

sd TasTalk

SPRING
2014

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



Rachel Foster, Daniel Smith, Susan Johnston (SDA Delegate) and Cheryl Burnett are happy workers at Coles Mowbray!



SEPTEMBER GLORY!

The SDA Tassie Footy Tipping Comp is finished for another year... and how it flew! Congratulations to our weekly winners, who each received a double movie pass for their outstanding tipping abilities. However, we do have an overall winner, who has already cashed in their prize. See page 10 to find out who it was!



- | | |
|--|--|
| Round 1: Leesa Reid, Woolworths Campbell Street | Round 2: Caitlin Frost, Woolworths George Town |
| Round 3: Lee-Anne Walters, Woolworths Riverside | Round 4: Neil Street, Coles Mowbray |
| Round 5: Dejen Sisay, KFC Hobart | Round 6: Rowena Wallace, Coles Kings Meadows |
| Round 7: Zac Garland, Coles Racecourse | Round 8: Debra Hughes, Woolworths Devonport |
| Round 9: Gregory Foster, Woolworths Mount Street | Round 10: Mark Schwan, Bunnings Moonah |
| Round 11: Susie Harwood, K&D Hobart | Round 12: Danielle Gregory, Coles New Town |
| Round 13: Leisha Dolan, Woolworths Riverside | Round 14: Adam Kruize, Tiger Models & Hobbies |
| Round 15: Taylor Prosser, Target Mowbray | Round 16: Aden Morris, Coles Kings Meadows |
| Round 17: Dejen Sisay, KFC Hobart | Round 18: Angela Quilliam, Woolworths Scottsdale |
| Round 19: Shane Turner, Coles Wellington St | Round 20: Christine Stafford, Coles Ulverstone |
| Round 21: Danny Bos, Tasfresh Launceston | Round 22: Shane Hyatt, Kmart Burnie |
| Round 23: Tonia Hine, Coles Wellington St | |

YOUR UNION

SDA TASMANIAN BRANCH

Head Office:

- ◆ 72 York Street (PO Box 1289),
Launceston Tas 7250
- ◆ Phone 6331 8166
- ◆ E-mail secretary@sdatas.asn.au
- ◆ Website www.sdatas.asn.au

Hobart Office:

- ◆ Phone 6234 1118



PAUL GRIFFIN
General Secretary
and Southern Enquiries



JAMES RUSSELL
Assistant to General Secretary
and WorkCover Officer



CAROL WADLEY
Education Training
Officer and Women's Officer



ANDREW COYLE
North West Organiser
and Recruitment Officer



JODEE INCHES
Southern and Fast Food
Organiser



STEPHANIE BOK
Northern Fast Food Organiser
and Youth Officer



MELISSA READ
Southern Organiser and
Fast Food Recruiter



JANINE WILSON
Office
Manager



KAREN BROWN
Administration
Assistant

The Light and the Dark



by Paul Griffin,
General Secretary

Many of our members received a boost to their earnings and future earnings following the decision by the Fair Work Commission to pay adult rates to 20 year olds.

These new rates are to be staggered in from 1 July 2014 at the 95% rate and 100% on 1 July 2015.

However, in April this year, retailers launched Federal Court action to overturn the Commission's ruling on a number of grounds.

On 11 September, the decision on this Appeal was handed down that all grounds were rejected.

This is a great win for our members – confirming on a second occasion that such junior rates are outdated and discriminatory, and that the SDA campaign should continue to the next stage where the adult rate should apply to 19 year olds.

GLOOM ON THE HORIZON

Despite this shining light, both the Federal Budget and the State Budget will hit working people hard in wages and entitlements, both in the short term and for quite some time thereafter.

Many of our SDA members are protected due to coverage of Enterprise Agreements that the Union has negotiated for them.

However, with the proposed pay freeze on public servants and a cap of 2% wage increases to follow,

this reduces capital flow into industries such as hospitality, retail and fast food with a subsequent impact on hours, or even jobs, on our members employed in these industries.

History tells us that when sales drop, one of the first remedies employers adopt is to cut labour.

With the demise of forestry in the State, the completion of the Brighton Transport Hub and little prospect of a pulp mill in the North, small evidence is available on any infrastructure schemes other than the previous Labor Government's irrigation schemes which are now operating throughout the Midlands and the Northeast.

A RAY OF LIGHT

On a brighter note, SDA membership is at its highest for any year at the period ending 1 July 2014.

Clearly, if major employers are continuing to retain hours, which as a general guide demonstrate that sales are robust, and as we move out of the more quiet time of the year, it promises to be an opportunity for students to pick up a new job and for those under-employed to gain some additional hours.

In this edition of *TasTalk*, the SDA again offers its Educational Scholarships to members who are students and to members whose children will be studying in 2015 (see page 8), as well as other benefits that makes it pay to be member of the SDA.

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 of the Union, it will cost you nothing.



Tasmanian Public Holidays 2014-2015

Event		2014	2015
New Year's Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Wednesday 1 January	Thursday 1 January
Australia Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Monday 27 January	Monday 26 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 10 February	Monday 9 February
Eight Hours Day	Second Monday in March	Monday 10 March	Monday 9 March
Good Friday		Friday 18 April	Friday 3 April
Easter Monday		Monday 21 April	Monday 6 April
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 22 April	Tuesday 7 April
Anzac Day	25 April each year.	Friday 25 April	Saturday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 9 June	Monday 8 June
Burnie Show Day	First Friday in October each year.	Friday 3 October	Friday 2 October
Launceston Show Day		Thursday 9 October	Thursday 8 October
Hobart Show Day		Thursday 23 October	Thursday 22 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 3 November	Monday 2 November
Devonport Show Day		Friday 28 November	Friday 27 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.	Thursday 25 December	Friday 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.	Friday 26 December	Monday 28 December

WHAT'S HAPPENING AROUND THE STATE AND THE NATION



by Paul Griffin,
General Secretary

COLES SUPERMARKETS

With the Coles Supermarkets Retail Agreement expiring on 31 May 2014 and after a slow start, negotiations are continuing to be prolonged due to the company's decision to include two additional unions into the negotiations that are vying to ensure their members interests are protected in any future arrangement.

