good faith”; the failure of the AFP to provide the Daley Report on the IDG; the failure of AFP management to respond to various letters from the AFPA; and the failure of the AFP to form the AFP Review Panel in relation to the IDG.

The National President advised that, notwithstanding the above, the PFA CEO and the he had a successful meeting recently with the AFP HR and WR areas where some concerns were alleviated, with other matters still remaining outstanding. He advised that negotiations have come to a halt after the Victoria Branch of the Police Federation of Australia logged a claim in the AIRC in relation to the IDG and made public comment about the IDG.

The National President advised that the Victoria Branch of the Police Federation of Australia was not authorized by the PFA National Executive, and was in fact notified by the PFA National Executive, not to log the AFP Commissioner, Vicpol Chief Commissioner and Vicpol Police Minister in relation to the IDG. Further, that the Victoria Branch of the Police Federation of Australia was not authorized and was in fact notified by the PFA CEO, not to make adverse comment about the AFP Commissioner Mick Keelty or the Prime Minister John Howard in relation to the IDG.

The National President advised that he was raising these very serious issues with the Police Federation of Australia National Executive this date with a view to having the log withdrawn by the Victoria Branch of the Police Federation of Australia. He advised that he believed that the Victoria Branch of the Police Federation of Australia had breached the PFA Autonomy Rule and that it also did not have the legal power to lodge a dispute on behalf of the PFA. The National President advised that the chances of a successful outcome being reached for AFPA members had now been jeopardized by the actions of the Victoria Branch of the Police Federation of Australia and that it was now unlikely that the AFP Commissioner or Federal Government would entertain any further negotiations with the PFA and unfortunately the AFPA.

RESOLVED: To support the actions of the AFPA National President in taking this matter to the PFA with a view to having the log of claims lodged by the Victoria Branch of the Police Federation of Australia withdrawn as a matter of urgency. Further, that the National President be authorized to attempt to rectify the situation and attempt to reactivate genuine negotiations between the AFP and the AFPA in relation to the IDG.

The National President left the Chair and was replaced by the CEO.

9. DNA Testing of Police Employees

Moved: Richardson
Seconded: Conroy
Carried: Unanimously

“That the AFPA National Executive endorses the current PFA policy in relation to DNA Testing.”

10. AFP Projects in relation to Professional Standards or conditions

Moved: Conroy
Seconded: Richardson
Carried: Unanimously

“That the CEO Jim Torr, be the AFPA representative on the following joint working groups: - the Fisher review; DNA Testing; Fitness standards; and any other relevant reviews relating to professional standards or professional equipment standards. Further, that he continues to assist the review of individual professional standard matters on behalf of the AFPA and the individual members concerned”.

11. AFP Time Recording System

Bill Conroy advised that he had been participating as the AFPA representative on the review of the AFP Time Recording System and raised concerns that it was not possible to make the appropriate changes without knowing the results of the AIRC Board of Reference in relation to the Commercial Composite Hours Dispute and the Federal Operations Composite Hours Dispute. He advised that notwithstanding that fact, the AFP was “full steam ahead” in relation to making the changes to the system. He advised that the CEO should take over as the AFPA representative on the project due to his (Bill Conroy) upcoming retirement from the AFP.

12. Finances

The AFPA National President tabled the audited financial report of 2003/4. The National President briefed the National Executive on the audited report of 2003/4 and the surplus achieved once again by this National Executive and the National Office Management Team. The National President briefed the National Executive on the proposed Budget to be presented at National Council meeting commencing on 31 August 2004.

Moved: Richardson
Seconded: Conroy
Carried: Unanimously

“That the AFPA financial report of 2003/4 be accepted as a true and accurate reflection of the finances of the AFPA Branch of the Police Federation of Australia as at 30 June 2004 and that the report be tabled at the AFPA National Council for its consideration.”

13. National Police Memorial

Moved: Richardson
 Seconded: Conroy
 Carried: Unanimously

“That the AFPA strongly opposes the recommendation “that the PFA endorses the key component of the Commemorative Intent of the Memorial to be to focus on police officers who have been killed/died on duty” as it discriminates against other police employees who may be killed or die on duty as a direct or indirect result of an operational activity or as a direct or indirect result of a criminal act.”

14. Other Business- AFPA Office Holders

Moved: Hunt-Sharman
 Seconded: Richardson
 Carried: Unanimously

“That the AFPA National Executive notes and welcomes the return of the Vice President Community Operations, Mr. Dave Boston to his appointed position. The National Executive wishes to thank the Acting Vice President Mr. Dennis Gellatly, for the significant contribution that he has made during the period of Mr. Boston’s absence.”

The National President then noted that this National Executive meeting was the last meeting prior to the National Council 2004 and reiterated the intended retirement of the Commercial Vice President Bill Conroy. He also advised that at the completion of the term of office for the Federal Vice President Stephen Richardson and Community Operations Vice President David Boston that both gentlemen intended not to re-nominate for another term of office due to changes in personal circumstances.

The National President requested that it be recorded in the minutes that he believed that this outgoing National Executive team had, through its integrity, diligence and genuine commitment to the AFPA membership, ensured a strong future for the AFPA.

This National President advised that the National Executive team over the last couple of terms has provided the legacy of a record membership base; a record equity ratio; and record member services such as the \$100,000 Life Assurance coverage. He advised that the National Executive through excellent financial management has been able to financially afford the doubling of national office staff numbers with the employment of three Industrial Officers, one Legal Officer, a Marketing Manager, Office Manager and three administrative support staff now available to assist AFPA members. This was an excellent achievement considering the poor financial state of the AFPA in 1996.

This amazing result could not have been achieved without the professional AFPA officials who have volunteered their service to the AFPA membership over these last two terms of office.

The National President advised that he would be nominating for a further full term and that the CEO was also nominating for a full term at the upcoming election on 31 August 2004.

Meeting Closed: 1145 am

Jon Hunt-Sharman
AFPA National President