

# sda TasTalk

SPRING  
2013

Official Journal of the Shop, Distributive and Allied Employees' Association, Tasmanian Branch

*Our campaign for equal pay for 18+ year olds continues. State Secretary Paul Griffin is shown here with ACTU President Ged Kearney. See pages 6-9 for details.*

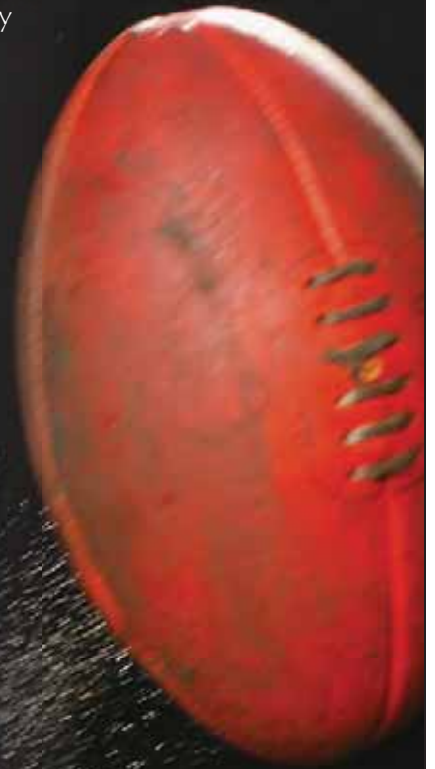


# WELL DONE TO OUR 2013 TOP TIPSTERS

Well, another footy season has drawn to an end. Congratulations to all our weekly winners this year, as well as our overall winner:

Round 1	Ian Birch	Salamanca Fresh
Round 2	Jason Kelp	Woolworths Kings Meadows
Round 3	Rachael Wright	Woolworths Mowbray
Round 4	Stephanie Barker	Kmart Eastlands
Round 5	Jacqueline Muir	Woolworths Devonport
Round 6	Kate Brown	Coles Racecourse
Round 7	Shane Hyatt	Kmart Burnie
Round 8	Brendon Briers	Bennetts Petroleum
Round 9	Rachael Wright	Woolworths Mowbray
Round 10	James Russell	SDA Launceston
Round 11	Leesa Reid	Woolworths Campbell St
Round 12	Graeme Hart	Coles Ulverstone
Round 13	Jane Hrdalo	Kmart Devonport
Round 14	Alissa Selby	Coles Mowbray
Round 15	Elizabeth Ludbey	Officeworks Launceston
Round 16	Alicia McQueen	Coles Newstead
Round 17	Greg Foster	Woolworths Mount St Burnie
Round 18	Andrew Wright	Kmart Racecourse
Round 19	Emily Maxwell	Coles Ulverstone
Round 20	Karyn Synnott	Hobart Pathology
Round 21	Kelly Gilchrist	Kmart Burnie
Round 22	Isabell Wells	Coles Burnie
Round 23	Leisha Dolan	Woolworths Riverside

And our overall winner is... Rachael Wright of Woolworths Mowbray. Congratulations and well done, Rachael! See page 23 for more details.



## Your Union

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**Paul Griffin**  
General Secretary and  
Southern Enquiries



**James Russell**  
Assistant to General  
Secretary and  
WorkCover Officer



**Andrew Coyle**  
North West  
Organiser and  
Recruitment Officer



**Carol Wadley**  
Education Training  
Officer



**Melissa Read**  
Fast Food  
Recruiter



**Stephanie Bok**  
Northern Fast  
Food Organiser



**Jodee Inches**  
Southern Fast  
Food Organiser



**Janine Wilson**  
Office  
Manager



**Karen Brown**  
Administration  
Assistant

# Uncertain Times Ahead



by Paul Griffin,  
General Secretary

As we go to print, the Federal Election is over and we now find ourselves with a new Government led by Tony Abbott where a full industrial relations agenda is yet to be revealed.

This yet-to-be-revealed Coalition industrial relations regime may well have serious implications for workers' rights and lead to reductions in low-wage-earners' take home pay.

Prior to the Election, Eric Abetz said that unions would have to show productivity trade-offs when negotiating enterprise agreements.

Senator Abetz said an elected Coalition government would require parties to show the Fair Work Commission productivity had been "genuinely discussed" prior to any agreements being approved.

Over the years, in order to gain reasonable pay increases for members, entitlements have been a negotiation tool. In the future if productivity is to be an additional major consideration, clearly that means an attack on penalty rates for Sundays, public holidays, late nights and overtime.

Such a requirement will link with demands from some Tasmanian employers in hospitality and small business to have weekend penalties diminished or deleted entirely.

It should be remembered that under the 2010 Modern Award system, the rates for weekends and public

holidays have not been raised and remain the same as the previous State Awards over the past thirty years or more.

The next review of the Modern Award system is not due until 2014, however it is understood pressure has been building up in the Liberal Party to reintroduce Australian Workplace Agreements (AWAs) that were part of the former Howard Government's Workplace Relations industrial system.

## EQUALITY FOR UNDER 21 YEAR-OLDS: "100% AT 18+"

Earlier this year, the SDA launched a National Campaign to improve the rates of pay for junior employees.

For many years, the SDA has negotiated with companies in both the retail and fast food sectors to reduce the scope of lesser rates of pay for juniors with limited success.

Subsequently, our campaign has brought this important issue into the public arena and each Branch has utilised differing forms and forums to gain as many signatures as possible on a petition that will be presented to Parliament later in the campaign.

To date, just under 30,000 signatures have been collated with Tasmania gaining the highest number on a per capita basis.

The Tasmanian Branch has expanded its staff to service our growing membership and an additional vehicle has been purchased – a second hand VW (sign written) is being utilised for normal Union business as well as being available to Stephanie Bok, our new Fast

Food Organiser in the North of the State who is able to advertise the "100% at 18+" campaign with the vehicle, rather than the purchase of banners and signs that would have to be continually transported and assembled at particular promotions.

## SDA MEMBERSHIP CONTINUES TO RISE

According to media reports, Tasmania has the highest unemployment rate of all States and Territories, yet discussions with some of the larger employers in retail throughout the State suggest the economy is not as bad as what is being projected to the general public.

The Branch is not disputing such figures or reports, however our Branch membership is at its highest level for sometime for this time of year.

Traditionally, the winter months show a considerable decline in membership before the numbers climb steadily towards the Christmas period.

With the opening of the new Woolworths store at Kingston and the Bunnings store in Burnie, the Union is confident it will maintain at least its membership of 2012 with the prospect of it being higher.

As mentioned above, the Branch has increased its staff – we have appointed Jodee Inches to recruit and service fast food members across the Southern area, and Stephanie Bok on a part-time basis to carry out the same in the North and North West.

Stephanie will also become our Youth Officer in due course, and in the meantime will work under the tutelage of SDA Education Officer, Carol Wadley.

# WIN! WIN! WIN!

## WIN ONE OF THREE KFC FAMILY FEASTS!

Three lucky members will win a voucher for a KFC Family Feast, each valued at \$29.95. Simply complete the coupon below and send it in to us by **1 November 2013** to be in the draw for your chance to treat the family!



### SDA KFC COMPETITION

To go into the draw, simply fill in this coupon and send it to SDA Tasmanian Branch, 72 York Street, Launceston Tas 7250 by **1 November 2013**

Full name: .....

Address: .....

..... Postcode .....

SDA Membership Number: .....

E-mail Address: .....

Date of Birth: .....

Phone: Home.....Mobile.....

Employer: .....Location.....

Type of Employment:  Full-Time  Part-Time  Casual

Hours per Week:  20-40 hours  10-20 hours  Less than 10 hours

### TRIPLE WINNERS!

In the Winter edition of TasTalk, the competition advertised one prize of 10 movie tickets by completing the coupon shown and forwarding it to SDA before the closing date.

Due to more than 200 entries being received, we decided that the draw would be divided into the three regions of the State, allowing a member from each region the opportunity to win the prize and redeem it at their local cinema.

So congratulations go to: Jane Harvey, Coles Sorell (Brighton), Kaylie Van Essen, Woolworths Prospect (Longford) and Julie West, Woolworths Legana (Port Sorell).

We'd especially like to mention Julie West who has been a member for nearly 30 years and was a Delegate at Georgetown for many years. She has also worked in a number of other supermarkets across the North where she has supported the SDA in differing roles. A very worthy winner!

# WHAT'S HAPPENING AROUND THE STATE AND THE NATION



by Paul  
Griffin,  
General  
Secretary

## MYER

It was reported in the previous journal that the Union was having some difficulties in finalising a new Agreement with Myer.

Some of those issues are still in play, although an in-principle agreement has been made between the parties.

Due to the current Agreement having now passed its expiry date of 31 July 2013, the in-principle arrangement includes an urgent increase in wages, duration of the Agreement, no change to penalty rate structure and a rolling out process of the proposed Agreement.

## SPOTLIGHT

The company has dragged this matter out over time, which has forced the Union to take action in terminating the current Agreement and bringing the parties together for negotiation.

An enterprise bargaining meeting has been set down for mid to late September.

## COLES

Communications have commenced with members throughout stores where the finalisation of collating a Log of Claims has occurred and submitted to National Office for the first enterprise bargaining agreement meeting that is yet to be convened.

This meeting is anticipated to be scheduled well before year's end to ensure a schedule of meetings is implemented to negotiate an agreed arrangement well before the expiry date of 31 May 2014 of the current agreement.

## SPECIALTY FASHION GROUP

The Specialty Fashion Group Agreement, (which includes Millers, Katies, Crossroads and Autograph), expires on 30 June 2014.

Following initial discussions, it is likely that negotiations for a new Agreement will commence early next year.

## NONI B

This Agreement expires on 30 September. Branches have finalised a Log of Claims, which has been put to the company.

The company has indicated that they will be in a position for a new Agreement to commence in March 2014.

Further surveys will be taken in store by the SDA in order that a final proposal is completed by December 2013.

## DULUX TRADE CENTRE

The current Agreement expires on 30 September 2013, and this matter is processed through the SDA National Office.

An Agreement with this company is usually negotiated quickly with good pay increases.

## PRICELINE

The Priceline Retail Employees Agreement expired on 8 September.

Negotiations with this company are usually rather drawn out, however such discussions have already commenced and final agreement is not too far in the future.



## Membership Fees

In February, the National Executive of the Union decided that the minimum level membership fees are to be increased this year, no earlier than 1 July 2013.

Tasmanian Branch fees will increase from 1 January 2014 as per the following:

Working less than 10 hours per week:  
\$3.85 per week

Working 10 hours and up to 19 hours per week:  
\$6.40 per week

Working 20 hours per week or more:  
\$8.90 per week

## Don't Leave Your Entitlements to Chance

As an employee, your work-related legal entitlements are set out in various Awards, Agreements and Acts of Parliament.

These entitlements may include sick leave, penalty rates, wages, rosters, overtime, allowances, health and safety standards and annual leave.

The SDA's experts can advise you of your entitlements and, if necessary, obtain them from your employer.

Disputes with your employer need not cost you your job.

If you have been unfairly treated, make sure you call the SDA to find out what your options are. As a member, it will cost you nothing.



# Same Work, Same Pay: Taking the Fight to Fair Work

Younger retail workers have taken a stand for fair pay, putting the case for full adult wages for 20-year-olds to the Fair Work Commission.

Currently, under the General Retail Industry Award, younger workers are paid less than the full adult rate.

At 18, it's 30 per cent less, at 19 it's 20 per cent less and at 20 it's 10 per cent less.

A Full Bench of the Commission is currently considering the landmark case brought by the SDA after two weeks of hearings in July. A decision

is expected to be handed down in the coming months.

If the SDA's case is successful, more than 41,000 20-year-old retail workers across the country could get an extra \$1.79 per hour in their pay packets.

Paying 20-year-olds the full adult rate would be the first step of a phased approach in seeking the adult wage for all workers in the retail industry aged 18 years and over.

Over the two weeks of hearings, the Commission heard evidence from both sides of the debate – workers

arguing they should be paid the same rate for the same job, and retail lobby groups fighting to pay younger workers less.

SDA National Secretary Joe de Bruyn said the Union's submission highlighted the inequity in junior rates of pay.

"Paying 18-20 year olds less than the full adult rate is a discriminatory and antiquated practice that needs to be rectified for the benefit of all workers," he said. "At 18, you're considered to be an adult



everywhere in society, except in the workplace. It doesn't make sense and our submissions argued that point."

Twenty younger workers gave evidence in support of the SDA's case, highlighting their experiences in the workplace and illustrating that there is no difference in performance expectations between 18 to 20 year olds and those over 21.

Among the workers to give evidence was Brendan from the ACT, who spoke to the Commission about his experience in his workplace.

"There is no difference between the speed of an 18 year old stacking shelves and a 21 year old doing the same task," he told the Commission.

"Everyone works together and the expectations are the same across all adult workers."

Dela, a 22-year-old worker from South Australia, also took the stand in support of the SDA case.

Dela, who works at Sanity, said she was initially nervous about speaking to the Commission, but decided it would be worth the pain if the campaign is successful.

"I started at Sanity when I was 20 and was receiving junior rates," she said.

"If I can help out in this way so that other 18 to 20 year olds can benefit from the work we've done, I will be really happy that I've been part of creating change."

The Australian Retail Association led the bulk of the employer submissions in the second week of hearings, attempting to paint younger workers as immature, irresponsible and careless – a baseless stereotype quickly dismissed by the workers giving evidence.

The retail groups also argued on economic grounds, saying that it would cost workers' jobs. However, this too was quickly challenged, with the SDA citing a New Zealand Government study showing that since junior rates were removed there more than a decade ago, there has been no negative impact on employment rates at all.



The SDA also pointed to the fact that many fair-minded employers in Australia are already paying younger workers the full adult rate with no adverse effects.

The case for 100% pay for 20 year olds has been backed by both the Australian Council of Trade Unions and the Federal Government. At the hearings, the Government's legal representatives argued that the cost implications for employers of paying younger workers fairly would be negligible, and said the then-Labor Government had a strong belief in equal pay for equal work.






**While the case was being heard...**our membership and online supporter community were busy taking action, as seen in the photos on these pages.

☛ See overleaf for more pics!

## What You Can Do To Help

The **100% pay at 18+** campaign is fighting for fair pay for workers aged 18-20. Under the current General Retail Award, younger workers get paid just a percentage of the full adult rate. At 18, it's 30% less, at 19 it's 20% less and at 20, it's 10% less. That doesn't make sense.

There are a few things you can do to help turn this around:

-  Sign up to the campaign at [www.100percentpay.com.au](http://www.100percentpay.com.au)
-  E-mail the Minister for Workplace Relations by following the links on the website and explain why 18-20 year olds deserve 100% pay
-  Like us on Facebook at <http://www.facebook.com/100percentpay>
-  Follow us on Twitter <https://twitter.com/SDAunion>
-  Tell your friends to join us too!







## Prize Giveaways for a Job Well Done

In recognising the efforts of both Delegates and members, the SDA offered a prize for the Delegate and member who procured the most signatures on a petition, to be presented to Federal Parliament later this year by the SDA National Office.

The aim is to gather 100,000 signatures; to date the total is just under 30,000 with the Tasmanian Branch (per capita) well in front with approximately 2,500!

Many of our Delegates and members have worked hard – a few were very intent on securing the Birchalls prize, valued at \$1,000.

The Delegate who secured the most signatures was **Ben Wilson of Coles Meadow Mews**, however, another of our long-standing Delegates, **Isabell Wells of Coles Burnie** contributed significantly and although she did not gather quite as many as Ben, because of her efforts it was decided to extend recognition into the North West area as well.

Congratulations to both Ben and Isabell who assist the SDA in many ways over and above their normal duties as Delegates in their respective stores.

Two prizes of iPhone 5's were offered to members who joined in the same campaign in procuring lists of sign ups to be included in the national sign up project.

The SDA thanks those members who contributed at both store level and in the community to increase the Branch total. The successful members were **Ashley Spiller of Woolworths Burnie**, and ironically **Robert Petty of Coles Logistics** who was able to submit his list prior to announcing his retirement from the workforce after being an SDA member for 38 years at Coles.

Thank you to all Delegates and members who have assisted their SDA Organisers in generating the campaign in the workplace and during our recent public "cake giveaway" in Launceston Mall and Sausage Sizzle at Devonport Kmart complex.



# New Agreement at Bunnings



by James Russell,  
Assistant to General  
Secretary

Following negotiations between Bunnings and the SDA, a new Bunnings Enterprise Agreement has been finalised.

The Agreement will commence seven days after being approved by the Fair Work Commission and will operate until 30 June 2016.

## WAGES

The new Agreement provides for a \$74.27 (9.6%) per week wage increase to the minimum full-time adult team member rate of pay as shown in the table on the opposite page.

## CLASSIFICATIONS

### Team Member Grade 1

The Grade 1 classification under the new Agreement will also include new Grade 2 team members in the first three months of employment (except for team members with home improvement retail experience who will commence on grade 2).

The Grade 1 classification will now cover box packing duties.

No current team members engaged at a higher grade will be re-classified as Grade 1.

### Team Member Grade 3

The new Agreement provides that team members appointed as Forklift Coaches or Activities Co-ordinators will be classified as team members Grade 3.

## MEAL ALLOWANCE

The meal allowance will increase by the same percentage as wages each July as shown in the table opposite.

## CONTRACT OF SERVICE

The Agreement has been amended to reflect that a team member is subject to a six-month qualifying period.

## BANK OF HOURS

The new Agreement includes a provision that caps the number of hours that may be owed or owing under the bank of hours (except by agreement).

The clause reads:

*Except by agreement, the maximum number of hours that can be owed or owing under the Bank of Hours is capped at 76 hours or the team members' average hours over three weeks, whichever is less. For example, the maximum number of hours that*

*could be owed or owing by a part time team member working 1040 hours per year would be 60.*

## OVERTIME

### Work in excess of 1,976 hours per year:

In the new Agreement, work in excess of 1,976 hours in a year will be paid at the rate of time and a quarter.

### Work in excess of six consecutive rostered days:

The new Agreement maintains that work in excess of six consecutive rostered days is overtime. Such overtime will attract a 100% penalty and the rostered hours worked will be deducted from the team member's contracted annual hours.