This is a decision made by Coles that all employees in supermarkets are to be covered by a single agreement, thus occasioning the Meat Employees Industry Union and the Transport Workers Union who, in other States, have members that deliver orders picked from the Coles' online department.

The SDA places great importance on making sure that members from those unions are not displaced in any way – that their current entitlements are protected and support provisions, that may be greater in other States, flow to employees in Tasmania.

Although any advancement has been protracted, the SDA has secured from the company an interim wage increase which has also flowed onto members of the other unions as mentioned.

It appears unlikely that an agreed position will be reached this year although many claims are getting closer to settlement.

WATTYL PAINTS

Discussions opened in July to replace the 2011 Enterprise Agreement.

However, little progress has been made due to the company's response to the SDA's not unreasonable wage claim.

Since the mid-1990s, the Union in Tasmania has negotiated a number of consecutive Agreements that have provided good wages for members in such a specialised industry which were well above other States' operations of Wattyl Paints.

In recent years, Wattyl was bought out by the American company Valspar and it has become clear that the company has a direction to bring wages down in Tasmania that are closer to mainland counterparts.

To date, the offer the company has made is exceedingly low and requires a considerable increase to meet industry standards.

HARRIS SCARFE

Approximately four meetings have been held with this company with little headway being established in getting to a finalisation point.

Further meetings are yet to be scheduled and any serious decisions needing to be secured are not imminent.

OFFICEWORKS

The Officeworks Agreement has a nominal expiry date of 31 March 2015.

The SDA has approached the company in respect of commencing discussions in order that a new Agreement is in place by the due date.

The company has expressed its desire to delay any talks for some time while it re-assesses its direction and position in the current market.

To ensure that members do not fall behind in a wage increase schedule, the Union will propose an interim pay increase if a position is not reached by the due date.

THE REJECT SHOP

Negotiations have commenced for the next Agreement with a new arrangement appearing to be settled in good time.

AWARD REVIEW 2014

The Fair Work Commission is currently finalising drafts of all Awards where parties will be invited to make submissions.

Hearings have been listed for October and November this year. Industry Awards have been listed into four groups, with the majority of Awards the SDA are party to being in Group 4 – they are: Retail, Fast Food, and Hair and Beauty.

The Vehicle Repair Services and Retail Award – which the Union also has an interest in – is listed in the Group 1 Awards.

Supporters Take to the Streets



by **Stephanie Bock,**
Youth Officer

100% Pay at 18+ supporters took the call for fair pay to the streets in August as part of the second annual *National 100% Pay Week*.

Thousands of people right across the country took part in events as part of the week – from movie nights and BBQs through to family fun days and market stalls.

The Tasmanian Branch participated in the “Week of Action” by holding Sausage Sizzles in the three regions beginning in Launceston at the Brisbane St Mall on Sunday 3 August.


Delegates Dave McLean and Ross Charlton from Coles DC helped out as did Ben Wilson from Coles Meadow Mews. All three proved to be most able assistants to Master Chef, James Russell, who churned out the sausages ready for consumption without a hitch.

On Thursday 7 August, the BBQ was set up on Franklin Square where approximately 300 signatures were secured. The public were strong advocates for the campaign once the message was explained and, in particular, at the Square bus stop where many pensioners, shoppers and students on their way to Uni, were more than happy to sign the petition.

The following day Friday, our front line man on the Coast, Andrew Coyle, carried out the same exercise in the carpark at Devonport’s Kmart Complex and, as always, an excellent response.

In Sydney, a 100% Pay at 18+ team took part in famous City2Surf, and in Melbourne, a lane was transformed into a work of street art to mark the week.

THREE THINGS YOU CAN DO TO SUPPORT 100% PAY AT 18+!

-  Sign up at www.100percentpay.com.au to show your support.
-  Like us on Facebook – www.facebook.com/100percentpay
-  Ask your friends, workmates and family members to sign up too – the more people who get behind the campaign, the more likely it is that we’ll achieve 100% pay for people aged 18

SDA National Secretary Joe de Bruyn said the National 100% Pay Week highlights just how much passion there is among the community for fair pay for 18 and 19 year old retail workers.

“It’s heartening to see so many people from right across the country take part in this important event and help raise awareness about the fact that 18 and 19 year old workers covered by the General Retail Award are paid up to 30% less than the full adult rate,” Joe de Bruyn said.

“Weeks like *National 100% Pay Week* are important to help get the word out to those people who may not realise that the practice of paying 18 and 19 year olds less than other workers still exists. Many people assume that junior rates for adults ended decades ago, but the unfortunate fact is that the injustice is still occurring.

“Even during the week we saw the National Retailers’ Association attempt to have the fair pay we won for 20 year olds overturned in court. There is a vocal minority who don’t believe in paying younger workers properly, which is why we need to continue to fight for fair pay.”

Joe de Bruyn said that the *National 100% Pay Week* competition, in which people were asked to creatively represent ‘100% Pay’, was a particular highlight. “The campaign for fair pay for younger workers is clearly resonating with SDA members and the general community alike – and it’s still heating up.”

You can see all the entries in the *National 100% Pay Week* competition, and read about the events that took place to celebrate the need for fair pay during the week at www.100percentpay.com.au.





2014/15 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 31 October 2014.

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 2015.

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:

Who is the scholarship for? self daughter son

Name _____

School attended in 2014 _____

School to be attended in 2015 _____

Expected year or level of study in 2015 _____

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 2015.

Signature _____ Date: _____

Send completed form to
SDA EDUCATIONAL SCHOLARSHIPS,
PO BOX 1289, LAUNCESTON TAS 7250
by 31 OCTOBER 2014

An Important Conference



by Paul Griffin,
General Secretary

The ALP State Conference was held over the weekend of 26 and 27 July 2014 at the Country Club Resort in Launceston.

This was a Rules Conference, however related matters such as motions from Unions and Branches were included in the agenda across the two days.

It is important that the SDA utilises every avenue to protect penalty rates and improve the rates of pay for junior employees.

PROTECTION OF SDA MEMBER ENTITLEMENTS

Although the Labor party is not in power at the Federal and State levels, the ALP is the only political organisation that has the strength to protect Award and Enterprise agreement provisions and employee entitlements.

Among the many motions put to Conference, one included the condemnation of the Abbott Government's first Budget that will hurt many SDA members and their families as well as pensioners, the vulnerable and the disadvantaged.

Measures proposed in the Budget include:

- ◆ Imposition of a \$7.00 general practitioners (GP) tax;
- ◆ Increase in the cost of petrol excise;
- ◆ Cuts to health and education funding;
- ◆ Cuts to Family Payments;
- ◆ Lifting the age to access the pension;
- ◆ Removing the support for young Tasmanians trying to find work and access tertiary education; and
- ◆ Abolishing the School Kids Bonus.

The above items in the Budget, if passed, may have serious cost implications for many of our members and it is important that non-Coalition members of the Senate join with Labor Senators in voting this Budget down.

Motion Put Forward

At the ALP State Conference, SDA General Secretary Paul Griffin put a motion to Conference regarding the need for Conference to recognise that employees working in the fast food, retail and hospitality industries were amongst the lowest paid in our community.

The motion put forward was as follows:

- ◆ That the base rate of these workers is marginally improved by penalty rates on nights, weekends, and public holidays. Conference categorically supports the retention of penalty rates across all industries as compensation for working unsociable hours.
- ◆ That Conference recognises that many in these industries are disadvantaged by the payment of junior rates to young people.
- ◆ That Conference supports the payment of adult wages to all workers regardless of age.

This motion was seconded by United Voice.



...AND THE 2014 PREMIERSHIP GOES TO... ANDREW WRIGHT!



Our overall winner, who has already cashed in their prize, was Andrew Wright from Kmart Racecourse.

Andrew is a passionate Hawks supporter and was delighted to see his team win their 2014 Preliminary final.

He and his wife Rachel (who is also a member at Woolworths Mowbray and was last year's overall Footy Tipping winner), attended the game and were very excited - after the relief at winning a tight and stressful game - to witness Hawthorn go on to a successive Grand Final.

James Russell, his team once again well down the ladder, is hoping for a mighty surge next year as are many other teams.

James is pictured above right, congratulating Andrew on his excellent tipping prowess.

Andrew and Rachel are shown below right, anticipating the action at the MCG on the afternoon of the Hawthorn v Port Adelaide Preliminary Final.



3% Rise for Award Workers



by James Russell,
Assistant to
General Secretary

The Fair Work Commission has conducted its annual review of award minimum wages in 2014.

Each year, the Fair Work Commission reviews the wages of Award-based employees.

The Australian Council of Trade Unions (ACTU) on behalf of all unions applied for wage increases for award based employees.

While the ACTU was seeking pay increases of up to 3.7%, employer groups were only seeking increases of up to 1.6% and in some cases no increase.

The Abbott Government also made a submission to the Fair Work Commission. It supported a 'cautious approach' but made no submission as to whether wages should be increased or the extent of any increase.

The Fair Work Commission found that there was continuing economic growth in 2013, and almost the same as in 2012 and 2011. The Australian economy continues to outperform the main OECD countries. Retail sales have also increased.

Against the background of the economy continuing to grow, unemployment increasing and a rise in inflation, the Fair Work Commission granted a 3% wage increase.

The increase in wages for Award-based employees applied from the first pay period after 1 July 2014.

In the case of retail workers, this is also the date on which the 20 year old rate of pay increased from 90% of the adult rate of pay to 95%.

ENTERPRISE AGREEMENT PAY RISES

Of course, most SDA members are employed under Enterprise Agreements.

One of the SDA's main tasks is to improve our members' wages and working conditions through enterprise bargaining, meaning that if you're covered by an EBA, you get regular pay increases.

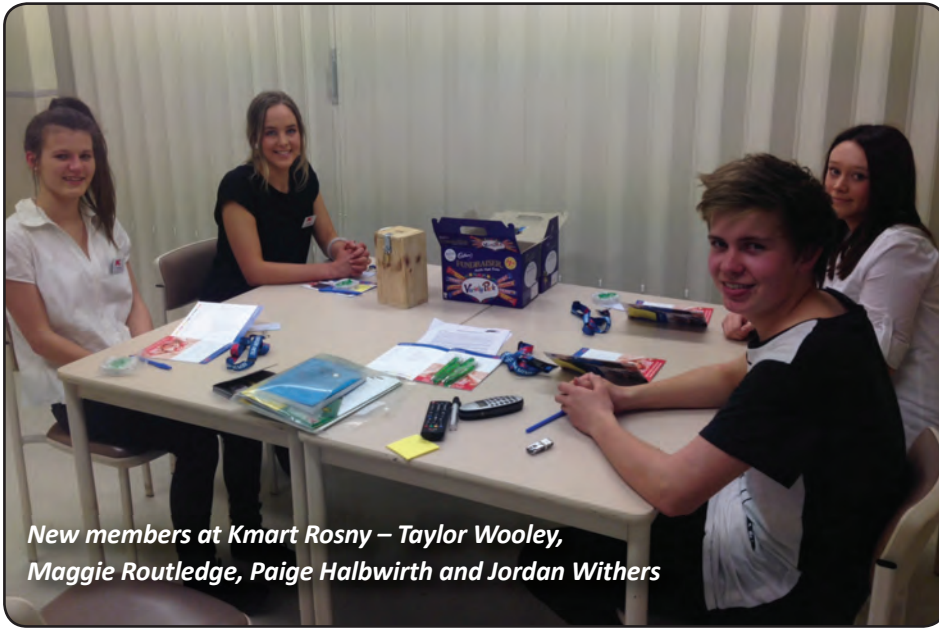
Wage increases that have been paid under EBAs since June 2014 include:

EMPLOYER	MONTH OF INCREASE	AMOUNT OF INCREASE
Coles Supermarkets	July	\$10.80
Best and Less	July	\$21.56
Bunnings	July	\$24.75
BWS	July	\$11.32
Coles Express	July	\$27.21
McDonald's	July	\$25.00
Sanity	July	\$21.37
Super Retail Group (Supercheap Auto, BCF, Gold Cross Cycles, Ray's Outdoors, Rebel Sport and Amart)	July	\$22.05
Speciality Fashion Group (Katie's, Millers, Cross Roads, Autograph, City Chic)	July	\$10.00
Woolworths	July	\$11.76
Woolworths Petrol	July	\$19.05
KFC	July	\$21.40
Freedom Retail	July	\$22.37
Betts	July	\$28.38
Bras N Things	July	\$22.11
Lovisa	July	\$22.11
Noni B	July	\$20.59
Big W	August	\$11.15
Target	August	\$10.60
Myer	August	\$10.00

Since June this year, the following Awards have risen...