## PUBLIC HOLIDAYS

From 1 November 2013, the Agreement provides that a part-time team member

- ◆ whose agreed annual hours are less than 1,040 per 52 weeks, and
- ◆ who has worked a majority of days in the preceding 12 weeks on which a public holiday falls, but does not work the public holiday,

will have deducted from their contracted annual hours the average number of hours worked on that day (i.e. the average of the hours worked on the preceding seven or more days on which the public holiday fell).

## ADDITIONAL SHIFTS FOR CASUALS

To facilitate casual pooling and assist during a period of stocktake, the new Agreement provides for a casual to work two shifts in one day, subject to certain criteria.

## ROSTERING

A provision has been included that, except by agreement, permanent team members will not work more than two shifts that exceed 10 hours in any one week. The maximum number of ordinary hours that a team member can be rostered on any day

## PAY RISES

The following wage rates apply from the first full pay period on or after the date shown.

Grade	Previous	01/07/13	01/07/14	01/07/15
1	\$751.23	\$775.23	\$799.98	\$825.50
2	\$770.49	\$794.49	\$819.24	\$844.76
3	\$809.02	\$833.02	\$857.77	\$883.29
4	\$828.27	\$852.27	\$877.02	\$902.54

## MEAL ALLOWANCE

Previous Rate	1 July 2013	1 July 2014	1 July 2015
\$13.37	\$13.78	\$14.21	\$14.65



*Don Burdred, Lisa Cowling,  
Ray Buckley and Debbie Pintus  
at Bunnings Launceston*

remains unchanged at 10.5 hours. The new Agreement has also been amended to include that in setting rosters Bunnings will have regard for study commitments.

## ANNUAL LEAVE

### Responding to annual leave requests:

The new Agreement includes a new provision that requires Bunnings to respond to annual leave requests within 14 days of the request being made. In the case of unforeseen circumstances (for example, if the relevant co-ordinator is absent), Bunnings must respond to the annual leave request within 28 days.

### Excessive annual leave:

Where a team member has an accrual of annual leave that exceeds six weeks (228 hours for full-time team members, pro rata for part-time team members), store management may ask the team member to take annual leave.

The team member and management will have discussions to reach

agreement on the time that such leave is to be taken.

If agreement cannot be reached, Bunnings may then direct the team member to take up to two weeks of annual leave.

Where a team member is directed to take annual leave, Bunnings will provide at least four weeks' notice.

### Other periods of leave during annual leave:

If the period during which a team member takes annual leave includes a period of any other leave (other than unpaid parental leave), the team member is taken not to be on paid annual leave for the period of that other leave or absence.

## FLEXIBLE WORKING ARRANGEMENTS

A new provision has been inserted into the Agreement regarding carers' requests for flexible work arrangements. It reads:

*A team member who is required to provide temporary or permanent care to a member of their immediate*

*family or household due to an illness, injury or disability to that person may request a change in working arrangements to assist them to provide care for the person. The request must be in writing, setting out the details of the change sought and the reasons for the change. Bunnings must respond to the request within 21 days and may only refuse the request on reasonable business grounds.*

## WORKERS' COMPENSATION

### Make up pay:

Under the new Agreement, the amount of make up pay to be paid while on WorkCover will increase from 39 to 52 weeks.

### Annual leave and personal/carers leave:

Team members who are absent from work due to illness or injury and are receiving workers' compensation payments will accrue annual leave and sick leave for up to 12 months after the date of the injury.

# 2013/14 SDA EDUCATIONAL SCHOLARSHIPS

**600 TO GIVE AWAY!**

**WORTH \$120 EACH**

For many years, the SDA has been providing Educational Scholarship vouchers, each worth \$120, for members and their children. These scholarships can be used to purchase school requisites such as textbooks and stationery.

With the ever-increasing cost of education and the need for higher qualifications, this assistance is now more important than ever.

## WHO CAN APPLY?

SDA members and their dependent children who are students at any level of study.

## HOW TO APPLY

Complete the form below and send it to the address shown by 1 November 2013.

Make sure you fill in ALL the details, in particular your SDA membership number. You can apply once only.

## WHERE THE VOUCHERS CAN BE REDEEMED

At any Officeworks or Birchalls store, plus University Co-ops throughout Tasmania.

## VOUCHER'S EXPIRY DATE?

Vouchers must be used by 31 March 2014.

## HOW THEY ARE ALLOCATED?

Winners are selected by ballot.

## HOW WINNERS ARE NOTIFIED

If you are one of the 600 successful applicants, you will be advised in writing or by personal contact after applications close.



## APPLICATION FOR SDA EDUCATIONAL SCHOLARSHIPS

Surname: \_\_\_\_\_ Member No: \_\_\_\_\_

Given Names: \_\_\_\_\_

Postal Address: \_\_\_\_\_

Suburb: \_\_\_\_\_ Postcode: \_\_\_\_\_

Employer: \_\_\_\_\_ Employer Location: \_\_\_\_\_

**Details of SDA member or child of SDA member to whom the scholarship will apply:**

Name \_\_\_\_\_

School attended in 2013 \_\_\_\_\_

School to be attended in 2014 \_\_\_\_\_

Expected year or level of study in 2014 \_\_\_\_\_

*In respect of this application, I acknowledge that it will be subject to the conditions outlined above and the results will be final. I realise that if I receive a scholarship for myself or my child, it must be redeemed by 31 March 2014.*

Signature \_\_\_\_\_ Date: \_\_\_\_\_

Send completed form to  
**SDA EDUCATIONAL SCHOLARSHIPS,**  
**PO BOX 1289, LAUNCESTON TAS 7250**  
**by 1 NOVEMBER 2013**

# Closing in on Bullies



by Carol Wadley,  
Education Training  
Officer

Bullying in the workplace is completely unacceptable. While the human and emotional cost of bullying cannot be measured, the Productivity Commission has estimated that it does cost \$36 billion a year in lost productivity.

Recent amendments to the Fair Work Act made by the then-Labor Government will greatly assist SDA members to oppose bullying in the workplace.

From 1 January 2014, an employee who is being bullied at work will be able to apply to the Fair Work Commission for an order to stop the bullying. Applications are required to be dealt with by the Commission within 14 days. This is a recognition that bullying is a serious problem and needs to be dealt with quickly.

Where someone has been bullied, and the matter cannot be resolved between the parties, the Commission will have the power to make an order to prevent bullying in the workplace in the future.

The Liberal and National Parties in Opposition did not support this change to the Fair Work Act. What the new Coalition Government will do to these laws is unclear at present.

The SDA has always assisted members who have found themselves the subject of bullying.

The new anti-bullying provisions in the Fair Work Act will help us continue to do so.

The ability to seek an order from the Fair Work Commission will help all the parties in a bullying dispute focus on eliminating bullying in the workplace.

## SO WHAT IS BULLYING?

Bullying includes any of the following actions:

- ◆ Shouting or abusive language;
- ◆ Open or implied threat of the sack or demotion;
- ◆ Causing workers to be afraid to speak up about conditions, behaviours or health and safety;
- ◆ Unreasonable demands or impossible targets;
- ◆ Requiring workers to perform tasks without adequate training;
- ◆ Forcing workers to stay back to finish work or additional tasks;
- ◆ Compulsory overtime, unfair rostering or allocation of work;
- ◆ Constant, intrusive surveillance or monitoring;
- ◆ Interference with personal belongings or sabotage of work; and
- ◆ Pressure on staff who put in a workers' compensation claim.

Bullying does not just happen between managers and employees; it can also come from co-workers and even customers.

## OUTSIDE THE WORKPLACE

Sadly, bullies can continue to harass people outside of the workplace via social media, including Facebook and Twitter.

This can make life a living hell for victims who continue to be bullied even in their home.



No one should have to experience bullying, be it in the lunch room, outside of work, or on the internet.

If someone says something inappropriate online, the main thing to remember is:

- ◆ Don't escalate the situation by replying;
- ◆ Take a screenshot or print out a copy of what has been said and report it to management.

Your employer has an obligation to provide a safe working environment. This includes ensuring that your workplace is free from bullying.

## HERE TO HELP

If you are experiencing bullying in the workplace, make sure you contact your SDA Delegate or call the SDA for advice on the appropriate action to take.

# New Agreement at McDonald's



by Jodee Inches,  
Southern Fast Food  
Organiser

A new four-year McDonald's Agreement has been endorsed by McDonald's members and approved by the Fair Work Commission. It lasts until 24 June 2017.

## PAY RISES

During negotiations, the Tasmanian Branch argued successfully for an approximate additional 2% increase to pay rises to be implemented throughout the four-year Agreement. This is due to the Tasmanian rate being below the national standard. With this increase of 17%, the pay rate will be almost equal across all states.

## CASUAL LOADING

The loading paid to casual crew members will increase from 22% to 25% over the life of the Agreement.

## JUNIOR RATES OF PAY

The junior rate for 15 year olds and younger has changed from 50% to 40%, with no existing 15 year old or younger having their hourly rate of pay reduced.

## BREAKS

Under the new Agreement, drink breaks will continue to be taken as directed by a manager or shift supervisor, but are no longer subject to the requirement that they do not

interfere with the efficient running operation of the business.

## UNIFORMS

Where uniforms are supplied to a crew member and the value exceeds \$50, a once-only deposit of \$50 is payable in five \$10 instalments which will be withheld by the company from a crew member's first five pay periods.

The deposit will be refunded to the crew member on termination, provided the uniforms are returned to the company in good condition, fair wear excepted.

Where a new uniform rollout takes place, existing crew members may also be required to pay a uniform deposit as outlined above, to be refunded upon termination.

No crew member will be required to pay a deposit more than once.

## ROSTERING

### ◆ Full-time crew members:

A full-time crew member will be provided with at least five days' notice of the rostered hours for the week.

### ◆ Part-time crew members:

The new Agreement re-defines rostering provisions for part-time crew members. Please see your Delegate or contact the SDA for details.

### ◆ Casual crew members:

The minimum engagement for casual crew members has been increased from 2½ hours to 3 hours.

## OVERTIME

Under the new Agreement, part-time and casual crew members will be paid at the overtime rate if they work more than 38 hours a week.

Where a part-time crew member is rostered outside their mutually agreed availability, they will be paid at the overtime rate.

## JOB LEVELS

The Level 1 classification has been abolished. The Level 2 classification now includes General Maintenance crew members.

## TERMINATION OF EMPLOYMENT

In the event of a termination, the company, at its discretion, may make a payment in lieu of notice to the crew member for some or all of the notice period.

Where any such payment is made, the company will still count the notice period for the purposes of calculating any service-related entitlements that the crew member may have, for example, long service leave.

## PUBLIC HOLIDAYS

Work on a public holiday has been clarified. An employee is entitled to the day off work on a public holiday unless a reasonable request to work is made by the employer.

A request to work, or a refusal to work, will be reasonable considering among other things, operational requirements, personal circumstances (including family responsibilities), penalty rates for work on the day and the amount of notice given to work on the public holiday.

## ANNUAL LEAVE

Cashing out of annual leave is now available to all crew members. Under this provision, a crew member may apply once per year to cash out their annual leave entitlement, subject to the terms provided in the Agreement.

## PAY RISES

The following wage rates apply from the first full pay period on or after the date shown.

Adult	Previously	24 June 2013	1 July 2014	1 July 2015	1 July 2016
Level 1	\$621.10	N/A	N/A	N/A	N/A
Level 2	\$671.10	\$698.03	\$725.95	\$758.61	\$792.75
Level 3	\$702.00	\$731.23	\$760.48	\$794.70	\$830.47
Level 4	\$797.64	\$830.88	\$864.11	\$903.00	\$943.63

Cashing out cannot occur if it would result in the crew member having less than an accrued annual leave entitlement of four weeks.

### UNPAID STUDY LEAVE

The new Agreement clarifies that any accrued annual leave may be taken prior to unpaid study leave.

### DOMESTIC VIOLENCE LEAVE

The Agreement contains a new provision which allows crew members who experience family or domestic violence, and require time off work to attend medical appointments, legal proceedings and/or related activities to:

- ◆ Unpaid leave of up to two days on each occasion.
- ◆ Access to personal leave under the Agreement.

Further unpaid leave will be granted on a case-by-case basis.

Crew members also have the right to request flexible working arrangements.

They may be required to provide evidence that family or domestic violence has occurred. Evidence includes medical certificates, or a document issued by police or a court.

The company and the crew member will take all reasonable steps to ensure that all personal information concerning family or domestic violence is kept confidential and may only be divulged in consultation with each other where it is imperative to maintain the safety of the crew member and co-workers.

### DISPUTE SETTLEMENT PROCEDURE

The new Agreement makes it clear that while the dispute settlement procedure in the Agreement is being followed, work will continue as normal unless a crew member has a reasonable concern about an immediate risk to their safety.

Under the procedure, the SDA continues to have the right to support and represent crew members in relation to workplace issues.

### UNION MEMBERSHIP

The Agreement contains the following clauses on Union matters:

- ◆ The employer will invite the SDA to attend crew meetings to talk to crew members about the Union.
- ◆ The employer will invite the SDA to attend the induction of new crew members.
- ◆ 15 minutes will be considered to be a reasonable amount of time for the SDA to address crew members in crew meetings and inductions.
- ◆ All new crew members covered by the Agreement will be given an application form to join the SDA, together with additional information about the SDA at their induction.



*Madeline Dicker, Sean McGee, Kaylan Hanci and Kylie Farrow at McDonald's Moonah*

# A Quick Guide to... Maternity Payments



Every year, many hundreds of SDA members go on parental leave.

The following is a quick guide to the payments that are available from the federal government on the birth of a new child, but please note that this is a guide only and you must meet certain criteria to receive some payments.

Visit [www.familyassist.gov.au](http://www.familyassist.gov.au) or ring the Family Assistance Office on 13 61 50 or for details about whether or not you qualify.

You can download claim forms and information from the Family Assistance Office website or phone and ask to have them posted to you, or you can collect them from any Family Assistance Office at Centrelink.

Payment amounts are subject to change, and many must be claimed within strict time limits.

## Paid Parental Leave

The Government paid parental leave scheme provides all eligible working parents with a maximum of 18 weeks pay at the National Minimum Wage: \$622.10\* per week before tax.

This may be in addition to any employer payments – ask your Delegate or contact the SDA office for advice. Families receiving paid parental leave cannot receive the Baby Bonus for the same child.

## Baby Bonus

If your child was born or adopted before 1 July 2013, Baby Bonus is \$5,000.

If your child was born or adopted on or after 1 July 2013 (or you became eligible for Baby Bonus on or after 1 July 2013), Baby Bonus is either \$5,000 or \$3,000 depending on your situation.

You can get the \$5,000 payment if your child is the first child you or your partner have given birth to (excluding stillbirth),

adopted, or had entrusted to your care within 26 weeks of birth. Otherwise, you can get the \$3,000 payment.

Baby Bonus is paid in 13 fortnightly instalments, and is not taxable.

If you are eligible for \$5,000, you will get \$846.20 in the first fortnight and \$346.15 in the next 12 fortnights. If you are eligible for \$3,000, you will get \$692.40 in the first fortnight and \$192.30 in the next 12 fortnights.

## Family Tax Benefit

The Family Tax Benefit is a payment to help families with the cost of raising dependent children.

The Family Tax Benefit is split into two parts:

Family Tax Benefit Part A is paid for each child. The payment (maximum of \$224 per child per fortnight).

You may be eligible for Family Tax Benefit Part A if you care for a dependent child who is either:

- ◆ under 16 years of age
- ◆ aged 16 or 17 years and has completed secondary study, or
- ◆ aged 16–19 years (up to the end of the calendar year they turn 19) and is undertaking full-time education or training in an approved course leading to a Year 12 or equivalent qualification, has an acceptable study load, or has been granted an exemption from this requirement.

You also need to satisfy an income test, meet residence requirements and be caring for the child at least 35 per cent of the time.

Children need to be 'fully immunised', be on a recognised immunisation catch up schedule, or have an approved exemption to be eligible for the Family Tax Benefit Part A supplement for that period.

Family Tax Benefit Part B gives extra help to single parents and families with one main income. An example of this may be where one parent stays at home to care for a child full-time or balances some paid work with caring for a child. This payment is income tested.

You may be eligible for Family Tax Benefit Part B if you have care of a child for at least 35 per cent of the time who is:

- \* dependent child under 16 years of age, or
- \* dependent full-time secondary student up until the end of the calendar year in which they turn 18.

The rate of Family Tax Benefit Part B is based on an income test. You also need to meet residence requirements.

You and your partner cannot receive Family Tax Benefit Part B during a Parental Leave Pay period, but it may be paid after the Paid Parental Leave period ends.

The amount of Family Tax Benefit Part B you get usually depends on the age of your youngest child. It is a maximum of \$146.44 per fortnight.

*Please note: this content current as at July 2013.*

*\*From time to time the amount is adjusted for inflation by the Australian Government.*



# At Last – Paid Leave for Dads and Partners



by Carol Wadley,  
Education Training  
Officer

After more than 30 years campaigning on this issue, the SDA and other unions finally won an agreement by the Federal Government to pay 18 weeks of Paid Parental Leave from 1 January 2011. The second part of this arrangement commenced from 1 January 2013, with two weeks of Dad and Partner Pay (DaPP) now available.

Now, when a mother has a child, the other parent will also be provided with two weeks' leave by the government, paid at the National Minimum Wage.

This is currently \$622.20 per week, making a total payment of \$1244.40.

This is a helpful contribution to expectant parents across the country, in addition to the other benefits already available.

## WHO IS ELIGIBLE?

- ◆ The birth mother cannot claim this payment; it's only available to the other parent.
- ◆ It's only available to Australian residents.

- ◆ You need to have completed at least 330 hours of work for 10 months in the 13 months prior to the child's birth. This is about 8.25 hours per week.

## FREQUENTLY ASKED QUESTIONS

### ◆ How do I get it?

You have to be on unpaid leave to receive DaPP, so you have to apply for two weeks leave of absence (unpaid leave) from your employer.

You also have to lodge a claim form with the Department of Human Services.

Getting leave of absence approved may not be as simple as it sounds; many employers have policies that leave of absence is only available when all other forms of leave have been exhausted so you may need to negotiate for an exception to be made. Contact the Union if you need assistance in doing this.

- ◆ **Do I have to take leave immediately after the child's birth?** No! This payment is available any time in the 12 months following the child's birth or adoption.
- ◆ **What if the Enterprise Agreement in my company already provides for partner leave?** You should be able to take both this leave and a further two weeks leave under the DaPP.
- ◆ **Does it matter if the birth mother is also on maternity leave or has gone back to work?** No.

### New Parental Leave Booklet Available Now!

The SDA has just released a new, up-to-date edition of our popular Parental Leave booklet, which outlines expectant/new parents' rights, responsibilities and entitlements. Contact the SDA to request your copy.





# Dreaming of getting away?

Whether you're dreaming of snorkelling in Fiji, exploring the cobblestone alleys of Italy, or cruising the warm waters of the Mediterranean, our travel specialists have the knowledge and experience to turn your dreams into reality!

**HOBART**  
6221 3499

**LAUNCESTON**  
6331 1214

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[www.ajtravel.com.au](http://www.ajtravel.com.au)



*Andrew Jones*  
T R A V E L

K N O W S T R A V E L

# What's the Union Done for You?



by **Melissa Read,**  
**Fast Food Recruiter**

The SDA has looked after the rights of retail workers for more than 100 years.

Throughout the years, the Union has won fantastic improvements for retail workers including:

- ◆ The five-day week, eight-hour day, and 38-hour week;
- ◆ Equal pay for women;
- ◆ Superannuation for retail workers; and
- ◆ the Retail Employees Superannuation Trust or, as we know it, "REST"

The SDA is a key player when it comes to paid maternity leave and Occupational Health & Safety issues. It is at the forefront in protecting workers from unfair dismissals, termination, and redundancy.

The SDA was heavily involved in the fight against John Howard's WorkChoices in 2006, legislation which undermined the rights of ordinary Australian workers.

With dedication and hard work since 1908, the SDA now has over 213,000 members nationally, who are among the highest paid retail workers under Enterprise Agreements in the world.

## SPECIAL ATTENTION TO WORKPLACE ISSUES

We recognised that bullying in the Australian workforce was a serious issue, and we are at the forefront of educating and advising our members on this issue.

We also negotiate with employers for the protection of workers against harassment and bullying in the workplace.

In addition, the SDA takes an active approach to ensure that staff and Union members are educated and kept informed about sexual harassment, and we provide advice on how to deal with issues if they occur. The SDA is totally committed to eliminating sexual harassment in the workplace.

## WHAT IS A UNION?

A union is formed when a group of employees in a particular trade or industry come together to defend and promote their wages and conditions through common action.

Their function is to improve the wages and working conditions of their members and other Australian workers.

Unions defend jobs and help women achieve equal opportunities.

Good wages and conditions don't just happen.

They only come about because unions negotiate and work hard for them.

If unions went out of existence, workers would have no means of defending themselves, and wages and conditions would deteriorate very quickly.

The SDA provides employment advice, help with workers' compensation, and assistance with claims for underpayments (such as not being paid overtime, allowances, backpay, etc).

## AT HOME, TOO!

The SDA doesn't just look after our members at work – it looks after their social needs as well.

Former SDA President Jim Maher said; "It isn't enough for a union to provide the best possible wages and conditions for our members; we must provide a backdrop of social services to embrace the human aspect of our work life."

The services provided by the SDA are of a scope and depth not matched by any other union in Australia, and include:

- ◆ Legal advice and assistance.
- ◆ \$40,000 Accident Insurance Policy: automatic cover for SDA members free of charge for all times when they are not covered by workers' compensation (including weekends and holidays).
- ◆ Textbook Scholarships: \$120 scholarships are given away to members every year to assist with education costs.
- ◆ Each year, members receive their free SDA membership card which incorporates access to an extensive discount program, including discounts for accommodation, dining, social activities, theme parks, movie tickets and vouchers for fast food outlets across Australia.

## WHAT'S NEXT?

The fight doesn't stop here; we need to keep on fighting for your rights – such as the right to public holidays, which has been an ongoing battle across Australia.

Penalty rates are another big fight. Saving our rights to weekend and public holiday penalty rates are important! The big boys say that weekends are no different to week days.

So what can you do to help us keep fighting? Become a Union member. Give us a call on (03) 6331 8166 and ask to speak with an SDA Organiser or find out who your Union Delegate is in store.

The more members we have in your workplace, the stronger we are. After all, Union means united.

# Around the Shops



Donna Britain and Leanne Bhaskar at Millers Glenorchy



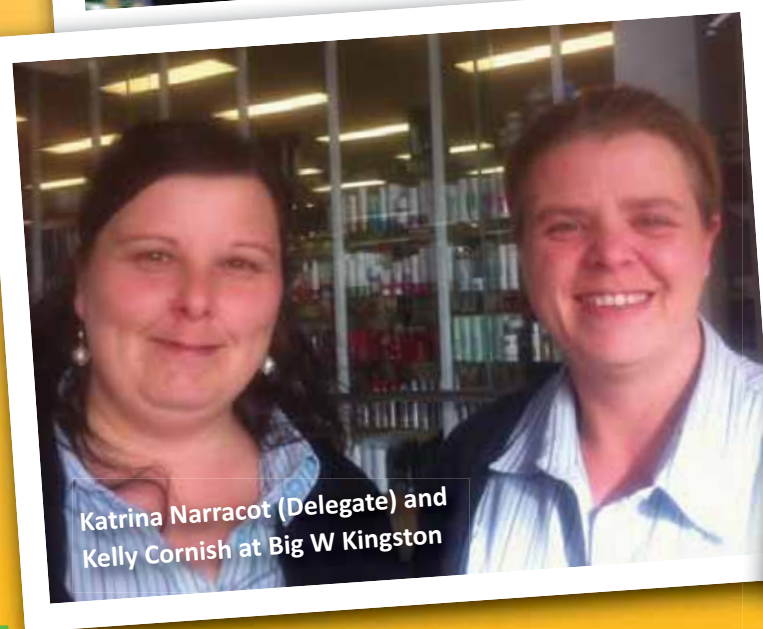
Mel Boote, Mel Allen (new Delegate), Catherine Bartlett and Tammie Balyam at Woolworths Mowbray



Dyran Delaney and Susan Johnson at Coles Mowbray



Melissa Cordwell, Trish Barrow and Sharon Venesnakos at Coles Glenorchy



Katrina Narracot (Delegate) and Kelly Cornish at Big W Kingston



Peta Owers and Rebecca Ferguson at Woolworths Georgetown



Merilyn Mackrill, Catherine Bartlett and Tammie Balym at Woolworths Mowbray



Sharee Quinn and Warren Sheldon at Coles Northgate



Pamela Martin, Deb Jones and Anne Bannister at Big W Glenorchy



Sunny Jones, Tom Cox and Anne Lockwood at Coles Mowbray



KFC Claremont has been raising funds for World Hunger. The SDA helped out by donating to this cause. Photo shows Secretary Paul Griffin presenting the SDA cheque to Brayden Drake and Loree Conrad.



Tamika Smith (new member) with Mel Allen (new Delegate) signing up her first member!

# GET WHAT YOU WANT... SOONER

When you've got to have it now, a personal loan can get you there sooner.

While it always makes sense to save for purchases where possible, there are some occasions especially when it's a big ticket item like a car, when a personal loan can let you get what you want sooner.

Personal loan interest rates are generally lower than those of a credit card, and the fixed term and set repayments make the loan easy to budget for, with a clear limit on the interest you'll pay.

When it comes to selecting a personal loan, it's worth shopping around for a competitive rate though this shouldn't be the only factor to consider. Flexible loan features can also provide valuable savings.

## Extra repayments mean big savings on interest

If you have some extra cash, perhaps from a tax refund cheque, using this money to make an additional loan repayment helps to pay off the loan sooner and reduce the overall loan cost. The trouble is, not all banks permit extra repayments and among those that do, many charge a penalty if the loan is paid out early. So look out for a personal loan that allows you to make fee-free extra repayments without penalty.

## Schedule repayments to match your wage

Look for a loan that lets you set up automatic repayments from your everyday bank account. ME Bank provides the freedom to choose between fortnightly and monthly loan repayments, making it easier to match repayment dates to wage or salary pay days.

## Which term?

Another way to trim loan costs is by opting for the shortest term your budget can handle. This will increase the size of your regular repayments but it will see you save on interest.

To learn more about ways to get more from your money, ME Bank's free 10-minute Banking Health Check could help. To arrange a Banking Health Check, call or email:



Mike Dalton  
ME Bank Business Development Manager  
0467 720 037  
Mike.dalton@mebank.com.au

Terms, conditions, fees and charges apply. Applications for credit are subject to approval. Members Equity Bank Pty Limited ABN 56 070 887 679 Australian Credit Licence 229500.

# GET WHAT YOU WANT SOONER.

## OUR 10-MINUTE BANKING HEALTH CHECK CAN HELP.



2013 Australian Home Loan Awards,  
Bank of the Year and Lender of the Year.



If it's been a while since you reviewed your banking, our simple 10-minute Banking Health Check could help you find ways to save more for that next holiday or reduce your home loan repayments.

To make it even easier, one of our mobile bankers can visit you at home or at work at a time convenient for you.

**TO FIND OUT MORE  
CALL MIKE DALTON  
ON 0467 720 037.**

Members Equity Bank Pty Ltd ABN 56 070 887 679  
Australian Credit Licence 229500. 212831/0713

# REST Earns 18.42%



by Joe de Bruyn,  
National Secretary

The Retail Employees' Superannuation Trust (REST) has earned a remarkable 18.42% on members' funds for the year to 30 June 2013.

Despite continuing uncertainty and volatility in financial markets, REST's earnings provide a large boost to the superannuation savings of members for the financial year.

The result comes from careful investment decisions made during

the year which puts REST among the leaders of super funds in Australia.

## SOLID PERFORMANCE OVER TIME

REST has provided solid investment earnings over all time periods compared to its peers.

In the table below, REST is compared to the average of other superannuation funds over various time periods, showing it ahead over all time periods up to 10 years.

REST is now approaching 25 years of performance for members in the retail and associated industries.

It has earned 9.3% per annum for its members over the 20 years to 31 March 2013.

## SECURE INVESTING

Superannuation is savings for retirement and is separate to the age pension.

It is an opportunity for low income workers to accumulate additional funds for their retirement years so they are not totally reliant on the pension.

The earnings of a super fund are therefore vital in maximising your account balance.

REST will continue to invest wisely and carefully in the future, seeking to combine secure investments and good earning rates.

## REST EARNINGS PERFORMANCE

Period to 31 May 2013	REST Earnings	Super Ratings Median	REST Out-Performance
1 year	18.99%	16.13%	2.86%
3 years	8.93% p.a.	7.75% p.a.	1.18% p.a.
5 years	5.34% p.a.	3.22% p.a.	2.12% p.a.
7 years	6.07% p.a.	4.25% p.a.	1.82% p.a.
10 years	8.15% p.a.	6.96% p.a.	1.19% p.a.

## On a Winner

Rachael Wright from Woolworths Mowbray was our 2013 Footy Tipping Competition winner.

Rachael was a consistent performer throughout the season and was rewarded with two tickets to the Preliminary Final between Hawthorn and Geelong at the MCG, along with airfares and accommodation.

As you can see from the photo (Rachael's shown with her husband Andrew), it was a particularly well-received prize, with the two of them being ardent Hawks supporters. We're sure that they suffered from a few stressful moments during the match, but they would have been thrilled with the end result!



# Walking for an Important Cause

The SDA has many of its members in Tasplan, and the General Secretary is a member of the Tasplan Board, so we again joined in the annual "Out of the Shadows" Walk in Hobart on 13 September.

Paul Griffin and Tasplan CEO Neil Cassidy, along with several Tasplan staff, walked from the Domain to the grounds of Parliament House at 6.00am to demonstrate to the community that there are programs and activities that are able to assist those who have been touched by suicide, or those who are interested in preventing suicide.

Suicide is the leading cause of death for Australians under the age of 44 and Lifeline believes we all have a role to play in suicide prevention.



Many people in the community struggle with depression and mental illness and as Tasmania's largest private sector union, no doubt many of our members are in some way affected with anxiety either themselves or are closely connected to people affected as in family and friends.

For this reason, it is important the SDA is involved in some way whether it be as small as joining in the "Out of the Shadows" Walk and /or making a donation to this worthy cause.

The General Secretary has joined in the Walk with the sponsor Tasplan each year since its inauguration in 2011.

discountnewcars.com.au



## GET A GREAT DEAL ON A NEW CAR

**Discount New Cars** is a unique and FREE online car buying service, offering discounted prices on popular makes and models through a select group of authorised dealers Australia wide.

By using the Discount New Cars SDA service, SDA members will have access to regularly updated exclusive discounts on new cars, over and above what is offered to the general public. Our friendly Customer Service team are also there to help members every step of the way and ensure this by contacting members throughout the buying process to check they are happy with their service levels.

If you have any questions or would like to discuss this service in more detail, please contact Garey Lopes on 03 9093 8731 or email [garey.l@carsales.com.au](mailto:garey.l@carsales.com.au). All members can phone our toll free number, 1800 146 666 if they have any queries.

[discountnewcars.com.au/sda](http://discountnewcars.com.au/sda)



# Tasplan

## Super

# beginning anew



by Neil Cassidy,  
CEO, Tasplan

Tasplan Super, Tasmania's largest industry super fund has begun the new financial year with renewed effort whilst making significant changes.

We have moved into new premises on Level 8 of the Marine Board Building in Hobart.

The main aim of the move is to reduce the costs members pay in relation to renting office premises.

Tasplan has also rebranded, with a new look logo, livery and suite of television commercials that ask "How far can we make **YOUR** super go?"

We proudly feature photos of our Tasmanian members in one group of ads.

We employed a local ad agency and local suppliers to make the majority of these changes, investing in the Tasmanian economy.

While we have been busy, quietly working away in the background to maximise your financial independence, the returns for this year, which has seen a lot of volatility and uncertainty in the markets, are pretty heartening.

Click on the Investment Performance link from our Members page on the Tasplan Super website at [www.tasplan.com.au](http://www.tasplan.com.au)

As an aside, do you know which investment option you have your super invested in?

### Supporting Local Communities

Tasplan is also proud to support community events.

In the last financial year, we supported Circus Quirkus, allowing special needs kids and their carers a day of fun and frivolity.

We raised more than \$1,500 for the Tasmanian Bushfire Appeal by members electing to receive electronic statements.

We are a proud supporter of Lifeline Tasmania and the great work they do raising awareness of suicide and mental health issues in the state. We sponsored the 2013 Outstanding Contribution Life Award, given to Mary Parsissons for her tireless work as a crisis counsellor and Lifeline Board member, helping reduce the rate and impact of suicide in Tasmania.

Keep an eye and ear out in the near future for some more exciting news about Tasplan supporting the local community (and economy).

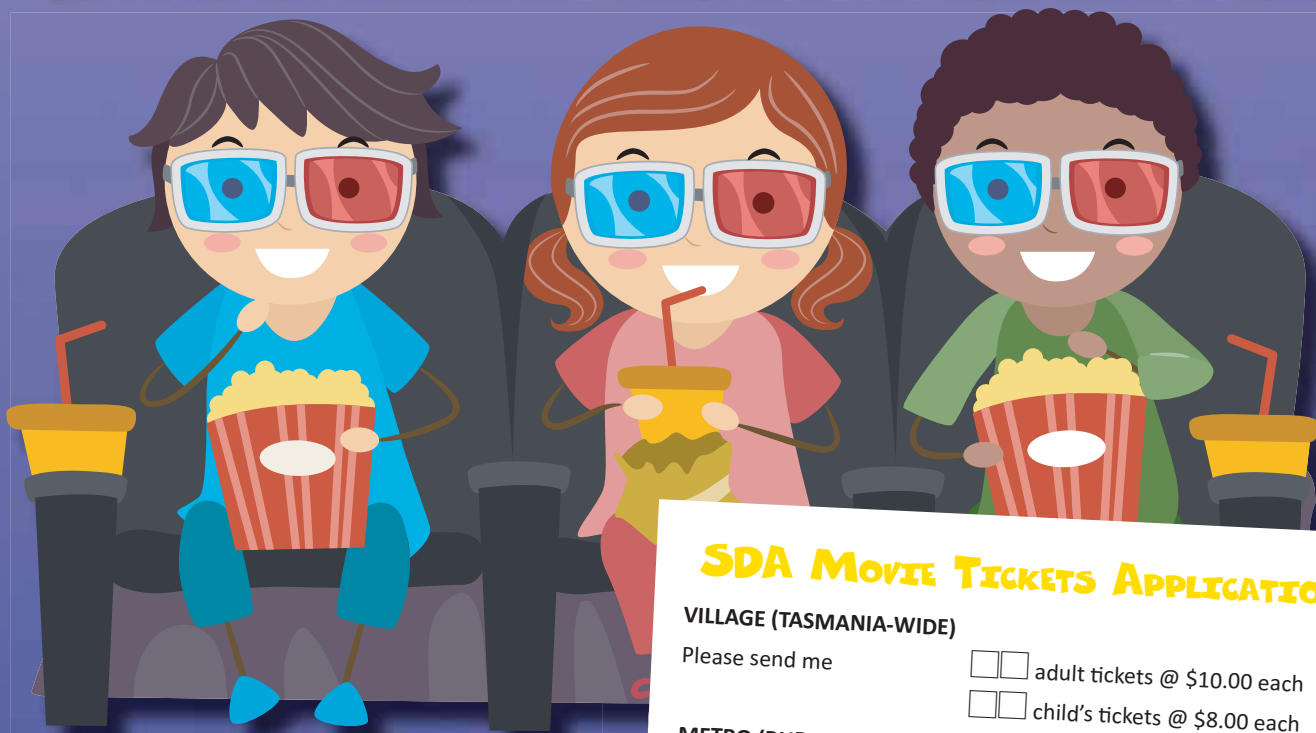
From a humble start 26 years ago, Tasplan has become a major provider of super and pensions in Tasmania, as well as supporting the local communities in which it operates.