AWARD	MONTH OF INCREASE	AMOUNT OF INCREASE
General Retail Industry Award	July	\$20.50
Fast Food Industry Award	July	\$20.50
Pharmacy Industry Award	July	\$20.50
Hair and Beauty Industry Award	July	\$21.70

AROUND THE SHOPS



New members at Kmart Rosny – Taylor Wooley, Maggie Routledge, Paige Halbwirth and Jordan Withers



Sue Pennington, Haley McPhee and Toni Griffiths at Kmart Launceston



New members at Coles Newton - Connor Lucas, Tallulah McElduff and Madeleine Ball



A Mission to Help

Aneak Smith's daughter who attends Port Dalrymple School went, as part of a group from the school, on a mission to Thailand to help underprivileged children in schools and the general community.



Woolworths Georgetown members got together and fundraised in order to assist Aneak in raising the required amount for the school volunteers to complete their mission.

The SDA joined members and made a donation for this very worthy cause.

Peta Owers, Skye Lesley and Aneak Smith are shown here.

Best of Luck, Joshua

Ricky Burns has been a member of the SDA for over 25 years as well as his wife Fiona who is a member at Coles Burnie.

Ricky and Fiona's son Joshua has won selection to contest the World Billiards championship in Leeds, England later this year.

This is indeed an amazing achievement.

The SDA is happy to assist long-term members who have supported the Union for such a long period of time.

Joshua is shown here, along with proud father Ricky, being presented with a contribution from the Union by Andrew Coyle.



News Update



by **Melissa Read,**
Southern Organiser
and Fast Food
Recruiter

SDA NEGOTIATES COLES WAGE INCREASE

With the Coles Enterprise Agreement still under negotiation, the SDA has sought an interim wage increase that has brought about an increase 1.4% to all employees in Coles Supermarkets including Online workers, and employees covered by the AMIEU Agreement in Tasmania.

Such increases are backdated to 7 July and were processed in the pay week ending 17 August 2014.

Assistant to the Secretary, James Russell, along with his other duties that include co-ordinating recruitment in Coles Supermarkets, is heading up the negotiations on behalf of the Tasmanian Branch. James has been involved with the past three negotiations of enterprise bargaining that have ensured half yearly pay increases for our members at Coles.

SENATORS SEE YOUTH OPT OUT

Two independent Senators, Bob Day and David Leyonhjelm, were reported in the *Australian Financial Review* on 7 July, as vowing to make changes to the industrial relations system by allowing young workers

not to be covered by the Modern Award system implemented in January 2010.

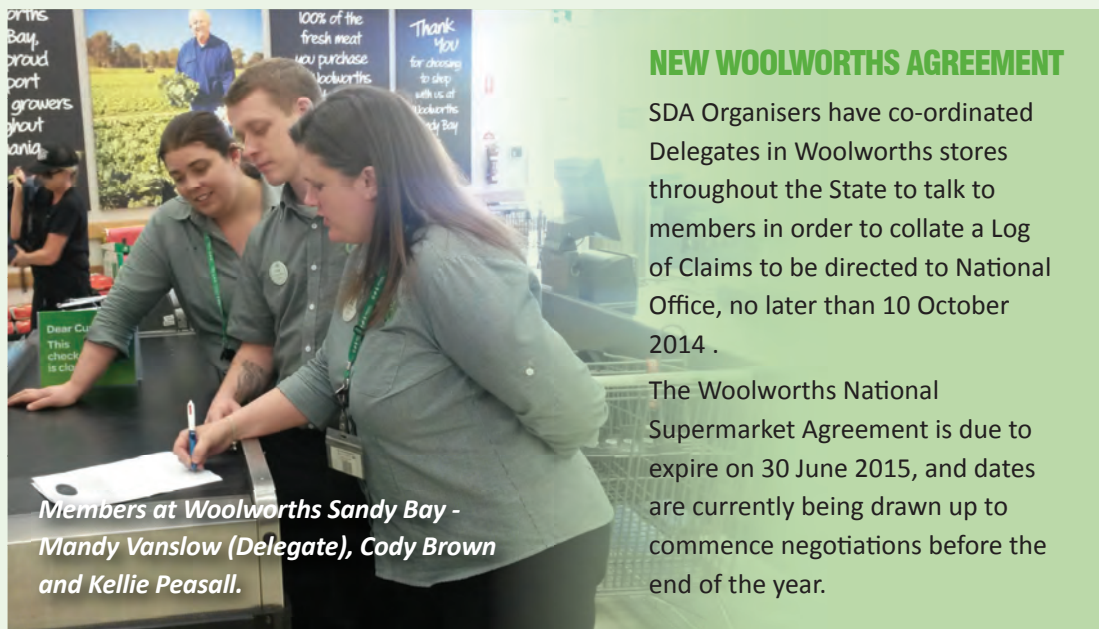
These cross-bench Senators hold extreme views and believe that the minimum wage ought to be abolished.

They also consider that Modern Awards are why unemployment is high and is "... destroying young people's lives and they're ending up on drugs and [with] teenage pregnancies...".

It was further reported in the *Sydney Morning Herald* on 15 August that "hours of work, rates of pay, holidays, sick leave, long service leave, hiring and firing, would be agreed between the two parties".

Accordingly, the Employment Minister, Eric Abetz, has invited Senator Day to put his proposal to the Productivity Commission of which the Government has promised a review through this Commission of the industrial relations laws.