Tasplan Super – how far can we make **your** super go?

Past performance is no guarantee of future performance. To consider whether Tasplan is appropriate for you, obtain a Product Disclosure Statement by calling 1800 005 166 or [www.tasplan.com.au/pds](http://www.tasplan.com.au/pds)

ABN 13009 563 062 AFS Licence No. 235391.

# SDA DISCOUNT MOVIE TICKETS



**FINANCIAL MEMBERS OF THE SDA CAN GO TO THE MOVIES AT GREAT DISCOUNTED PRICES!**

## TO ORDER

\* **PHONE THE SDA ON 6331 8166 WITH YOUR CREDIT CARD DETAILS; OR**

\* **COMPLETE THE COUPON OPPOSITE AND SEND THE ENTIRE PAGE TO:**

**SDA MOVIE TICKETS  
72 YORK STREET  
LAUNCESTON TAS 7250**

*Please note: Tickets/Vouchers cannot be e-mailed.*

## SDA MOVIE TICKETS APPLICATION

### VILLAGE (TASMANIA-WIDE)

Please send me   adult tickets @ \$10.00 each  
  child's tickets @ \$8.00 each

### METRO (BURNIE)

Please send me   adult tickets @ \$11.00 each  
  child's tickets @ \$8.00 each

### CMAX (DEVONPORT)

Please send me   adult tickets @ \$10.00 each  
  child's tickets @ \$8.00 each

### YOUR DETAILS

Full name: .....  
 Address: .....  
 ..... Postcode .....  
 SDA Membership Number: .....  
 E-mail Address: .....  
 Date of Birth: .....  
 Phone: Home..... Mobile.....  
 Employer: ..... Location.....

### PAYMENT

I enclose my cheque/money order for: \$

OR

I wish to pay by:  Visa  Mastercard

Card No:

Expiry Date: /

Cardholder's Name: .....

Cardholder's Signature: .....

**DO NOT SEND CASH THROUGH THE MAIL**

Please allow 7-10 working days for delivery.

# Trust in Research to Provide a Cure

In this photo you can see Louise, a proud Mum enjoying a family holiday. It is a perfect image of happiness. However, what you can't see is that Louise has secondary breast cancer. It is because of people like you that Louise is able to share this moment, and many others with her family.

Louise was a busy working mother, 27 weeks pregnant with her fourth child, when she found a lump in her breast. Within a week of being diagnosed, she was lying in hospital having a right mastectomy, distraught about the impact of the diagnosis on her new baby. After surgery, Louise endured two rounds of chemotherapy to bring the baby to 34 weeks and just before Christmas she delivered a beautiful baby boy.

Louise's scans were clear for three years and then she learnt that cancer had returned to her bones. "We have to trust in the scientists that are researching for a cure. We have to trust they are getting closer every day," said Louise.

By hosting a Pink Ribbon Breakfast this October you will help build a brighter future for people like Louise who are fighting breast cancer.

Breast cancer in pregnancy is rare so doctors have little experience in managing it – but there is a lot to be hopeful about.

NBCF-funded researcher Associate Professor Elizabeth Sullivan, of the University of NSW, is leading the first Australian and New Zealand study into breast cancer in pregnancy.

Associate Professor Sullivan's study will help obstetricians, oncologists and other health professionals to diagnose and manage breast cancer during pregnancy and, ultimately, help them provide the best care for mothers like Louise and their babies.

That is why your support is so important right now – every dollar you raise will help NBCF fund vital research into prevention and cure.



## EVERY PINK RIBBON BREAKFAST HELPS SAVE ANOTHER LIFE

This October, host a Pink Ribbon Breakfast and stand shoulder-to-shoulder with researchers in the fight against breast cancer.

Every dollar you raise will take the National Breast Cancer Foundation one step closer to their goal of zero deaths from breast cancer by 2030.

Register now to host a Pink Ribbon Breakfast.

Visit [www.pinkribbonbreakfast.org.au](http://www.pinkribbonbreakfast.org.au)



NATIONAL  
BREAST CANCER FOUNDATION  
FUNDING RESEARCH FOR PREVENTION AND CURE



Welcome to the SDA Tasmania Member Benefits update. **Where To Enjoy**<sup>®</sup>  
 The very best discount offers in the very best locations.  
 For the latest news, exclusions and updates visit [www.sdatas.asn.au](http://www.sdatas.asn.au) regularly.



**Ray's Outdoors**  
SINCE 1958

Need the right gear? Then get into Ray's Outdoors! Tents, clothes, 4WD, BBQ's, camping - we've got all the right gear to get you and your family into the great outdoors - fishing, hiking, kayaks, travel, footwear, work wear and more!

**Member Benefit: Receive 6.5% storewide discount by presenting your member card.**  
 Excludes gas refills, interest free purchases, gift vouchers, customer requested repairs and fishing licences. Discount off recommended retail prices, no further discounts apply. Valid at all Ray's Outdoors stores.

**What to do:** Visit Ray's Outdoors and present your member card when purchasing.



**The Avenue Restaurant**

at the Hotel Grand Chancellor Launceston  
 29 Cameron St Launceston  
 Ph: (03) 6334 3434  
[www.grandchancellorhotels.com](http://www.grandchancellorhotels.com)



**Enjoy One Complimentary meal when another of equal or greater value is purchased**  
**Value Up To: \$35.00**  
 Bookings Essential

The Avenue Restaurant at the Hotel Grand Chancellor Launceston is open for breakfast, lunch and dinner every day of the year.



**OLDE TUDOR HOTEL**  
*enjoy your stay*



**Olde Tudor Hotel**

229 Westbury Road Launceston TAS  
 Ph: (03) 6344 5044

The Olde Tudor Hotel, one of Launceston's premier hotel and entertainment complexes offers its guests 62 rooms ranging from standard motel rooms to spa suites and superior 1 and 2 bedroom units.



**Foreshore Tavern**

464 South Arm Road Lauderdale TAS  
 Ph: (03) 6248 6404



The Foreshore Tavern, Hobart is a contemporary Hotel catering to all your accommodation needs. Located in Lauderdale the Foreshore Tavern is only 15 minutes from Hobart Airport and the city centre.

**Enjoy 10% Off the lowest advertised rate for the Accommodation above.**  
 (Subject to availability). Must book directly through the SDA member benefits website with the discount code provided on the website. Visit the SDA website and follow the links in the members area to Accommodation. Excludes 25th December 2013 – 6th January 2014

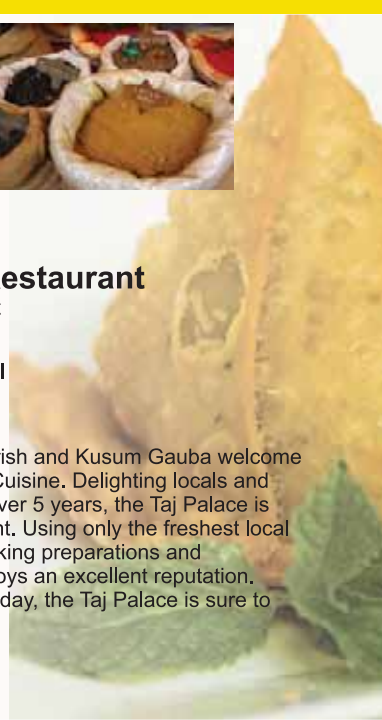


**Taj Palace Indian Restaurant**

340 Elizabeth St, North Hobart  
 Ph: (03) 6234 4624

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**Save 20% on Lonely Planet.**

Members enjoy 20% off Lonely Planet travel guides!

**What to do:**

To redeem your 20% discount, visit the SDA website and follow the links to Shop or type "lonely planet" in keyword search.

Discount not applicable with other offers, delivery fees, digital and 3rd party products and guidebook packs.



**Vouchers:** The vouchers below can be "cut out" and presented to the business to receive the specified offer. Follow the conditions of use for each voucher.

**Member Benefit Enquiries:** Please visit [www.sdatas.asn.au](http://www.sdatas.asn.au) and follow the links or call 'Where To Enjoy' customer service 1300 131 369. (M-F 9am-5pm)

**Where To Enjoy**  
www.wheretoenjoy.com

**One PIZZA**

**Pizza Club**

BUY ONE PIZZA AND GET ONE PIZZA FREE (Pizza to lesser value free)

Valid to 30th December 2013

**Conditions of use:** Not valid in conjunction with other discount offers, public holidays or redeemable for cash, limit of one voucher per day, must be surrendered, Member Card must be presented if requested, See website for full details.

**Where To Enjoy**  
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**15% OFF Bistro Meals**

**FORMBY HOTEL**

Enjoy 15% off all Bistro Meals

Valid to 30th December 2013

**Conditions of use:** Not valid in conjunction with other discount offers, public holidays or redeemable for cash, limit of one voucher per day, must be surrendered, Member Card must be presented if requested, See website for full details.

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Valid to 30th December 2013

**Conditions of use:** Not valid in conjunction with other discount offers, public holidays or redeemable for cash, limit of one voucher per day, must be surrendered, Member Card must be presented if requested, See website for full details.

**Where To Enjoy**  
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**3 GAMES**

**Zone 3 LASER GAMES**

Buy 3 Games For One Person And Receive 3 Free Games For a Second Person

Valid to 30th December 2013

**Conditions of use:** Not valid in conjunction with other discount offers, birthday parties, public holidays or redeemable for cash, limit of one voucher per day per group, must be surrendered, All three games must be played together, Member Card must be presented if requested, See website for full details, Valid at locations below only.

# GENERAL RETAIL INDUSTRY AWARD 2010

<b>MINIMUM WAGE RATES EFFECTIVE 1 JULY 2013</b>  DOES NOT APPLY TO WOOLWORTHS, COLES, MYER, TARGET, COUNTRY ROAD, ROCKMANS, BIG W, PETROL PLUS, KMART, HARRIS SCARFE, JUST JEANS, OFFICEWORKS, K&D WAREHOUSE, VEHICLE INDUSTRY, BUNNINGS HARDWARE, MILLERS, BETTS & BETTS, PRICELINE AND PRICE ATTACK, WATTYL PAINTS SPOTLIGHT, KFC, HUNGRY JACK'S, DOMINO'S, PIZZA HUT AND OTHER FAST FOOD WORKERS  MOST RECENT WAGE INCREASE \$17.30	Ordinary Hours						<b>SUNDAY RATES AT DOUBLE TIME</b>		
	38 HOUR WEEKLY RATE	7am to 9pm Monday to Friday		6pm to 9pm Monday to Friday		7am to 6pm Saturday			
		Hourly Rate		Hourly Rate		Hourly Rate			
		Full-time and part- time up to 38 hours a week	Casual loading of 25%	Full-time and part- time loading of 25%	Casual loading of 25% only	Full-time and part- time loading of 25%		Casual loading of 35%	
<b>RETAIL EMPLOYEE</b>	\$	\$	\$	\$	\$	\$	\$	\$	
<b>Level 1</b> Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	683.40	17.99	22.48	22.48	22.48	22.48	24.28	478.38	
<b>Level 2</b> Forklift Operator	699.70	18.41	23.02	23.02	23.02	23.02	24.85	489.81	
<b>Level 3</b> Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	710.60	18.70	23.38	23.38	23.38	23.38	25.25	497.44	
<b>Level 4</b> Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	724.50	19.07	23.83	23.83	23.83	23.83	25.74	507.15	
<b>Level 5</b> Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	754.30	19.85	24.81	24.81	24.81	24.81	26.80	528.00	
<b>Level 6</b> Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr	765.20	20.14	25.17	25.17	25.17	25.17	27.19	535.64	
<b>Level 7</b> Visual Merchandiser, Clerical Officer Level 4	803.50	21.14	26.43	26.43	26.43	26.43	28.55	562.45	
<b>Level 8</b> Shop Manager, Clerical Officer Level 5	836.20	22.01	27.51	27.51	27.51	27.51	29.71	585.34	
<b>JUNIOR RATES</b>									
<i>Age</i>		<i>% of weekly rate of pay</i>							
Under 16 years of age	45	314.86	8.29	10.36	10.36	10.36	10.36	11.19	220.40
16 years of age	50	349.85	9.21	11.51	11.51	11.51	11.51	12.43	244.90
17 years of age	60	419.82	11.05	13.81	13.81	13.81	13.81	14.92	293.87
18 years of age	70	489.80	12.89	16.11	16.11	16.11	16.11	17.40	342.85
19 years of age	80	559.76	14.73	18.41	18.41	18.41	18.41	19.89	391.83
20 years of age	90	629.73	16.57	20.72	20.72	20.72	20.72	22.37	440.81
<b>APPRENTICES</b>									
<i>Apprenticeship Year</i>		<i>% of Level 4</i>							
1st Year	50	362.25	9.53						
2nd Year	60	434.70	11.44						
3rd Year	80	579.60	15.25						
4th Year	90	652.05	17.16						

# Tasmanian Public Holidays 2013-2014

Event		2013	2014
New Year's Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Tuesday 2 January	Wednesday 1 January
Australia Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Monday 28 January	Monday 27 January
Royal Hobart Regatta (South)	Second Monday in February. (All parts of Tasmania South of, and including, Oatlands and Swansea. Excludes Bronte, Catagunya, Strathgordon, Tarraleah, Wayatinah and the West Coast.)	Monday 11 February	Monday 10 February
Eight Hours Day	Second Monday in March	Monday 11 March	Monday 10 March
Good Friday		Friday 29 March	Friday 18 April
Easter Monday		Monday 1 April	Monday 21 April
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 2 April	Tuesday 22 April
Anzac Day	25 April each year.	Thursday 25 April	Friday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 10 June	Monday 9 June
Burnie Show Day	First Friday in October each year.	Friday 4 October	Friday 3 October
Launceston Show Day		Thursday 10 October	Thursday 9 October
Hobart Show Day		Thursday 24 October	Thursday 23 October
Recreation Day (North)	First Monday in November. (All parts of Tasmania in which a statutory holiday is not observed for the Royal Hobart Regatta.)	Monday 4 November	Monday 3 November
Devonport Show Day		Friday 29 November	Friday 28 November
Christmas Day	25 December each year. If Christmas Day falls on a Saturday, the following Monday is observed as the public holiday. If it falls on a Sunday, the following Tuesday is observed as the public holiday.	Wednesday 25 December	Thursday 25 December
Boxing Day	If Boxing Day falls on a Saturday, the following Monday is observed as the public holiday. If it falls on a Sunday, the following Tuesday is observed as the public holiday.	Thursday 26 December	Friday 26 December

## SHOP, DISTRIBUTIVE & ALLIED EMPLOYEES' ASSOCIATION ANNUAL FINANCIAL REPORT AS AT 30 JUNE 2013

### OPERATING REPORT FOR THE YEAR ENDED 30 JUNE 2013

The members of the National Executive present their report together with the financial report of Shop, Distributive & Allied Employees' Association ('the Association') for the financial year ended 30 June 2013 and the auditor's report thereon.

#### 1. Membership

Membership of the Association as at 30 June 2013 was 213,075 (2011: 204,127).

Persons eligible to do so under the rules of the Association were actively encouraged to join the Association. Pursuant to s174 of the *Fair Work (Registered Organisations) Act 2009* ("RO Act") and in accordance with Rule 27 of the Association, members have the right to resign from the Association by written notice to the appropriate Branch of the Association.

#### 2. Committee of Management

The members of the National Executive of the Association at any time during or since the end of the financial year are:

Name	Experience
Mr Gerard Dwyer National President	National Executive Member since 2005 Elected National President 2008
Mr Joseph Bullock National Vice President	National Executive Member since 1996 Elected National Vice President 2004
Mr Joseph de Bruyn National Secretary-Treasurer	National Executive Member since 1978 Elected National Secretary-Treasurer 1978
Mr Ian Blandthorn National Assistant Secretary	National Executive Member since 1986 Elected National Assistant Secretary 1986
Mr Michael Donovan	National Executive Member since 1996
Mr Paul Griffin	National Executive Member since 1990
Mr Chris Ketter	National Executive Member since 1996
Ms Barbara Nebart	National Executive Member since 2004
Mr Peter Malinauskas	National Executive Member since 2008

#### 3. Affiliations & Directorships

The Association, through its Branches, is affiliated with the Australian Labor Party ("ALP"). Delegates were credentialled to various state and national meetings of the ALP. The National Secretary-Treasurer is a member of the ALP National Executive and the Australian Labor Advisory Council.

The Association is affiliated with the Australian Council of Trade Unions ("ACTU"). The National Secretary-Treasurer is Senior Vice President of the ACTU. Four other representatives of the Association are also members of the ACTU Executive. Officials of the Association are active on a range of ACTU Committees, including finance, health and safety, women, vocational education and training, future strategies, international and award modernisation.

The Association is affiliated to Union Network International ("UNI"). Various officials of the Association hold elected positions within UNI. The National Secretary-Treasurer is the President of UNI.

Two representatives of the Association are Directors of the Service Industries Skills Council.

#### 4. Principal Activities

The Association maintained its industrial awards and agreements at a high, up-to-date standard, and produced a range of publications for its members.

New enterprise agreements were negotiated with a wide range of employers including Betts, Woolworths Petrol, KFC, Pretty Girl Fashion Group, McDonalds, Sanity, Bunnings, Woolworths Liquor, Best & Less, BQ Galore, Ikea and Aldi. These agreements all resulted in improved wages and working conditions for the employees covered by them.

The Association ran a major case in defence of penalty rates in its major awards and also protected other entitlements from attack by employers. The Association also ran a major test case in support of the principle of the adult rate of pay at 18 years of age, and sought the immediate application of the adult rate at 20 years.

There were no significant changes in the Association during the financial year in the nature of its activities and financial affairs. At 30 June 2013, there were 16 persons employed by the national office of the Association (2012: 13).

#### 5. Superannuation Trustees

Four representatives of the Association hold positions as Directors of the Retail Employees' Superannuation Trust ("REST"). Below are the directors as at 30 June 2013, along with the nominated alternate Employee Directors. Ms S Burnley is also a Director of CARE Super Pty Ltd.