Such proposed legislation would be worse than the deregulated industrial system that operates in America. Although it is extremely low in comparison to Australia, at least in most cases there is a minimum wage that has to be paid, and if young workers in Australia were delisted from the industrial relations system, this would have a severe impact on many of our members in the fast food industry and major companies in the retail sector.



Members at Woolworths Sandy Bay -
Mandy Vanslow (Delegate), Cody Brown
and Kellie Peasall.

NEW WOOLWORTHS AGREEMENT

SDA Organisers have co-ordinated Delegates in Woolworths stores throughout the State to talk to members in order to collate a Log of Claims to be directed to National Office, no later than 10 October 2014 .

The Woolworths National Supermarket Agreement is due to expire on 30 June 2015, and dates are currently being drawn up to commence negotiations before the end of the year.

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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 **31 October 2014** 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 **31 October 2014**

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

OUR WINNER

Our \$500.00 Birchalls Gift Voucher Winner from the Winter competition was Maureen Coombe from Myer Hobart.

Maureen has been supporting the SDA for 18 years as a member and was very happy with her prize, which her granddaughter will benefit from in her studies for the remainder of this year and into 2015.

Maureen is pictured (right) with SDA store Delegate Aniela Harris (left).



A Uniform Requirement



by Andrew Coyle,
North West Organiser

A number of retailers were recently ordered to reimburse their employees \$12,400 dollars after inspectors from the Fair Work Ombudsman found staff had covered the cost of their clothing and/or accessories without being reimbursed.

Some popular brand clothing retailers in Melbourne, Hobart, Brisbane and Wagga (NSW) were found to be contravening federal workplace laws following the assessment by inspectors of 35 stores.

In early June, the Fair Work Ombudsman (FWO) issued a media release which alerted employers to their obligations regarding uniforms

and clothing if they require staff to wear company clothing or in-season stock on their shifts.

RETAIL AWARD WORKERS

For SDA members covered under the General Retail Industry Award 2010, an employer who requires an employee to wear special clothing must reimburse the cost of the clothing.

The Award also provides that where an employee is required to launder a special uniform, dress or other clothing, full-time employees are entitled to an allowance of \$6.25 per week and part-time or casual employees are entitled to \$1.25 per shift.

RETAIL WORKERS COVERED BY AN AGREEMENT

Enterprise Agreements negotiated by the SDA generally contain a clause that outlines provisions in relation

to a uniform or a preferred dress standard.

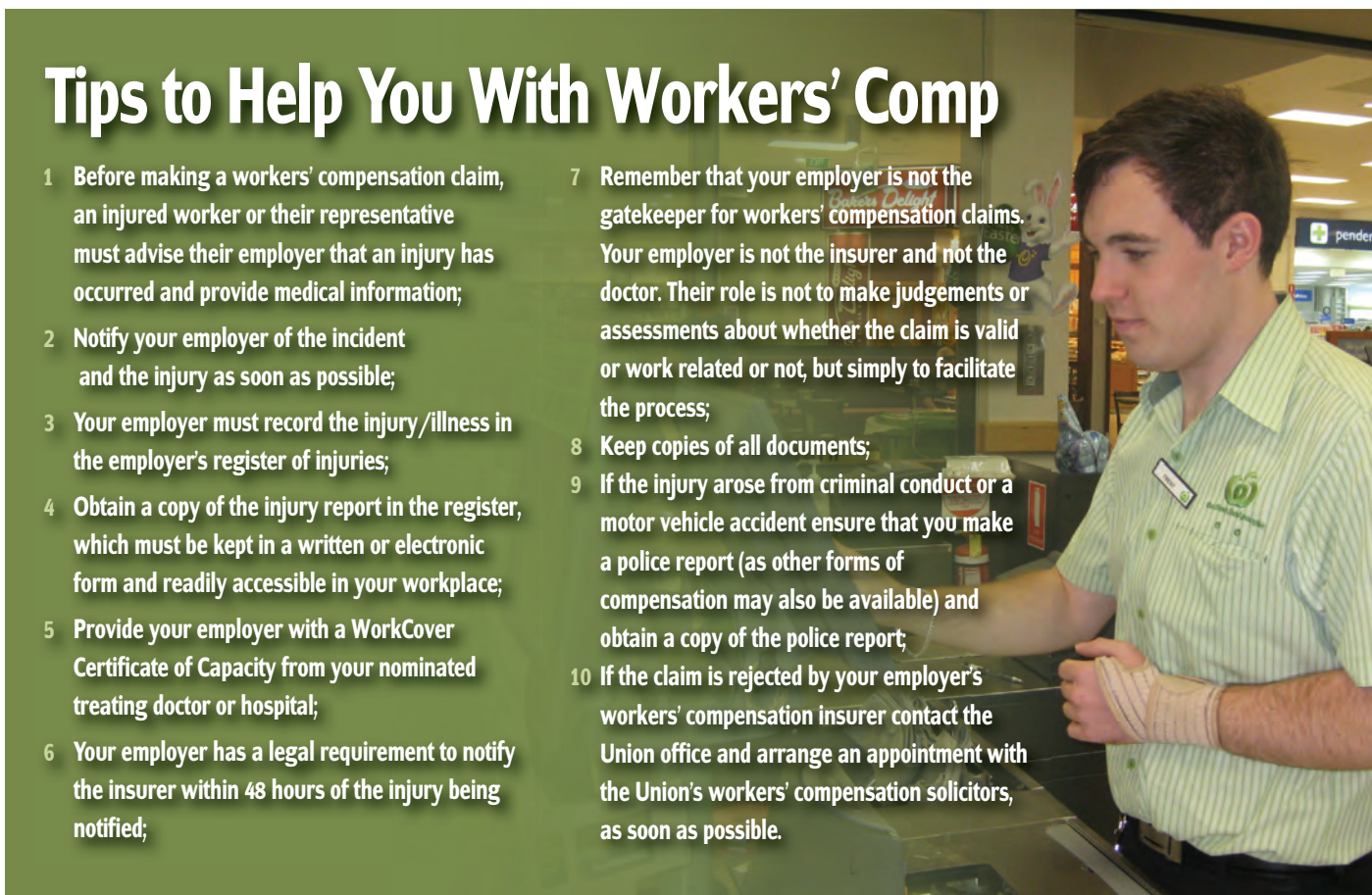
Generally, these clauses stipulate that the company can require any employee to dress in a neat, tidy and business-like manner, and some give employers the right to determine a code of dress for employees, including colour.