Directors:	Alternates:
Mr Joseph de Bruyn	Ms Barbara Nebart
Mr Ian Blandthorn	Mr Michael Donovan
Mr Geoff Williams	Mr Joseph Bullock
Ms Sue-Anne Burnley	Mr Chris Ketter

#### 6. SDA Report to the Workplace Gender Equality Agency

The Shop, Distributive and Allied Employees' Association, as required by the *Workplace Gender Equality Act 2012*, lodged its public report for the reporting year 2012-2013, to the Workplace Gender Equality Agency, on the 31st May 2013. The report is available on the SDA National website at [www.sda.org.au](http://www.sda.org.au)

#### 7. Information to be provided to Members or General Manager

In accordance with the requirements of subsection 272(5) of the RO Act, the attention of members is drawn to the provisions of subsections (1), (2) and (3) of section 272, which states as follows:

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

Dated at Melbourne this 22nd day of August 2013

GERARD DWYER,  
NATIONAL PRESIDENT

JOSEPH DE BRUYN,  
NATIONAL SECRETARY-TREASURER

### COMMITTEE OF MANAGEMENT STATEMENT

We, Gerard Dwyer and Joseph de Bruyn, being two members of the National Executive of the Association, do state on behalf of the National Executive and in accordance with a resolution passed by the National Executive on 22nd August 2013 in relation to the accompanying general purpose financial report that, in the opinion of the National Executive:

- the financial statements and notes set out on pages 8 to 39 comply with the Australian Accounting Standards;
- the financial statements and notes set out on pages 8 to 39 comply with the reporting guidelines of *Fair Work Australia* ("FWA");
- the financial statements and notes present a true and fair view of the financial performance, financial position and cash flows of the Association for the financial year ended 30 June 2013;
- there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable;

(e) during the financial year ended 30 June 2013 and since the end of that year:

- meetings of the executive were held in accordance with the rules of the Association;
- the financial affairs of the Association have been managed in accordance with the rules of the Association;
- the financial records of the Association have been kept and maintained in accordance with the *Fair Work (Registered Organisations) Act 2009* ("RO Act") and the RO Regulations;
- the financial records of the Association have been kept, as far as practicable, in a consistent manner for each of the branches of the Association;
- to the knowledge of any member of the National Executive, there have been no instances of information sought in any request of a member of the Association or FWA duly made under section 272 of the RO Act that have not been furnished to the member or FWA;
- no orders for inspection of financial records have been made by FWA under section 273 of the RO Act; and
- in relation to the recovery of wages activity, there has been no such activity undertaken by the Association.

Dated at Melbourne this 22nd day of August 2013

GERARD DWYER,  
NATIONAL PRESIDENT

JOSEPH DE BRUYN,  
NATIONAL SECRETARY-TREASURER

### CERTIFICATE BY NATIONAL SECRETARY-TREASURER

I, Joseph de Bruyn, being the officer responsible for keeping the accounting records of the Association certify that as at 30 June 2013 the number of members of the Association was 213,075.

In my opinion:

- the accompanying financial report set out on pages 8 to 39 presents a true and fair view of the financial position of the Association as at 30 June 2013;
- a record has been kept of all monies paid by or collected from members of the Association and all monies so paid or collected have been credited to the bank account to which those monies are to be credited in accordance with the rules of the Association;
- 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;
- no payments were made out of funds or accounts operated by the Association in respect of compulsory levies raised by the Association or voluntary contributions collected from members of the Association or other funds, the operation of which is required by the rules of the Association for a purpose other than the purpose for which the funds or accounts were operated;
- 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
- the Register of Members of the Association was maintained in accordance with the *Fair Work (Registered Organisations) Act 2009*.

Dated at Melbourne this 22nd day of August 2013

JOSEPH DE BRUYN,  
NATIONAL SECRETARY-TREASURER

### STATEMENT OF FINANCIAL POSITION

As at 30 June 2013	Note	2013 \$	2012 \$
<b>Assets</b>			
Cash and cash equivalents	9	1,042,785	1,072,041
Receivables	10	348,125	318,384
Other financial assets	11	25,100,000	22,100,000
<b>Total current assets</b>		26,490,910	23,490,425
Investment property	12	15,301,973	14,232,296
Property, plant and equipment	13	289,366	315,492
<b>Total non-current assets</b>		15,591,339	14,547,788
<b>TOTAL ASSETS</b>		<b>42,082,249</b>	<b>38,038,213</b>
<b>Liabilities</b>			
Trade and other payables	14	352,839	162,115
Employee benefits	15	815,398	715,131
<b>Total current liabilities</b>		1,168,237	877,246
Employee benefits	15	93,507	210,686
<b>Total non-current liabilities</b>		93,507	210,686
<b>TOTAL LIABILITIES</b>		<b>1,261,744</b>	<b>1,087,932</b>
<b>NET ASSETS</b>		<b>40,820,505</b>	<b>36,950,281</b>
<b>Equity</b>			
Retained earnings		40,820,505	36,950,281
<b>TOTAL EQUITY</b>		<b>40,820,505</b>	<b>36,950,281</b>

The notes on pages 12 to 39 are an integral part of these financial statements.

### STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2013	Note	2013 \$	2012 Restated * \$
<b>Revenue</b>			
Affiliation fee contributions	21	6,208,699	5,751,183
		6,208,699	5,751,183
Other income	7	2,410,754	1,363,506
		8,619,453	7,114,689
<b>Expenditure</b>			
53 Queen St, Melbourne - direct operating expenses		480,541	454,786
ACTU IR Campaign Levy		424,158	-
Affiliation fees	21	1,251,062	1,196,246
Auditors' remuneration	8	27,465	22,800
Delegates expenses		205,334	355,522
Depreciation	13	36,797	43,350
Donations		222,039	217,197
Legal expenses		479,654	281,074
Meeting expenses		199,130	245,323
Office & administration expenses		127,566	120,428
Other expenses		795,686	308,875
Personnel expenses	18	1,404,181	1,192,522
Travel expenses		158,498	160,412
<b>Total Expenses</b>		<b>5,812,111</b>	<b>4,598,535</b>
<b>Result from Operating Activities</b>		<b>2,807,342</b>	<b>2,516,154</b>
<b>Finance income</b>			
Interest income	11	959,317	1,065,390
		959,317	1,065,390
Income tax expense	3(k)	-	-
<b>PROFIT FOR THE PERIOD</b>		<b>3,766,659</b>	<b>3,581,544</b>
<b>Other comprehensive income</b>			
Defined benefit plan actuarial gains (losses)	15	103,565	(393,078)
Income tax on other comprehensive income	3(k)	-	-
		103,565	(393,078)
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD</b>		<b>3,870,224</b>	<b>3,188,466</b>

The notes on pages 12 to 39 are an integral part of these financial statements.

\* Refer to Note 2(e)(ii) for details of the restatement.



## STATEMENT OF CHANGES IN EQUITY

	Note	Retained earnings * Restated \$	Total equity \$
<b>For the year ended 30 June 2013</b>			
Balance at 1 July 2011		33,761,815	33,761,815
<b>Total comprehensive income for the period</b>			
Profit for the period		3,581,544	3,581,544
<i>Other comprehensive income</i>			
Defined benefit plan actuarial (losses), net of tax	15	(393,078)	(393,078)
Total comprehensive income for the period		3,188,466	3,188,466
Transactions with members of the Association, recognised directly in equity		-	-
<b>Balance at 30 June 2012</b>		<b>36,950,281</b>	<b>36,950,281</b>
Balance at 1 July 2012		36,950,281	36,950,281
<b>Total comprehensive income for the period</b>			
Profit for the period		3,766,659	3,766,659
<i>Other comprehensive income</i>			
Defined benefit plan actuarial (losses), net of tax	15	103,565	103,565
Total comprehensive income for the period		3,870,224	3,870,224
Transactions with members of the Association, recognised directly in equity		-	-
<b>Balance at 30 June 2013</b>		<b>40,820,505</b>	<b>40,820,505</b>

The notes on pages 12 to 39 are an integral part of these financial statements.

\* Refer to Note 2(e)(ii) for details of the restatement.

## STATEMENT OF CASH FLOWS

	Note	2013 \$	2012 \$
<b>For the year ended 30 June 2013</b>			
<b>Cash flows from operating activities</b>			
Cash receipts from operations		8,306,120	7,799,617
Cash paid to suppliers and employees		(6,242,298)	(5,122,857)
Cash generated from operations		2,063,822	2,676,760
Interest received		917,593	1,131,374
<b>Net cash from operating activities</b>	20	<b>2,981,415</b>	<b>3,808,134</b>
<b>Cash flows from investing activities</b>			
Acquisition of term deposits		(3,000,000)	(3,900,000)
Acquisition of property, plant and equipment	13	(10,671)	(9,596)
<b>Net cash used in investing activities</b>		<b>(3,010,671)</b>	<b>(3,909,596)</b>
<b>Cash flows from financing activities</b>			
<b>Net cash used in financing activities</b>			
Net (decreases) in cash and cash equivalents		(29,256)	(101,462)
Cash and cash equivalents at 1 July		1,072,041	1,173,503
<b>CASH AND CASH EQUIVALENTS AT 30 JUNE</b>	9	<b>1,042,785</b>	<b>1,072,041</b>

The notes on pages 12 to 39 are an integral part of these financial statements.

## NOTES TO FINANCIAL STATEMENTS

## 1. REPORTING ENTITY

Shop, Distributive & Allied Employees' Association (the 'Association') is an Association domiciled in Australia. The address of the Association's registered office is Level 6, 53 Queen Street, Melbourne. The financial report of the Association for the financial year ended 30 June 2013 comprises the National Account and the International Fund. The Association is a not-for-profit entity and primarily is involved in retail trade union activities.

## 2. BASIS OF PREPARATION

## a) Statement of compliance

The financial report is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards ('AASBs') adopted by the Australian Accounting Standards Board ('AASB') and the *Fair Work (Registered Organisations) Act 2009*.

The financial statements were approved by the National Executive on 22nd August 2013.

## b) Basis of measurement

The financial report is prepared on the historical cost basis except for the following material items in the statement of financial position:

- investment property is measured at fair value; and
- the defined benefit asset is recognised as the net total of the plan assets, plus unrecognised past service cost and unrecognised actuarial losses, less unrecognised actuarial gains and the present value of the defined benefit obligation.

## c) Functional and presentation currency

The financial report is presented in Australian dollars, which is the Association's functional currency.

## d) Use of estimates and judgements

The preparation of financial statements in conformity with AASBs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is included in the following note:

- Note 12 – valuation and classification of investment property.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment within the next financial year are included in the following note:

- Note 15 – measurement of defined benefit obligations.

## e) Changes in accounting policies

## (i) Presentation of transactions recognised in other comprehensive income

From 1 July 2012 the Association applied amendments to AASB 101 *Presentation of Financial Statements* outlined in AASB 2011-9 *Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income*. The change in accounting policy only relates to disclosures and has had no impact on net income. The changes have been applied retrospectively and require the Association to separately present those items of other comprehensive income that may be reclassified to profit or loss in the future from those that will never be reclassified to profit or loss. These changes are included in the statement of profit or loss and other comprehensive income.

## (ii) Defined Benefit Plans

The Association early adopted AASB 119 *Employee Benefits* (2011) with a date of initial application of 1 July 2012 and changed its basis for determining the income or expense related to defined benefit plans.

As a result of the change, the Association now determines the net interest expense (income) on the net defined benefit liability (asset) for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the annual period to the net defined benefit liability (asset) at the beginning of the annual period. It takes into account any changes in the net defined benefit liability (asset) during the period as a result of contributions and benefit payments. The net interest on the net defined benefit liability (asset) comprises:

- Interest cost on the defined benefit obligation; and
- Interest income on plan assets.

Previously, the Association determined interest income on plan assets based on their long-term rate of expected return.

The change in accounting policy has been applied retrospectively, the details of their adjustment have been presented below:

	2012 Original \$	Change \$	2012 Restated \$
Profit for the period	3,631,524	(49,980)	3,581,544
Other comprehensive income	(443,058)	49,980	(393,078)
Retained earnings	36,950,281	-	36,950,281

The change in accounting policy increased the defined benefit expense recognised in profit or loss and correspondingly reduced the defined benefit plan remeasurement loss recognised in other comprehensive income by \$49,980 for the reporting period ending 30 June 2012.

The change in accounting policy had no impact on net liabilities as at 30 June 2012 and no impact on income taxes for the comparative period.

For further details, see Note 15.

## 3. SIGNIFICANT ACCOUNTING POLICIES

The accounting policies set out below have been applied consistently to all periods presented in these financial statements, and have been applied consistently by the Association, except for the changes in accounting policies as explained in Note 2(e)

Certain comparative amounts have been reclassified to conform with the current year's presentation.

## a) Financial instruments

## (i) Non-derivative financial assets

The Association initially recognises receivables and deposits on the date that they originate. All other financial assets (including assets designated at fair value through profit and loss) are recognised initially on the trade date at which the Association becomes a party to the contractual provisions of the instrument.

The Association derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the Association is recognised as a separate asset or liability.

Financial assets and liabilities are offset and the net amount presented in the financial position when, and only when, the Association has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The Association has the following non-derivative financial assets: held-to-maturity financial assets, receivables, and cash and cash equivalents.

*Held-to-maturity financial assets*

Held-to-maturity financial assets are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition held-to-maturity financial assets are measured at amortised cost using the effective interest method, less any impairment losses (see note 3e(i)). Any sale or reclassification of a more than insignificant amount of held-to-maturity investments not close to their maturity would result in the reclassification of all held-to-maturity investments as available-for-sale, and prevent the Association from classifying investment securities as held-to-maturity for the current and the following two financial years.

Held to maturity financial assets comprise Term Deposits held with the Commonwealth Bank of Australia (see note 11).

*Receivables*

Receivables are financial assets with fixed or determinable payments that are not quoted in an active market. Such assets are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition receivables are measured at amortised cost using the effective interest method, less any impairment losses (see note 3e(i)).

Receivables comprise accrued income, prepayments and sundry debtors (see note 10).

*Cash and cash equivalents*

Cash and cash equivalents comprise cash balances and bank bills with original maturities of three months or less from the acquisition date that are subject to an insignificant risk of changes in their fair value, and are used by the Group in the management of short-term commitments.

## (ii) Non-derivative financial liabilities

The Association's other financial liabilities are recognised initially on the trade date which is the date that the Association becomes a party to the contractual provisions of the instrument.

The Association derecognises a financial liability when its contractual obligations are discharged or cancelled or expire.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Association has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The financial liabilities are recognised at fair value plus any directly attributable transaction costs. Subsequent to initial recognition these financial liabilities are measured at amortised cost using the effective interest rate method. Other financial liabilities comprise trade and other payables.

## (iii) Share capital

The Association is an unincorporated registered organisation under the Fair Work (Registered Organisations) Act 2009 and does not have share capital.

## (b) Foreign currency

## (i) Foreign currency transactions

Transactions in foreign currencies are translated to the functional currency of the Association at exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are retranslated to the functional currency at the exchange rate at that date. The foreign currency gain or loss on monetary items is the difference between amortised cost in the functional currency at the beginning of the period, adjusted for effective interest and payments during the period, and the amortised cost in foreign currency translated at the exchange rate at the end of the year.

Non-monetary assets and liabilities denominated in foreign currencies that are measured at fair value are retranslated to the functional currency at the exchange rate at the date that the fair value was determined. Non-monetary items in a foreign currency that are measured in terms of historical cost are translated using the exchange rate at the date of the transaction.

Foreign currency differences arising on retranslation are recognised in profit or loss.

## c) Property, plant and equipment

## (i) Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses. Cost includes expenditures that are directly attributable to the acquisition of the asset. When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

The gain or loss on disposal of an item of property, plant and equipment is determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment and is recognised net within other income/other expenses in profit or loss.

## (ii) Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Association and its cost can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

## (iii) Depreciation

Depreciation is calculated over the depreciable amount, which is the cost of an asset, or other amount substituted for cost, less its residual value.

Depreciation is recognised in profit or loss on a straight-line or diminishing value over the estimated useful lives of each part of an item of property, plant and equipment, to most closely reflect the expected pattern of consumption of the future economic benefits embodied in the asset. Leased assets are depreciated over the shorter of the lease term and their useful lives unless it is reasonably certain that the Association will obtain ownership by the end of the lease term.

The estimated useful lives in the current and comparative periods are as follows:

• Leasehold improvements	20 years
• Fixtures and fittings	4-20 years
• Motor vehicles	8 years

Depreciation methods, useful lives and residual values are reviewed at each financial year-end and adjusted if appropriate.

#### d) Investment property

Investment property is property held either to earn rental income or for capital appreciation or for both, but not for sale in the ordinary course of business, use in the production or supply of goods or services or for administrative purposes. Investment property is measured at cost on initial recognition and subsequently at fair value with any change therein recognised in profit or loss.

Cost includes expenditure that is directly attributable to the acquisition of the investment property. The cost of self-constructed investment property includes the cost of materials and direct labour, any other costs directly attributable to bringing the investment property to a working condition for their intended use and capitalised borrowing costs.

Any gain or loss on disposal of an investment property (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised in profit and loss. When an investment property that was previously classified as property, plant and equipment is sold, any related amount included in the revaluation reserve is transferred to retained earnings.

When the use of a property changes such that it is reclassified as property, plant and equipment, its fair value at the date of reclassification becomes its cost for subsequent accounting.

#### e) Impairment

##### (i) Non-derivative financial assets

A financial asset not carried at fair value through profit or loss is assessed at each financial reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event has a negative effect on the estimated future cash flows of that asset that can be estimated reliably.

Objective evidence that financial assets (including receivables) are impaired can include default or delinquency by a debtor, restructuring of an amount due to the Association on terms the Association would not consider otherwise, indications that a debtor or issuer will enter bankruptcy, or the disappearance of an active market for a security.

##### *Financial asset at amortised cost*

The Association considers evidence of impairment for receivables at both a specific asset and collective level. All individually significant receivables are assessed for specific impairment, and those found not to be specifically impaired are then collectively assessed for any impairment that has been incurred but not yet identified. Receivables that are not individually significant are collectively assessed for impairment by grouping together those with similar risk characteristics.