However, if an employee is *required* to wear a uniform/preferred dress, the position of the SDA and the Fair Work Ombudsman is that it should either be provided by the employer, or costs incurred by the employee to purchase the uniform or preferred dress should be reimbursed by the employer.

For more information about your rights in relation to uniform/preferred dress and clothing, please contact the SDA.

Tips to Help You With Workers' Comp

- 1 Before making a workers' compensation claim, an injured worker or their representative must advise their employer that an injury has occurred and provide medical information;
- 2 Notify your employer of the incident and the injury as soon as possible;
- 3 Your employer must record the injury/illness in the employer's register of injuries;
- 4 Obtain a copy of the injury report in the register, which must be kept in a written or electronic form and readily accessible in your workplace;
- 5 Provide your employer with a WorkCover Certificate of Capacity from your nominated treating doctor or hospital;
- 6 Your employer has a legal requirement to notify the insurer within 48 hours of the injury being notified;
- 7 Remember that your employer is not the gatekeeper for workers' compensation claims. Your employer is not the insurer and not the doctor. Their role is not to make judgements or assessments about whether the claim is valid or work related or not, but simply to facilitate the process;
- 8 Keep copies of all documents;
- 9 If the injury arose from criminal conduct or a motor vehicle accident ensure that you make a police report (as other forms of compensation may also be available) and obtain a copy of the police report;
- 10 If the claim is rejected by your employer's workers' compensation insurer contact the Union office and arrange an appointment with the Union's workers' compensation solicitors, as soon as possible.



“Widespread and Systemic” Disc



by Carol Wadley,
Women's Officer

Following a national review of workplace discrimination during pregnancy, while on parental leave and on returning to work, the Australian Human Rights Commission (AHRC) launched its *Supporting Working Parents: Pregnancy and Return to Work National Review* report on 25 July 2014.

The SDA was acknowledged at the launch of the landmark AHRC report for its contribution and effort throughout the review process and in particular for the work involved in our submission.

The inclusion of our members' experiences assisted in providing the AHRC with an accurate and powerful representation of what really happens on the shop floor.

YOUR STORIES MADE A DIFFERENCE

Our members' experiences helped to provide the basis for a broad set of recommendations on what changes need to occur both at legislative and workplace levels to support working parents.

If these recommendations are accepted, we hope to see a big improvement in the rights, entitlements and treatment of women who are pregnant and parents returning to work after parental leave.

We would like to thank all of our SDA members who made an invaluable and brave contribution to the submission, by sharing their stories and experiences.

EVIDENCE OF DISCRIMINATION

The review found that there is indisputable evidence that pregnancy, parental leave and return to work discrimination is widespread and systemic.

The report made clear that pregnancy, parental leave and return to work discrimination is preventing the full participation of working parents, and in particular, women, in the workforce.

EXPERIENCE OF RETAIL WORKERS DURING PREGNANCY AND WHEN RETURNING TO WORK

The experience of workers in retail during pregnancy was worse compared to the experience of women across all other industries, with 35% in retail experiencing discrimination compared to 27% of all women.

When returning to work after pregnancy, 27% of retail workers experienced discrimination.

FINDINGS OF THE AHRC REVIEW

The review found that discrimination has an impact on the physical and mental health of individuals, on their career and job opportunities, on their financial situations and on their families.

Discrimination ranges from negative attitudes right through to dismissal.

Pregnancy, parental leave and return to work discrimination also has consequences for workplaces and the national economy generally.

Discrimination has a significant negative impact on women's participation in the workforce and their attachment to their employer.

Those who experienced discrimination were much less likely to return to work after parental leave, and if they did, were less likely to return to their previous employer.

RECOMMENDATIONS

The AHRC report *Supporting Working Parents: Pregnancy and Return to Work National Review* issued a broad range of recommendations including:

THE STATISTICS

- ◆ One in two mothers (49%) experienced discrimination in the workplace during pregnancy, during parental leave or when returning to work. Of those, it was experienced by:
 - 27% while pregnant,
 - 32% when they requested or took parental leave,
 - 35% when returning to work.
- ◆ Over a quarter of fathers and partners (27%) experienced discrimination in the workplace when requesting or taking parental leave or when returning to work.



rimination

- ◆ changes to the Sex Discrimination Act and the Fair Work Act in order to strengthen the protection of employee rights during pregnancy, parental leave and returning to work
- ◆ the development of guidance material for employers (with a view to introducing an enforceable 'code of practice') in relation to;
 - ◆ their legal obligations towards employees during pregnancy, parental leave and returning to work
 - ◆ the Work Health and Safety needs of pregnant employees undergoing IVF and employees returning to work after miscarriage or childbirth
- ◆ conducting a national education campaign and conducting regular surveys to review levels of discrimination into the future

The SDA supports the recommendations. However, we will be advocating for stronger rights to request flexible working arrangement provisions with a full right of appeal and for an enforceable 'code of practice' in addition to the guidance material.

NEED MORE INFORMATION?

The full report can be found at humanrights.gov.au/publications/supporting-working-parents-pregnancy-and-return-work-national-review-report.

A copy of the Community Guide which provides a brief summary for the report is also available at humanrights.gov.au/publications/supporting-working-parents-pregnancy-and-return-work-national-review-report.

If you are experiencing any difficulties during pregnancy, parental leave or returning to work after parental leave, please contact the SDA.

FREE ACCIDENT INSURANCE

The SDA's Insurance Scheme is absolutely free for every financial member of the Union.

It covers you for between \$250 and \$40,000, depending on the severity of the injury. As an SDA member, you are automatically covered by this insurance.

If you had to insure yourself with a similar type of policy, it would cost you about \$450 each year.

For more information, contact the Union office.