In assessing collective impairment the Association uses historical trends of the probability of default, timing of recoveries and the amount of loss incurred, adjusted for management's judgement as to whether current economic and credit conditions are such that actual losses are likely to be greater or less than suggested by historical trends.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognised in profit or loss and reflected in an allowance account against receivables or held-to-maturity investment securities. Interest on the impaired asset continues to be recognised. When a subsequent event (e.g. repayment by a debtor) causes the amount of impairment loss to decrease, the decrease in impairment loss is reversed through profit or loss.

##### (ii) Non-financial assets

The carrying amounts of the Association's non-financial assets, other than investment property, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit (CGU) exceeds its recoverable amount. A CGU is the smallest identifiable asset group that generates cash flows that largely are independent from other assets and groups. Impairment losses are recognised in profit or loss.

The recoverable amount of an asset or CGU is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or CGU.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is only reversed to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

#### f) Employee benefits

##### (i) Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Association's net obligation in respect of defined benefit plans is calculated separately for each plan by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine its present value. Any unrecognised past service costs and the fair value of any fund assets are deducted.

The discount rate is the yield at the reporting date on Commonwealth Government bonds that have maturity dates approximating to the terms of the Association's obligations. The calculation is performed annually by a qualified actuary using the projected unit credit method. When the calculation results in a benefit to the Association, the recognised asset is limited to the net total of any unrecognised past service costs and the present value of any future refunds from the plan or reductions in future contributions to the plan. In order to calculate the present value of economic benefits, consideration is given to any minimum funding requirements that apply to any plan in the Association. An economic benefit is available to the Association if it is realisable during the life of the plan, or on settlement of the plan liabilities.

Remeasurements arising from the defined benefit plan comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest). The Association recognises them immediately in other comprehensive income and all other expenses related to the defined benefit plan in employee benefit expenses in profit or loss.

When the benefits of the plan are changed, or when a plan is curtailed, the portion of the changed benefit related to past service by employees, or the gain or loss on curtailment, is recognised immediately in profit or loss when the plan amendment or curtailment occurs.

The Association recognises gains and losses on the settlement of the defined benefit plan when the settlement occurs. The gain or loss on a settlement is the difference between the present value of the defined benefit obligation being settled as determined on the date of settlement and the settlement price, including any plan assets transferred and any payments made directly by the Association in connection with the settlement.

##### (ii) Other long-term employee benefits

The Association's net obligation in respect of long-term employee benefits other than defined benefit superannuation funds is the amount of future benefit that employees have earned in return for their service in the current and prior periods plus related on-costs; that benefit is discounted to determine its present value, and the fair value of any related assets is deducted. The discount rate is the yield at the reporting date on Commonwealth Government bonds that have maturity dates approximating to the terms of the Association's obligations in which the benefits are expected to be paid.

##### (iii) Short-term benefits

Liabilities for employee benefits for wages, salaries, annual leave and sick leave represent present obligations resulting from employees' services provided to reporting date and are calculated at undiscounted amounts and expensed based on remuneration wage and salary rates that the Association expects to pay as at reporting date including related on-costs, such as workers compensation insurance and payroll tax.

#### g) Provisions

A provision is recognised if, as a result of a past event, the Association has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation.

#### h) Revenue

##### (i) Affiliation fee contributions

Affiliation fee contributions represent affiliation fees received from the state branches, recognised on receipt.

##### (ii) Rental income

Rental income from investment property is recognised in profit or loss on a straight line basis over the term of the lease. Lease incentives granted are recognised as an integral part of the total rental income, over the term of the lease.

#### i) Finance income

Finance income comprises interest income on funds invested. Interest income is recognised as it accrues in profit or loss, using the effective interest method.

Foreign currency gains and losses are reported on a net basis as either finance income or finance cost depending on whether foreign currency movements are in a net gain or net loss position.

#### j) Leases

##### (i) Lease payments

Payments made under operating leases are recognised in profit or loss on a straight-line basis over the term of the lease. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

Minimum lease payments made under finance leases are apportioned between the finance expense and the reduction of the outstanding liability. The finance expense is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

##### (ii) Determining whether an arrangement contains a lease

At inception of an arrangement, the Association determines whether such an arrangement is or contains a lease. This will be the case if the following two criteria are met:

- the fulfilment of the arrangement is dependent on the use of a specific asset or assets; and
- the arrangement contains a right to use the asset(s).

At inception or upon reassessment of the arrangement, the Association separates payments and other consideration required by such an arrangement into those for the lease and those for other elements on the basis of their relative fair values. If the Association concludes for a finance lease that it is impracticable to separate the payments reliably, an asset and a liability are recognised at an amount equal to the fair value of the underlying asset. Subsequently the liability is reduced as payments are made and an imputed finance charge on the liability is recognised using the Association's incremental borrowing rate.

#### k) Income tax

The Association is exempt from income tax under Division 50, section 50-15 of the Income Tax Assessment Act 1997.

#### l) Goods and services tax

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the taxation authority. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated with the amount of GST excluded, as the Association reports to the ATO for GST on a cash-basis. The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

#### m) Segment reporting

An operating segment is a component of the Association that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the other Association's other components. All operating segments' operating results are reviewed regularly by the Association's office holders to make decisions about resources to be allocated to the segment and to assess its performance, and for which discrete financial information is available.

#### n) New standards and interpretations not yet adopted

A number of new standards, amendments to standards and interpretations are effective for annual periods beginning after 1 July 2012, and have not been applied in preparing these consolidated financial statements. Those which may be relevant to the Association are set out below. The Association does not plan to adopt these standards early.

##### (i) AASB 9 Financial Instruments (2010), AASB 9 Financial Instruments (2009)

AASB 9 Financial Instruments (2009) introduces new requirements for the classification and measurement of financial assets. Under AASB 9 (2009), financial assets are classified and measured based on the business model in which they are held and the characteristics of their contractual cash flows. AASB 9 (2010) introduces additions relating to financial liabilities. The IASB currently has an active project that may result in limited amendments to the classification and measurement requirements of AASB 9 and add new requirements to address the impairment of financial assets and hedge accounting.

AASB 9 (2010 and 2009) are effective for annual periods beginning on or after 1 January 2015 with early adoption permitted. The extent of the impact has not been determined.

##### (ii) AASB 13 Fair Value Measurement (2011)

AASB 13 provides a single source of guidance on how fair value is measured, and replaces the fair value measurement guidance that is currently dispersed throughout Australian Accounting Standards. Subject to limited exceptions, AASB 13 is applied when fair value measurements or disclosures are required or permitted by other AASBs. The Association is currently reviewing its methodologies in determining fair values (see Note 4). AASB 13 is effective for annual periods beginning on or after 1 January 2013 with early adoption permitted. The extent of the impact has not been determined.

#### 4. DETERMINATION OF FAIR VALUES

A number of the Association's accounting policies and disclosures require the determination of fair value, for both financial and non-financial assets and liabilities. Fair values have been determined for measurement and/or disclosure purposes based on the following methods. Where applicable, further information about the assumptions made in determining fair values is disclosed in the notes specific to that asset or liability.

##### Investment property

An external, independent valuation company, having appropriate recognised professional qualifications and recent experience in the location and category of property being valued, values the Association's investment property at least every 2 years.

The fair value is based on market values, being the estimated amount for which a property could be exchanged on the date of the valuation between a willing buyer and a willing seller in an arm's length transaction after proper marketing wherein the parties had each acted knowledgeably and willingly. In years where external, independent valuations are not obtained, these are substituted with Association management performing internal valuations utilising publicly available market data for properties with similar characteristics to the Association's investment property.

In the absence of current prices in an active market, the valuation is prepared by considering the estimated rental value of the property. A market yield is applied to the estimated rental value to arrive at the gross property valuation. When actual rents differ materially from the estimated rental value, adjustments are made to reflect actual rents.

Valuations reflect, where appropriate: the type of tenants actually in occupation or responsible for meeting lease commitments or likely to be in occupation after letting vacant accommodation, the allocation of maintenance and insurance responsibilities between the Association and the lessee, and the remaining economic life of the property. When rent reviews or lease renewals are pending with anticipated reversionary increases, it is assumed that all notices, and where appropriate counter-notices, have been served validly and within the appropriate time.

#### 5. SEGMENT REPORTING

The Association operates in one geographical location, being Australia and in one industry, being trade union activities for the benefit of its members.

#### 6. FINANCIAL RISK MANAGEMENT

The Association has exposure to the following risks from their use of financial instruments:

- a) Credit risk
- b) Liquidity risk
- c) Market risk
- d) Operational risk

This note presents information about the Association's exposure to each of the above risks, their objectives, policies and processes for measuring and managing risk, and their management of capital. Further quantitative disclosures are included throughout these financial statements.

**Risk Management Framework**

The National Executive has overall responsibility for the establishment and oversight of the risk management framework. Risk management policies are established to identify and analyse the risks faced by the Association, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Association's activities. The Association, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

**a) Credit risk**

Credit risk is the risk of financial loss to the Association if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Association's receivables from customers and other financial assets.

**(i) Receivables**

The Association's exposure to credit risk is influenced mainly by the individual characteristics of each customer or tenant. Credit evaluations are performed on all tenants of the investment property prior to the signing of a lease agreement and security deposits are required by way of bank guarantees or cash, to be held for the term of all leases. None of the tenants were in arrears at the balance sheet date and there is no indication to management that any of the tenants present a significant credit risk. All receivables are with tenants in the Australian geographical region and therefore no impairment loss has been recognised at balance date (2012: no impairment loss).

**(ii) Cash and cash equivalents**

The Group held cash and cash equivalents of \$1,042,786 at 30 June 2013 (2012: \$1,072,041), which represents its maximum credit exposure on these assets. The cash and cash equivalents are held with bank and financial institution counterparties, which are located in Australia.

**b) Liquidity risk**

Liquidity risk is the risk that the Association will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Association's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Association's reputation.

The Association prepares budgets and cash flow forecasts, which assists it in monitoring cash flow requirements and optimising its cash return on investments. Typically the Association ensures that it has sufficient cash on demand to meet expected operational expenses for a period of at least 120 days, the maximum term of its primary financial assets being term deposits. This excludes the potential impact of extreme circumstances that cannot reasonably be predicted, such as natural disasters. Refer to note 16.

**c) Market risk**

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and equity prices will affect the Association's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

**(i) Currency risk**

The Association has limited exposure to currency risks on International Fund transactions (international affiliation fees and donations) that are denominated in a currency other than the functional currency, being the Australian dollar (AUD). The currencies in which these transactions primarily are denominated are Swiss Francs (CHF) and Singapore dollars (SGD). Refer to note 16 for further details.

The Association uses at its discretion forward exchange contracts (typically 1-3 months) to hedge its currency risk, with maturity dates the same as the due dates of the International Fund transactions. At reporting date there were no forward exchange contracts in place.

**(ii) Interest rate risk**

The Association's interest rate risk arises from its investments in bank bills, term deposits and cash management accounts. Bank bills and term deposits are issued at fixed rates for terms of between 30 and 120 days. The Association maintains a number of different bank bills and term deposits maturing at regular intervals to smooth fluctuations in interest rates being offered. The majority of cash reserves are held in term deposits, with cash management bank accounts (with variable interest rates) used to provide liquidity funds at call.

**d) Operational risk**

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with the Association's processes, personnel, technology and infrastructure, and from external factors other than credit, market and liquidity risks such as those arising from legal and regulatory requirements and generally accepted standards of corporate behaviour. Operational risks arise from all of the Association's operations.

The Association's objective is to manage operational risk so as to balance the avoidance of financial losses and damage to the Association's reputation with overall cost effectiveness and to avoid control procedures that restrict initiative and creativity.

The primary responsibility for the development and implementation of controls to address operational risk is assigned to senior management within the Association. This responsibility is supported by the development of overall Association standards for the management of operational risk in the following areas:

- Requirements for appropriate segregation of duties, including the independent authorisation of transactions;
- Requirements for the reconciliation and monitoring of transactions;
- Compliance with regulatory and other legal requirements;
- Documentation of controls and procedures;
- Requirements for the periodic assessment of operational risks faced, and the adequacy of controls and procedures to address the risks identified;
- Requirements for the reporting of operational losses and proposed remedial action;
- Development of contingency plans;
- Training and professional development;
- Ethical and business standards;
- Risk mitigation, including insurance where this is effective.

**Capital management**

The Association's policy is to maintain a strong capital base so as to maintain member, creditor and market confidence and to sustain future development of the union's activities. The National Executive monitors the return on capital and seeks to maintain a conservative position between higher returns and the advantages and security afforded by a sound capital position.

There were no changes in the Association's approach to capital management during the year, and the Association is not subject to externally imposed capital requirements.

**7. OTHER INCOME**

	Note	2013 \$	2012 \$
53 Queen Street, Melbourne - Rental income from investment property	17	1,037,208	1,327,591
53 Queen Street, Melbourne - Fair value increment	12	1,100,000	-
Branch Reimbursements	21	238,654	-
CARE director's fees		34,892	35,300
Other income		-	615
		<u>2,410,754</u>	<u>1,363,506</u>

**8. AUDITOR'S REMUNERATION**

**Audit services**

Auditors of the Association

KPMG Australia:

Audit and review of financial reports

	27,465	22,800
	<u>27,465</u>	<u>22,800</u>

**Other services**

Auditors of the Association

KPMG Australia:

Other assurance services

	6,616	8,372
	<u>6,616</u>	<u>8,372</u>

**TOTAL AUDITORS' REMUNERATION**

	<u>34,081</u>	<u>31,172</u>
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**9. CASH AND CASH EQUIVALENTS**

	Note	2013 \$	2012 \$
Cash at bank		145,206	95,489
Cash management accounts		830,074	909,047
Term deposits		67,505	67,505
		<u>1,042,785</u>	<u>1,072,041</u>

Cash and cash equivalents in the statement of cash flows comprise the following:

Cash and cash equivalents	<u>1,042,785</u>	<u>1,072,041</u>
	<u>1,042,785</u>	<u>1,072,041</u>

The Association's exposure to interest rate risk and a sensitivity analysis for financial assets is disclosed in note 16.

**10. RECEIVABLES**

Accrued income	167,418	125,694
Prepayments	46,214	26,632
Sundry debtors	134,493	166,058
	<u>348,125</u>	<u>318,384</u>

The Association's exposure to credit and currency risks, and impairment losses related to receivables is disclosed in note 16.

**11. OTHER FINANCIAL ASSETS**

Term deposits	25,100,000	22,100,000
	<u>25,100,000</u>	<u>22,100,000</u>

Term deposits have stated interest rates of 3.70 to 4.10 percent (2012: 4.45 to 5.30 percent) and mature in 120 days.

The Association's exposure to credit and interest rate risk is disclosed in note 16.

During the year ended 30 June 2013, interest income of \$959,317 (2012: \$1,065,390) in respect of financial assets not at fair value through profit and loss.

**12. INVESTMENT PROPERTY**

**Property**

Balance at 1 July	14,200,000	14,200,000
Fair value adjustment (refer below)	1,100,000	-
Balance at 30 June	15,300,000	14,200,000

**Lease incentives**

Balance at 1 July	32,296	95,426
Amortisation of lease incentives	(30,323)	(63,130)
Balance at 30 June	1,973	32,296
	<u>15,301,973</u>	<u>14,232,296</u>

The carrying amount of investment properties is the fair value of the property at 30 June 2013 as determined by RJ Scrivener, Director and certified practising valuer of Urbis, a registered independent appraiser having an appropriate recognised professional qualification in Australian Property Institute and recent experience in the location and category of the property being valued. Fair value was determined having regard to recent market transactions for similar properties in the same location as the Association's investment property, using midpoint of the capitalisation of net income and direct comparison approaches for 53 Queen Street, Melbourne.

The range of yields applied to the net annual rentals to determine fair value of property are as follows:

Offices	Yields
Melbourne, Australia	7.61% - 9.33% (2012: 8.25% - 9.25%)

Investment property comprises a commercial property located at 53 Queen Street, Melbourne. The Association retains possession of levels 6 and 7 as its registered head office and leases the remaining floors to third parties. Each of the leases contains an initial non-cancellable period of a minimum of four years. Some lease incentives were paid and are being amortised over the period of the leases. Subsequent renewals are negotiated with the lessee. See note 17 for further information.

**13. PROPERTY, PLANT AND EQUIPMENT**

Cost	Furniture and fittings \$	Motor Vehicles \$	Leasehold Improvements \$	Total \$
Balance at 1 July 2011	191,330	92,189	331,840	615,359
Acquisitions	9,711	-	-	9,711
Balance at 30 June 2012	<u>201,041</u>	<u>92,189</u>	<u>331,840</u>	<u>625,070</u>
Balance at 1 July 2012	201,041	92,189	331,840	625,070
Acquisitions	10,671	-	-	10,671
Balance at 30 June 2013	<u>211,712</u>	<u>92,189</u>	<u>331,840</u>	<u>635,741</u>
<b>Depreciation and impairment losses</b>				
Balance at 1 July 2011	129,821	53,447	82,960	266,228
Depreciation expense for the year	18,167	8,591	16,592	43,350
Balance at 30 June 2012	<u>147,988</u>	<u>62,038</u>	<u>99,552</u>	<u>309,578</u>
Balance at 1 July 2012	147,988	62,038	99,552	309,578
Depreciation expense for the year	13,557	6,648	16,592	36,797
Balance at 30 June 2013	<u>161,545</u>	<u>68,686</u>	<u>116,144</u>	<u>346,375</u>
<b>Carrying amounts</b>				
At 1 July 2011	61,509	38,742	248,880	349,131
At 30 June 2012	<u>53,053</u>	<u>30,151</u>	<u>232,288</u>	<u>315,492</u>
At 1 July 2012	53,053	30,151	232,288	315,492
At 30 June 2013	<u>50,167</u>	<u>23,503</u>	<u>215,696</u>	<u>289,366</u>

**14. TRADE AND OTHER PAYABLES**

	Note	2013 \$	2012 \$
Sundry creditors		257,723	72,827
PAYG withholding tax payable		27,611	21,783
Tenant security deposit		67,505	67,505
		<u>352,839</u>	<u>162,115</u>

The Association's exposure to liquidity risk is disclosed in note 16.

**15. EMPLOYEE BENEFITS**

**Current liability**

Liability for long service leave	530,416	475,485
Liability for annual leave	284,982	239,646
	<u>815,398</u>	<u>715,131</u>

**Non-current liability**

Liability for long-service leave	6,608	2,240
Present value of funded obligations	2,297,379	2,258,545
Fair value of plan assets - funded	(2,210,480)	(2,050,099)
Recognised liability for defined benefit obligations	<u>86,899</u>	<u>208,446</u>
	<u>93,507</u>	<u>210,686</u>

**Non-current asset**

Present value of funded obligations	-	-
Fair value of plan assets - funded	-	-
Recognised (asset) for defined benefit obligations	<u>-</u>	<u>-</u>

The Association makes contributions to the SDA (Victoria Branch) benefit superannuation plan, a sub-plan of the Retail Employees' Superannuation Trust, that provide defined benefit amounts for employees upon retirement.

The Association has determined that, in accordance with the terms and conditions of the defined benefit plans, and in accordance with statutory requirements (such as minimum funding requirements) of the plan of the respective jurisdictions, the present value of refunds or reductions in future contributions is not lower than the balance of the fair value of the plan assets less the total present value of obligations. As such, no decrease in the defined benefit asset is necessary at 30 June 2013 (30 June 2012: no decrease in the defined benefit asset).

The following tables analyse plan assets, present value of defined benefit obligations, expense recognised in profit or loss, actuarial assumptions and other information for the plan.

Movements in the net asset for defined benefit obligations recognised in the statement of financial position:

	Note	2013 \$	2012 \$
Net liability/(asset) for defined benefit obligations at 1 July		208,446	(153,241)
Contributions paid into the plan		(151,751)	(115,846)
Amount recognised in other comprehensive income - actuarial (gains) losses		(103,565)	393,078
Expenses recognised in statement of comprehensive income with personnel expenses		133,769	84,455
Net liability/(asset) for defined benefit obligations at 30 June		<u>86,899</u>	<u>208,446</u>

**Movement in the present value of the defined benefit obligations**

Defined benefit obligations at 1 July		2,258,545	2,046,200
Current service cost		130,495	93,275
Interest cost		72,912	96,138
Actuarial (gains)/losses recognised in other comprehensive income (see below)		60,710	299,586
Benefits paid by the plan		(181,238)	(235,494)
Taxes, premium & expenses paid		(44,045)	(41,160)
Defined benefit obligations at 30 June		<u>2,297,379</u>	<u>2,258,545</u>

**Movement in the present value of plan assets**

Fair value of plan assets at 1 July		2,050,099	2,199,441
Expected return on plan assets at discount rate		69,638	154,938
Actuarial gains/(losses) recognised in other comprehensive income (see below)		164,275	(143,472)
Contributions paid		151,751	115,846
Benefits paid		(181,238)	(235,494)
Taxes and expenses		(44,045)	(41,160)
Fair value of plan assets at 30 June		<u>2,210,480</u>	<u>2,050,099</u>

**Expense recognised in profit or loss**

Current service costs		130,495	93,275
Net interest costs		3,274	(8,820)
	18	<u>133,769</u>	<u>84,455</u>

**Re-measurements of net defined benefit liability/asset**

Loss/(Gain) on Defined Benefit Obligation		60,710	299,586
Loss/(Gain) on Assets		(164,275)	93,492
<b>Other comprehensive (Income)/Expense</b>		<u>(103,565)</u>	<u>393,078</u>

**Actuarial gains (and losses) recognised in other comprehensive income**

Cumulative amount at 1 July		(676,207)	(283,129)
Recognised during the period		103,565	(393,078)
Cumulative amount at 30 June		<u>(572,642)</u>	<u>(676,207)</u>

**The major categories of plan assets as a percentage of total fund assets are as follows:**

	2013	2012
Australian Equity	24%	29%
International Equity	31%	25%
Fixed Income	12%	11%
Property	9%	9%
Cash	6%	9%
Other	18%	17%

**Actuarial assumptions**

Principal actuarial assumptions at the reporting date (expressed as weighted averages):

Discount rate at 30 June	3.75%	3.00%
Future salary increases	4.00%	3.75%

**Sensitivity analysis**

The calculation of the defined benefit obligation is sensitive to the assumptions set out above. The following table summarises how the impact on the defined benefit obligation at the end of the reporting period would have increased (decreased) as a result of a change in the respective assumptions by one percent.

Additional DBO for a 1% decrease in the discount rate	(225)	(238)
Additional DBO for a 1% increase in the discount rate	220	232

The above sensitivities are based on the average duration of the benefit obligation determined at the date of the last full actuarial valuation at 1 July 2012 and are applied to adjust the defined benefit obligation at the end of the reporting period for the assumptions concerned. Whilst the analysis does not take account of the full distribution of cash flows expected under the plan, it does provide an approximation to the sensitivity of the assumptions shown.

**Historical information**

	2013 \$	2012 \$	2011 \$	2010 \$	2009 \$
Present value of the defined benefit obligation	2,297,379	2,258,545	2,046,200	2,122,605	1,954,063
Fair value of plan assets - funded	(2,210,480)	(2,050,099)	(2,199,441)	(2,210,909)	(2,136,211)
Recognised liability/(asset) for defined benefit obligation	<u>86,899</u>	<u>208,446</u>	<u>(153,241)</u>	<u>(88,304)</u>	<u>(182,148)</u>

**Funding**

The plan is fully funded by the Association. The funding requirements are based on the plan fund's actuarial measurement framework set out in the funding policies of the plan. The funding is based on a separate actuarial valuation for funding purposes for which the assumptions may differ from the assumptions above. Employees are not required to contribute to the plan.

The Association expects to contribute \$187,876 to its defined benefit superannuation funds during the year ended 30 June 2014.

**16. FINANCIAL INSTRUMENTS**

**(a) Credit risk**

Exposure to credit risk

The carrying amount of the Association's financial assets represents the maximum credit exposure. The Association's maximum exposure to credit risk at the reporting date was:

	Note	Carrying amount	
		2013 \$	2012 \$
<b>Current</b>			
Cash and cash equivalents	9	1,042,785	1,072,041
Receivables	10	348,125	318,384
Other financial assets	11	25,100,000	22,100,000
		<u>26,490,910</u>	<u>23,490,425</u>

**Impairment losses**

None of the Association's receivables are past due (2012: nil) and based on historic default rates and the minimal credit risk, the Association believes no impairment allowance is necessary. The other financial assets are all bank bills and term deposits issued by the Commonwealth Bank of Australia and the Association believes no impairment allowance is necessary. At 30 June 2013 the Association does not have any collective impairments on its cash and cash equivalents, receivables or other financial assets (2012: nil). All receivables are in the Australia geographic region.

**(b) Liquidity risk**

The carrying amount of the Association's financial liabilities is represented by trade and other payables (note 14). The carrying amounts approximate contractual cashflows and all are due in 3 months or less (2012: 3 months or less). The Association has adequate financial assets to meet these liabilities and assesses liquidity risk as minimal.

**(c) Currency risk**

International Fund transactions requiring settlement in foreign currencies represent the carrying amount and maximum exposure to currency risk. The Association has no contractual obligations (trade payables or receivables) or forward exchange contracts in place at reporting date (2012: nil).

**(d) Interest rate risk**

**Profile**

At the reporting date the interest rate profile of the Association's interest-bearing financial instruments was:

	Note	Effective interest rate	Carrying amount \$
<b>2013</b>			
<b>Financial assets</b>			
Cash and cash equivalents (fixed and variable rates)	9	1.40%	1,042,785
Other financial assets (fixed rate)	11	3.91%	25,100,000
			<u>26,142,785</u>

**2012**

<b>Financial assets</b>			
Cash and cash equivalents (fixed and variable rates)	9	2.15%	1,072,041
Other financial assets (fixed rate)	11	4.74%	22,100,000
			<u>23,172,041</u>

**Fair value sensitivity analysis for fixed rate instruments**

The Association does not account for any fixed and variable rate financial assets at fair value through profit or loss. Therefore a change in interest rates at the reporting date would not affect profit or loss.

**Fair value sensitivity analysis for variable rate instruments**

Variable rate instruments consist of cash management bank accounts, shown in cash and cash equivalents (note 9). A change of 100 basis points in interest rates at the reporting date would have increased (decreased) equity and profit or loss by the amounts shown below. This analysis assumes that all other variables remain constant. The analysis is performed on the same basis for 2012.

		Profit or loss	
		100bp increase	100bp decrease
<b>30 June 2013</b>			
Cash management accounts		8,301	(8,301)
<b>30 June 2012</b>			
Cash management accounts		9,090	(9,090)

**Fair values**

The fair value of the Association's assets and liabilities as at 30 June 2013 approximate their carrying amounts shown in the statement of financial position.

**17. OPERATING LEASES**

**Leases as lessor**

The Association leases out its investment property under operating leases (see note 12). The future minimum lease income under non-cancellable leases are as follows:

	Note	2013 \$	2012 \$
Less than one year		793,068	786,297
Between one and five years		1,416,894	412,731
		<u>2,209,962</u>	<u>1,199,028</u>

During the year, \$1,037,208 was recognised as rental income in profit or loss (2012: \$1,327,591).

**18. PERSONNEL EXPENSES**

Wages and salaries expense		1,047,743	951,446
Holiday leave expense		83,455	75,573
Long service leave provision (decrease) / increase		59,299	9,888
Payroll tax expense		57,407	51,668
Expenses related to defined benefit plan	15	133,769	84,455
Other superannuation expense		1,671	-
Workcover expense		10,267	7,185
Fringe benefits tax expense		10,580	12,307
		<u>1,404,181</u>	<u>1,192,522</u>

**19. CONTROLLED ENTITIES**

**Parent entity**

The Association comprises the Shop, Distributive and Allied Employees' Association National Account and the International Fund.

	2013	2012
<b>Controlled Entity</b>		
Ordinary shares	%	%
WT Travel Pty Ltd	100	100

WT Travel Pty Ltd, an Australian controlled entity, was purchased by the Shop Distributive and Allied Employees' Association National Executive on 30 September 1993. It formerly traded as a travel agency, but is currently a dormant company. Given WT Travel is a dormant company and its results and financial position at 30 June 2013 are nil, consolidated accounts are not prepared.

**20. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES**

	2013 \$	2012 \$
Profit for the period	3,766,659	3,581,544
<b>Adjustment for:</b>		
Amortisation of lease incentives	30,323	63,130
Depreciation	36,797	43,350
Fair value (increment) / decrement on investment property	(1,100,000)	-
Loss on disposal of property, plant and equipment	-	(115)
Actuarial (losses) recognised in equity on defined benefit plan	103,565	(393,078)
<b>Operating profit before changes in working capital &amp; provisions</b>	<u>2,837,344</u>	<u>3,294,831</u>
Change in accrued income	(41,724)	65,984
Change in prepayments	(19,582)	93,484
Change in sundry debtors	31,565	(27,433)
Change in pension asset/ (liability)	(121,547)	361,687
Change in trade and other payables	190,724	(34,869)
Change in provisions and employee benefits	104,635	54,450
<b>Net cash from operating activities</b>	<u>2,981,415</u>	<u>3,808,134</u>

**21. RELATED PARTY DISCLOSURES**

**Branches**

The Association received from its branches the following income:

	Induction Materials Reimbursements		ACTU IR Campaign Levy Reimbursements		Affiliation fee contributions	
	2013 \$	2012 \$	2013 \$	2012 \$	2013 \$	2012 \$
Newcastle	1,618	-	12,815	-	428,190	353,963
New South Wales	7,615	-	60,040	-	1,759,951	1,665,101
Queensland	4,413	-	37,179	-	1,100,233	1,061,123
South Australia	3,397	-	26,469	-	738,474	674,157
Tasmania	763	-	6,082	-	169,565	86,032
Victoria	6,043	-	48,692	-	1,390,841	1,304,094
Western Australia	2,726	-	20,802	-	621,445	606,713
	<u>26,575</u>	<u>-</u>	<u>212,079</u>	<u>-</u>	<u>6,208,699</u>	<u>5,751,183</u>

The amounts paid or payable by the Association to its branches for expenses incurred on its behalf:

	Target seat coordinator employment reimbursements		Other expense reimbursements	
	2013 \$	2012 \$	2013 \$	2012 \$
Newcastle	51,847	-	8,735	505
New South Wales	49,333	-	5,332	455
Queensland	108,238	-	-	5,825
South Australia	-	-	3,636	3,257
Tasmania	-	-	313	-
Victoria	12,977	-	35,734	-
Western Australia	7,112	-	75,128	-
	<u>229,507</u>	<u>-</u>	<u>128,878</u>	<u>10,042</u>

**Affiliates**

The Association made the following payments to its affiliates:

<b>Affiliation fees</b>	<b>2013 \$</b>	<b>2012 \$</b>
ACTU affiliation fees	719,371	686,104
Union Network International affiliation fees	531,691	510,142
	<u>1,251,062</u>	<u>1,196,246</u>

**Donations**

ACTU (Worksite for Schools program)	20,000	3,000
Union Network International (UNI APRO Activities Fund donation)	101,539	94,197
	<u>121,539</u>	<u>97,197</u>

The Association contributed \$424,158 (2012:nil) towards the ACTU IR Campaign Fund, and also made total payments of \$2,182 (2012: \$7,565) for Association representatives to attend training courses and union dinners hosted by the ACTU.

**Other related parties****Key management personnel**

The following were key management personnel of the Association during the financial year:

<b>Name</b>	<b>Position</b>
Gerard Dwyer	Officer – National President
Joseph Bullock	Officer – National Vice-President
Joseph de Bruyn	Officer – National Secretary-Treasurer
Ian Blandthorn	Officer – National Assistant Secretary
Michael Donovan	National Executive Member
Paul Griffin	National Executive Member
Chris Ketter	National Executive Member
Barbara Nebart	National Executive Member
Peter Malinauskas	National Executive Member

**Key management personnel remuneration**

The National President and Vice-President were paid honorariums for their services while the National Secretary-Treasurer and Assistant Secretary are salaried employees of the Association and all are included as key management personnel. In addition to their salaries and fees, the Association also provides motor vehicles to the National Secretary-Treasurer and Assistant Secretary and contributes to a post-employment defined benefit superannuation fund on their behalf. National Executive Members are not paid by the Association, meaning there are only 4 remunerated officers of the Association.

The Association pays or reimburses travel, accommodation and meal allowances for the National Officers and the National Executive Members whilst attending National Council and/or National Executive meetings or performing other Association duties. The National Officers and National Executive Members are allowed to keep any frequent flyer points or rewards earned as a result of such travel, the value of which cannot be determined.

Key management personnel compensation to the National Officers comprised:

	<b>2013 \$</b>	<b>2012 \$</b>
Short-term employee benefits	308,886	308,565
Post-employment benefits	37,328	35,979
Other long term benefits	6,221	5,997
	<u>352,435</u>	<u>350,541</u>

The remuneration by officer comprised:

<b>Key Management Personnel Remuneration for 2012</b>	<b>Gerard Dwyer President \$</b>	<b>Joseph Bullock Vice-President \$</b>	<b>Joseph de Bruyn Secretary-Treasurer \$</b>	<b>Ian Blandthorn Assistant Secretary \$</b>	<b>Total \$</b>
<b>Short-term employee benefits</b>					
Salary (including annual leave taken)	-	-	128,705	111,154	239,859
Honorarium	5,000	3,500	-	-	8,500
Annual leave accrued	-	-	6,762	5,262	12,024
Non-monetary (motor vehicle & parking)	-	-	23,007	25,175	48,182
<b>Total short-term employee benefits</b>	<b>5,000</b>	<b>3,500</b>	<b>158,474</b>	<b>141,591</b>	<b>308,565</b>
<b>Post-employment benefits</b>					
Superannuation	-	-	19,306	16,673	35,979
<b>Total post-employment benefits</b>	<b>-</b>	<b>-</b>	<b>19,306</b>	<b>16,673</b>	<b>35,979</b>
<b>Other long-term benefits</b>					
Long-service leave	-	-	3,218	2,779	5,997
<b>Total other long-term benefits</b>	<b>-</b>	<b>-</b>	<b>3,218</b>	<b>2,779</b>	<b>5,997</b>
<b>Total</b>	<b>5,000</b>	<b>3,500</b>	<b>180,998</b>	<b>161,043</b>	<b>350,541</b>

**Key Management Personnel Remuneration for 2013****Short-term employee benefits**

Salary (including annual leave taken)	-	-	133,532	115,322	248,854
Honorarium	5,000	3,500	-	-	8,500
Annual leave accrued	-	-	5,216	319	5,535
Non-monetary (motor vehicle & parking)	-	-	21,794	24,203	45,997
<b>Total short-term employee benefits</b>	<b>5,000</b>	<b>3,500</b>	<b>160,542</b>	<b>139,844</b>	<b>308,886</b>
<b>Post-employment benefits</b>					
Superannuation	-	-	20,030	17,298	37,328
<b>Total post-employment benefits</b>	<b>-</b>	<b>-</b>	<b>20,030</b>	<b>17,298</b>	<b>37,328</b>
<b>Other long-term benefits</b>					
Long-service leave	-	-	3,338	2,883	6,221
<b>Total other long-term benefits</b>	<b>-</b>	<b>-</b>	<b>3,338</b>	<b>2,883</b>	<b>6,221</b>
<b>Total</b>	<b>5,000</b>	<b>3,500</b>	<b>183,910</b>	<b>160,025</b>	<b>352,435</b>

Apart from the details disclosed in this note, no officer has entered into any material transactions with the Association since the end of the previous financial year and there were no material contracts involving officers' interests existing at year-end.

**Other related parties**

Contributions to a post-employment defined benefit fund (REST) on behalf of employees are disclosed in note 15.

**22. SUBSEQUENT EVENTS**

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the officer holders of the Association, to affect significantly the operations of the Association, the results of those operations, or the state of affairs of the Association in future financial years.