FREE FOR ALL
SDA
MEMBERS



Managers – keep out of medical appointments!

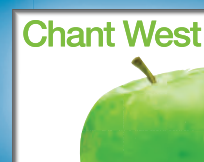


All SDA members should be aware that managers and insurance companies have **no right** to attend your medical appointments, even if it is for a work-related injury. This is supported by the Fair Work Ombudsman.

Medical appointments are **private**. Tell any manager or insurance company representative that they are **not entitled to attend**.

Contact the SDA if you need any help.

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RESS174_SDA

REST Earns 13.3%



by Joe de Bruyn,
National Secretary

The Retail Employees Superannuation Trust (REST) earned 13.3% on its investments in the 12 months to 30 June 2014.

This followed the remarkable investment earnings of 18.4% in the year to 30 June 2013.

Despite continuing uncertainty and volatility in world financial markets, REST's earnings are boosting the superannuation savings of members in REST.

The result comes from continuing careful investment decisions made over the years which have placed REST among the leaders of super funds in Australia.

SOLID PERFORMANCE OVER TIME

REST has provided competitive investment returns over all time periods compared to its peers.

In the table below, REST is compared to the median of other comparable super funds as published by the Super Ratings Fund Crediting Survey.

REST'S RANKING

In the Super Ratings Survey, REST is ranked among its peers over various time periods as the table shows:

Period to 30 June 2014	REST's Ranking
1 year	13th out of 47 funds
3 years	2nd out of 47 funds
5 years	2nd out of 47 funds
7 years	1st out of 44 funds
10 years	1st out of 39 funds

The Global Financial Crisis hit world financial markets in September 2008.

Taking this period into account in the 7 year and 10 year comparison, REST is the top performing fund in investment earnings over these time periods.

SECURE INVESTING

Superannuation is saving 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 that they are not totally reliant on the pension.

The earnings of your superannuation 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'S PERFORMANCE TO 30 JUNE 2014

Period to 30 June 2014	REST % p.a.	Median % p.a.	REST Out-Performance % p.a.
1 year	13.29%	12.66%	0.63%
3 years	10.60%	9.06%	1.54%
5 years	10.55%	9.21%	1.34%
7 years	5.58%	3.65%	1.93%
10 years	8.08%	6.78%	1.30%

REST has now reached 25 years of investment performance for its members in the retail and associated industries. It has earned 9.5% per annum over the 20 years to 31 March 2014.

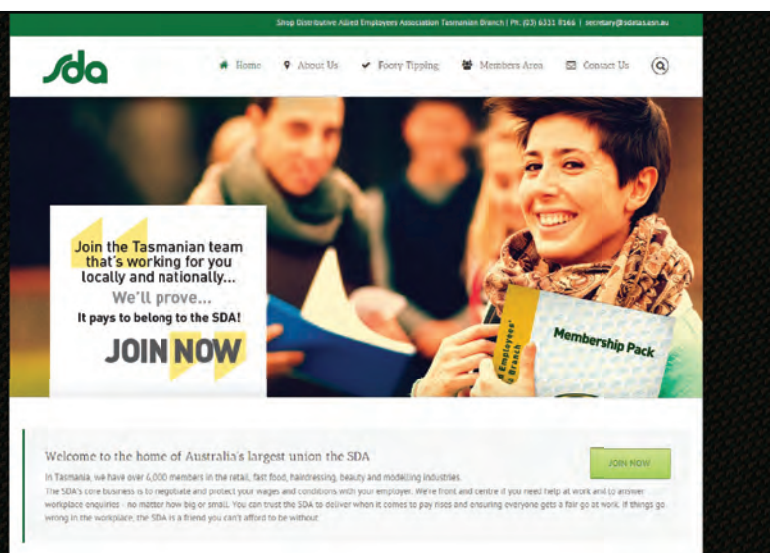
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Our new website's up and running, with an exciting new look and feel!

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your super fund in your workplace



by Neil Cassidy,
CEO, Tasplan

If you are a Tasplan member, or want to find out about becoming a Tasplan member, you may not have to go further than your workplace to talk to someone about your super.

Our workplace sessions are flexible and tailored to the needs of our members where they work.

Our range of options in your workplace include your own personal consultation with a superannuation consultant, a group session to learn about various issues affecting your super, a presentation from one of our experts on how to make your super grow and more.

With your employer's support we will develop workplace sessions that work for our members.

Our superannuation consultants have recently been spending time helping members in staff rooms at Woolworths supermarkets.

Yolanda, Danielle and Michelle from Tasplan have been attending a supermarket staff room over the course of a day to make sure that they are available for members that work different shifts and have different start times.

Employees at that supermarket can drop in to the staff room before or after they start work or during a break and have a chat about their super.

Members can take the opportunity to seek free general advice, find out how to minimise fees, talk about investment choice options, find out how to maximise their retirement or update their contact details.

Tasplan superannuation consultant Yolanda has found that the staff room visits have been a great opportunity for members no matter what stage of life they are at.

"Whether they are starting their first job or have retirement approaching, the workplace visits really help our members," she said.

"Workplace sessions make it easy for members to adopt an 'act now' approach by doing those small things such as consolidating super to minimise fees and understanding which investment option best suits them," says Yolanda.

"On the spot I have been able to help them search for lost super, update their account details and set up smart super habits. I would encourage all members to take advantage of workplace visits and let our super consultants help make your super work more effectively for you."

Yolanda, Danielle and Michelle form part of your local Tasplan team.

They will be visiting various Woolworths supermarket staff rooms over the coming months. If you are a Woolworths employee, keep an eye out for posters in your staff room detailing the dates and times for your supermarket.

It is not just employees of supermarkets that can benefit from one of our workplace sessions.

If you are interested in having Tasplan come to your workplace, contact us on 1800 005 166 or info@tasplan.com.au. We will work with you and your employer to arrange something suitable.

This information is of a general nature only and does not take into account your particular financial needs, circumstances and objectives. You should assess your own financial situation before making any decisions. You may wish to seek the help of an advisor to do so.