**23. INFORMATION TO BE PROVIDED TO MEMBERS OR GENERAL MANAGER**

In accordance with the requirements of subsection 272(5) of the RO Act, the attention of members is drawn to the provisions of subsections (1), (2) and (3) of section 272, which states as follows:

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION****Report on the financial report**

We have audited the accompanying financial report of the Shop, Distributive and Allied Employee's Association (the Association), which comprises the statement of financial position as at 30 June 2013, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes 1 to 23 comprising a summary of significant accounting policies, other explanatory information, the Operating Report, the Committee of Management Statement and Certificate by the National Secretary-Treasurer.

**National Executive's responsibility for the financial report**

The National Executive of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Fair Work (Registered Organisations) Act 2009* and for such internal control as the National Executive determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

**Auditor's responsibility**

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

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

We performed the procedures to assess whether in all material respects the financial report presents fairly, in accordance with Australian Accounting Standards and the *Fair Work (Registered Organisations) Act 2009*, a view which is consistent with our understanding of the Association's financial position and of its performance.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Auditor's opinion**

In our opinion the Shop, Distributive and Allied Employees' Association general purpose financial report for the year ended 30 June 2013 presents fairly in accordance with applicable Australian Accounting Standards and other professional reporting requirements in Australia and the requirements of the *Fair Work (Registered Organisations) Act 2009*.

KPMG  
ANTONI CINANNI, PARTNER  
MELBOURNE, 22ND AUGUST, 2013

## SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH CONCISE FINANCIAL REPORT YEAR ENDED 30 JUNE 2013

### OPERATING REPORT

The State Council of Shop, Distributive and Allied Employees Association, Tasmanian Branch submit herewith the annual concise financial report of the Union for the financial year ended 30 June 2013.

The concise financial report is an extract from the full financial report for the year ended 30 June 2013. The concise financial report has been prepared in accordance with Accounting Standards AASB 1039 Concise Financial Reports and Fair Work (Registered Organisations) Act 2009.

The financial statements, specific disclosures and other information included in the concise financial report and specific disclosures have been derived from and are consistent with the full financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Shop, Distributive and Allied Employees Association, Tasmanian Branch as the full financial report. A copy of the financial report and auditor's report will be sent to any member, free of charge, upon request.

The names and particulars of the members of the State Council of the Union during or since the end of the financial year are:

General President:	Karyn Synnott
Branch Vice President:	James Fitzpatrick
General Secretary:	Paul Griffin
State Committee:	

Tania Venn
Leanne Porter
Katrina Barr
Lisa Watson
Isabell Wells
Katrina Riseley

#### PRINCIPAL ACTIVITIES

The Union's principal continuing activity during the year was to promote the interests of its members.

#### REVIEW OF OPERATIONS

	2013 \$	2012 \$
Operating profit/(loss) for the year	224,215	169,010

#### CHANGES IN STATE OF AFFAIRS

There was no significant change in the state of affairs of the Union during the financial year.

#### SUBSEQUENT EVENTS

There has not been any matter or circumstance occurring subsequent to the end of the financial year, that has significantly affected, or may significantly affect, the operations of the Union, the results of those operations, or the state of affairs of the Union in future financial years.

#### FUTURE DEVELOPMENTS

No significant changes in the operations of the Union have been proposed at the date of this report.

#### DETAILS OF MEMBERS & RIGHTS OF MEMBER TO RESIGN

The Shop, Distributive and Allied Employees Association, Tasmanian Branch had 5,850 members as at 30 June 2013 (2012: 5,719) which include both honorary and lifetime members. Details of the right of members to resign from the Union are in Rule 12 of the Rules of the Shop, Distributive and Allied Employees Association, Tasmanian Branch.

#### EMPLOYEES

The Shop, Distributive and Allied Employees Association, Tasmanian Branch had 7 full time equivalent employees as at 30 June 2013 (2012: 7).

PAUL GRIFFIN,  
STATE COUNCIL

KARYN SYNNOTT,  
STATE COUNCIL

Signed at Hobart this 10th day of September 2013.

### DECLARATION BY STATE COUNCIL

In the opinion of the State Council

The State Council of Shop, Distributive and Allied Employees Association, Tasmanian Branch declare that the concise financial report for the financial year ended 30 June 2013 as set out on pages 4 to 12:

- complies with Accounting Standard AASB 1039 Concise Financial Reports; and
- is an extract from the full financial report for the year ended 30 June 2013 and has been derived from and is consistent with the full financial report of Shop, Distributive and Allied Employees Association, Tasmanian branch.

During the financial year to which this concise financial report relates and since the end of that year:

- meetings of the State Council were held in accordance with the rules of the organisation including rules of the branch concerned;
- the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of the branch concerned;
- the financial records have been kept and maintained in accordance with the Fair Work (Registered Organisations) Act 2009;
- where the organisation consists of two or more reporting units the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation;
- the information sought in any request of a member or a Registrar duly made under Section 272 of the Fair Work (Registered Organisations) Act 2009 has been furnished to the member or Registrar;
- there has been compliance with any order for inspection of financial records made by the Commission under Section 273 of the Fair Work (Registered Organisations) Act 2009; and
- in relation to the recovery of wages activity; there has been no such activity undertaken.

Signed in accordance with a resolution of the State Council dated 10th September 2013:

PAUL GRIFFIN,  
STATE COUNCIL

KARYN SYNNOTT,  
STATE COUNCIL

### DISCUSSION AND ANALYSIS OF THE FINANCIAL STATEMENTS

#### Information on Concise Financial Report

The concise financial report is an extract from the full financial report for the year ended 30 June 2013. The financial statements and disclosures in the concise financial report have been derived from the 2013 financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch. A copy of the full financial report and auditor's report will be sent to any member, free of charge, upon request.

The discussion and analysis is provided to assist members in understanding the concise financial report. The discussion and analysis is based on Shop Distributive and Allied Employees Association, Tasmanian Branch financial statements and the information contained in the concise financial report has been derived from the full 2013 financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch.

#### Statement of comprehensive income

Revenue has increased by 13% to \$1,915,111. This has primarily been driven by increased membership revenue.

Net profit for the year after income tax amounted to \$224,215. The increase in profit is primarily due to increased membership revenue.

#### Statement of financial position

Trade and other receivables is \$200,162 as at 30 June 2013.

Loans to Members is \$17,129 as at 30 June 2013.

#### Statement of cash flows

Positive cash flows is primarily due to the positive operating activity cash flows for the year.

#### Members access to financial records

Pursuant to subsection 272(5) of Fair Work (Registered Organisations) Act 2009, the following information is drawn to the attention of members:

- A member of a reporting unit, or a Registrar, may apply to the association for specific prescribed information in relation to the association to be made available to the person making the application.
- The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the association.
- The association must comply with an application made under subsection (1).

### STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR ENDED 30 JUNE 2013

	Note	2013 \$	2012 \$
<b>Continuing Operations</b>			
Revenue		1,915,111	1,687,439
Commissions paid to employers		161,565	145,072
Direct member benefits expenses		266,236	213,595
Affiliation fees		215,063	129,936
Marketing expenses		108,965	122,796
Occupancy expenses		40,203	33,792
Administration expenses		220,022	198,890
Employee benefits expenses		552,265	571,730
Motor vehicle expenses		55,745	53,752
Depreciation		49,063	41,671
Loss on sale of fixed assets		12,057	-
Other expenses		9,712	7,195
<b>Profit before tax</b>		<u>224,215</u>	<u>169,010</u>
Income tax expense		-	-
<b>Profit from the year from continuing operations</b>		<u>224,215</u>	<u>169,010</u>
<b>Other comprehensive income, net of income tax</b>		-	-
Items that will not be reclassified subsequently to profit or loss		-	-
Items that may be reclassified subsequently to profit or loss		-	-
Other comprehensive income, net of income tax		-	-
<b>Total comprehensive income for the year</b>		<u>224,215</u>	<u>169,010</u>

### STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2013

	Note	2013 \$	2012 \$
<b>Current assets</b>			
Cash and bank balances		2,054,329	1,948,505
Trade and other receivables		200,162	95,847
Inventories		5,453	9,748
<b>Total current assets</b>		<u>2,259,944</u>	<u>2,054,100</u>
<b>Non-current assets</b>			
Property, plant and equipment		525,592	474,847
<b>Total non-current assets</b>		<u>525,592</u>	<u>474,847</u>
<b>Total assets</b>		<u>2,785,536</u>	<u>2,528,947</u>
<b>Current liabilities</b>			
Trade and other payables		106,876	73,859
Provisions		148,546	132,252
<b>Total current liabilities</b>		<u>255,422</u>	<u>206,111</u>
<b>Non-current liabilities</b>			
Provisions		25,198	42,135
<b>Total non-current liabilities</b>		<u>25,198</u>	<u>42,135</u>
<b>Total liabilities</b>		<u>280,620</u>	<u>248,246</u>
<b>Net assets</b>		<u>2,504,916</u>	<u>2,280,701</u>
<b>Equity</b>			
Retained earnings		2,341,700	2,117,485
Reserves		163,216	163,216
<b>Total equity</b>		<u>2,504,916</u>	<u>2,280,701</u>

### STATEMENT OF CHANGES IN EQUITY FOR THE FINANCIAL YEAR ENDED 30 JUNE 2013

	Reserves \$	Retained earnings \$	Total \$
Balance at 1 July 2011	163,216	1,948,475	2,111,691
Profit for the period	-	169,010	169,010
<b>Balance at 30 June 2012</b>	<u>163,216</u>	<u>2,117,485</u>	<u>2,280,701</u>
Balance at 1 July 2012	163,216	2,117,485	2,280,701
Profit for the period	-	224,215	224,215
<b>Balance at 30 June 2013</b>	<u>163,216</u>	<u>2,341,700</u>	<u>2,504,916</u>

### STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2013

	Note	2013 \$	2012 \$
<b>Cash flows from operating activities</b>			
Receipts from members and other third parties		1,916,609	1,793,532
Payment to suppliers and employees		(1,767,344)	(1,600,053)
Net cash provided by/(used in) operating activities		<u>149,265</u>	<u>193,479</u>
<b>Cash flows from investing activities</b>			
Interest received		68,424	61,963
Payments for property, plant and equipment		(129,201)	(2,129)
Proceeds from sale of property, plant and equipment		17,336	-
Net cash provided by/(used in) investing activities		<u>(43,441)</u>	<u>59,834</u>
<b>Net increase in cash and cash equivalents</b>		<u>105,824</u>	<u>253,313</u>
<b>Cash and cash equivalents at the beginning of the financial year</b>		<u>1,948,505</u>	<u>1,695,192</u>
<b>Cash and cash equivalents at the end of the financial year</b>		<u>2,054,329</u>	<u>1,948,505</u>

## NOTES TO THE CONCISE FINANCIAL REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2013

### 1. BASIS OF PREPARATION

The concise financial report is an extract from the full financial report for the year ended 30 June 2013. The concise financial report has been prepared in accordance with Accounting Standards AASB 1039 *Concise Financial Reports* and Fair Work (Registered Organisations) Act 2009.

All amounts are presented in Australian Dollars.

The financial statements, specific disclosures and other information included in the concise financial report and specific disclosures have been derived from and are consistent with the full financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Shop, Distributive and Allied Employees Association, Tasmanian Branch as the full financial report. A copy of the financial report and auditor's report will be sent to any member, free of charge, upon request.

### 2. ADOPTION OF NEW AND REVISED ACCOUNTING STANDARDS

#### 2.1 Standards and Interpretations affecting amounts reported in the current period (and/or prior periods)

The following new and revised Standards and Interpretations have been adopted in the current year and have affected the amounts reported in the financial statements. Details of other Standards and Interpretations adopted in the financial statements but that have had no effect on the amounts reported are set out in section 2.2.

#### Standards affecting presentation and disclosure

Amendments to AASB 101 'Presentation of Financial Statements'	The amendment (part of AASB 2011-9 'Amendments to Australian Accounting Standards - Presentation of Items of Other Comprehensive Income' introduce new terminology for the statement of comprehensive income and income statement. Under the amendments to AASB 101, the statement of comprehensive income is renamed as a statement of profit or loss and other comprehensive income and the income statement is renamed as a statement of profit or loss. The amendments to AASB 101 retain the option to present profit or loss and other comprehensive income in either a single statement or in two separate but consecutive statements. However, the amendments to AASB 101 require items of other comprehensive income to be grouped into two categories in the other comprehensive income section: (a) items that will not be reclassified subsequently to profit or loss and (b) items that may be reclassified subsequently to profit or loss when specific conditions are met. Income tax on items of other comprehensive income is required to be allocated on the same basis – the amendments do not change the option to present items of other comprehensive income either before tax or net of tax. The amendments have been applied retrospectively, and hence the presentation of items of other comprehensive income has been modified to reflect the changes. Other than the above mentioned presentation changes, the application of the amendments to AASB 101 does not result in any impact on profit or loss, other comprehensive income and total comprehensive income.
	The amendments (part of AASB 2012-5 'Further Amendments to Australian Accounting Standards arising from Annual Improvements 2009-2011 Cycle') requires an entity that changes accounting policies retrospectively, or makes a retrospective restatement or reclassification to present a statement of financial position as at the beginning of the preceding period (third statement of financial position), when the retrospective application, restatement or reclassification has a material effect on the information in the third statement of financial position. The related notes to the third statement of financial position are not required to be disclosed.

#### 2.2 Standards and Interpretations affecting the reported results or financial position

There are no new and revised Standards and Interpretations adopted in the financial statements affecting the reporting results or financial position.

#### 2.3 Standards and Interpretations in issue but not yet adopted

At the date of authorisation of the financial statements, the Standards and Interpretations listed below were in issue but not yet effective.

Standard/Interpretation	Effective for annual reporting periods beginning on or after	Expected to be initially applied in the financial year ending
AASB 9 'Financial Instruments' (December 2009), AASB 2009-11 'Amendments to Australian Accounting Standards arising from AASB 9' and AASB 2012-6 'Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 8 and Transition Disclosure'	1 January 2015	30 June 2016
AASB 13 'Fair Value Measurement' and AASB 2011-8 'Amendments to Australian Accounting Standards arising from AASB 13'	1 January 2013	30 June 2014
AASB 119 'Employee Benefits' (2011) and AASB 2011-10 'Amendments to Australian Accounting Standards arising from AASB 119 (2011)'	1 January 2013	30 June 2014
AASB 2011-4 'Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements'	1 July 2013	30 June 2014
AASB 2012-2 'Amendments to Australian Accounting Standards – Disclosures – Offsetting Financial Assets and Financial Liabilities'	1 January 2013	30 June 2014
AASB 2012-3 'Amendments to Australian Accounting Standards – Offsetting Financial Assets and Financial Liabilities'	1 January 2014	30 June 2015
AASB 2012-5 'Amendments to Australian Accounting Standards arising from Annual Improvements 2009–2011 Cycle'	1 January 2013	30 June 2014
AASB 2012-9 'Amendment to AASB 1048 arising from the Withdrawal of Australian Interpretation 1039'	1 January 2013	30 June 2014
AASB 2012-10 'Amendments to Australian Accounting Standards – Transition Guidance and Other Amendments'	1 January 2013	30 June 2014
AASB 2012-11 'Amendments to Australian Accounting Standards – Reduced Disclosure Requirements and Other Amendments'	1 July 2013	30 June 2014
AASB 2013-3 'Amendments to AASB 136 - Recoverable Amount Disclosures for Non-Financial Assets'	1 January 2014	30 June 2015

### 2. Adoption of new and revised Accounting Standards (cont'd)

At the date of authorisation of the financial statements, the following IASB Standards and IFRIC Interpretations were also in issue but not yet effective, although Australian equivalent Standards and Interpretations have not yet been issued.

Standard/Interpretation	Effective for annual reporting periods beginning on or after	Expected to be initially applied in the financial year ending
None at time of publication.		

### 3. REVENUE

	2013 \$	2012 \$
An analysis of the Union's revenue for the year, from continuing operations, is as follows:		
Revenue from member subscriptions	1,793,344	1,579,856
Interest revenue	68,424	61,963
Other income		
Movie ticket sales	32,497	24,600
Car park rent	6,909	7,540
Other	13,937	13,480
	53,343	45,620
	1,915,111	1,687,439

### 4. SUBSEQUENT EVENTS

There has not been any matter or circumstance that has significantly affected, or may significantly affect, the operations of the Union, the results of those operations, or the state of affairs of the Union in future financial years.

### 5. SEGMENT INFORMATION

The association operates in one geographical location, Tasmania. All operating income from member subscriptions. All costs are related to providing services to its members.

The financial statements were approved by the State Council for issue on 10 September 2013.

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH

We have audited the accompanying concise financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch which comprises the statement of financial position as at 30 June 2013, the statement of profit or loss and other comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, and related notes, derived from the audited financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch for the year ended 30 June 2013 and the discussion and analysis. The concise financial report does not contain all the disclosures required by the Australian Accounting Standards and accordingly, reading the concise financial report is not a substitute for reading the audited financial report.

#### *The State Council's Responsibility for the Concise Financial Report*

The State Council is responsible for the preparation of the concise financial report in accordance with Accounting Standard AASB 1039 *Concise Financial Reports* and the Fair Work (Registered Organisations) Act 2009, and for such internal control as the State Council determine is necessary to enable the preparation of the concise financial report.

#### *Auditor's Responsibility*

Our responsibility is to express an opinion on the concise financial report based on our procedures which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*. We have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch for the year ended 30 June 2013. We expressed an unmodified audit opinion on that financial report in our report dated 11 September 2013. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the concise financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the concise financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the concise financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

Our procedures included testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year, and examination on a test basis, of audit evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the concise financial report complies with Accounting Standard AASB 1039 *Concise Financial Reports* and whether the discussion and analysis complies with the requirements laid down in AASB 1039 *Concise Financial Reports*.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Opinion*

In our opinion, the concise financial report, including the discussion and analysis of Shop, Distributive and Allied Employees Association, Tasmanian Branch for the year ended 30 June 2013 complies with Accounting Standard AASB 1039 *Concise Financial Reports*.

DELOITTE TOUCHE TOHMATSU  
STEVEN HERNYK  
PARTNER  
CHARTERED ACCOUNTANTS  
LAUNCESTON: 11 SEPTEMBER 2013

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**CONTACT THE SDA**



*It's Your Union!*