Tasplan Ltd: AFSL No: 235391, ABN: 13 009 563 062

Social Media at Work



by Jodee Inches,
Southern and Fast
Food Organiser

Social media and internet technology such as Facebook, Twitter, Instagram, e-mail and text messages should not be used to manipulate, intimidate or humiliate someone.

Some of the things people do – which they shouldn't – are:

- ◆ Make threats or spread rumours about you or your family or friends;
- ◆ Tell lies about you;
- ◆ Tag you in inappropriate pictures;
- ◆ Post comments about you or your friends or family which are not true.

If someone does say something inappropriate online, please remember:

- ◆ Don't escalate the situation by replying;
- ◆ Take a screenshot or print out a copy of what has been said;
- ◆ Report them;
- ◆ Record the time and date of incident;
- ◆ Make sure your settings are set to Private;
- ◆ Block the offender.

If you are at all concerned about your safety, please make sure you contact your local police station.

This sort of behaviour can affect people in many different ways, such as:

- ◆ Stress, anxiety, fear;
- ◆ Depression;
- ◆ Anger;
- ◆ Sleep deprivation;
- ◆ Loss of appetite;
- ◆ Nausea, vomiting;
- ◆ Not wanting to go to work or school, plus many more.

MOST COMPANIES NOW PROVIDE A SOCIAL MEDIA POLICY

At the very least, your company should promote guidelines for responsible use of social media and outline how offensive or discriminatory comments will be moderated and/or reported.

Ideally, your employer's social media policy should include:

- ◆ A definition of social media;
- ◆ A description of social media behaviour that is acceptable and unacceptable;
- ◆ A statement that common sense and decency should dictate online conduct;
- ◆ Clear directives about when and for how long workers may use social media sites at work (e.g. during breaks, lunch hours, anytime within reason, etc);
- ◆ A prohibition on employees from saying or doing anything on social media that:
 - ◆ Could bring the company into disrepute,
 - ◆ Gives away your company's confidential information or the confidential information of anyone associated with the company,
 - ◆ Could be considered derogatory or disparaging by colleagues or customers, or
 - ◆ Undermines workplace productivity.

The law allows employers to regulate the conduct of employees on social media. It requires employees to be careful about what they post on their personal social media sites.

Some Helpful Tips

- Don't threaten or harass fellow colleagues or managers or anyone else online.
- Never spread rumours or personal information online. Even if you don't mention the person by name, it can usually be found out who you are referring to.
- Be careful you do not mention anything detrimental regarding work or a work colleague. Even if you haven't listed your company in your profile, someone could still mention or say where you work.
- Treat social network sites as a public forum – even if your status is set to "private", anything you post can be seen by friends of your friends.
- Anything you post is "in writing" and can't be denied.
- Anything you post online can be screenshot and spread quickly or end up in the wrong hands.
- Let's face it, not all your "friends" on Facebook may really be your friend. You may not actually know all your "friends", and things can be passed on to friends' friends and their friends, resulting in a never-ending cycle of information flow.
- Never trick others into revealing private or embarrassing information and then post it online.
- Never post photos of people accompanied by negative or derogatory comments.

Out of the Shadows Walk

Once again, Tasplan was the major sponsor for the Out of the Shadows walk, which recognises the harsh reality of suicide victims.

Approximately 500 people took the challenge and gathered on the Domain at 6.00am on Friday 12 September. We then walked to Parliament House lawns where some speeches were made and local Lions Club members provided a BBQ sausage for breakfast.

Tasplan CEO Neil Cassidy and Paul Griffin SDA General Secretary are shown here.



In some circumstances, your company can terminate an employee because of the employees conduct on social media. Fair Work Australia has held that “it would be foolish of employees to think they may say as they wish on their Facebook pages with total immunity from any consequence”.

Everyone should be mindful of the posts they put or share on Facebook – it may one day save their job, a real friend’s job and/or eliminate someone from feeling bullied or harassed.

If you are experiencing any form of bullying or harassment, whether it be online or through social media, please don't hesitate to contact the SDA for advice. We are only a phone call away.

If you know anyone that is suffering from depression, perhaps as a result of bullying and harassment, on or off social media, please encourage them to call:

- ◆ Helpline on 132 111 or 1800 21 2936,
- ◆ Kids Helpline on 1800 55 1800 (5 years – 25 years); or
- ◆ Beyond Blue on 1300 224 636.

These lines are open all day, every day!



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Tamieka's Getting Carried Away!



In the Summer 2013 journal we advertised a competition where the winner would receive a \$1,000 travel voucher from Andrew Jones Travel. The winner is Tamieka Gillies from Woolworths Kings Meadows.

Tamieka collected the most signatures on the sign-up form – in support of adult wages for 18+ year olds – published in the Summer 2013 edition of *TasTalk*

Leanne Porter from Woolworths Moonah was the runner up, and received a \$500 Travel voucher.

We're sure you'll both enjoy using your respective vouchers!

The photo shows Tamieka being presented with her prize by Organiser Stephanie Bok.



As part of the competition, we also gave away movie pass packs containing two adults' and three children's tickets to these members:

- ◆ Robyn Lowe – Bunnings Burnie
- ◆ Carol Webb – Woolworths Claremont
- ◆ Kaylee Hardy – Kmart Burnie
- ◆ Tammy Pearsall – Kmart Eastlands
- ◆ Haylee Pintus – Bunnings Launceston
- ◆ Melissa Kelt – Woolworths Kingston

A Matter of Time



by Carol Wadley,
Women's Officer

The clock is ticking and we're getting closer to a cure for breast cancer every day.

There's nothing more precious than time. Most of us feel like we don't have enough hours in the day, but spare a thought for women diagnosed with breast cancer. For them, time takes on a whole new meaning.

When Tracey was diagnosed with breast cancer in 2010, she opted for a double mastectomy and reconstruction. Sadly, this didn't stop her cancer from spreading throughout her body. This means Tracey

now has only a limited time remaining to spend with her family – but she's decided to live it to the fullest.

"When my cancer returned and continued to spread, the news hit me like a tonne of bricks," says Tracey. "But I didn't fall to pieces; instead I made a bucket list – including skydiving."

With the loving support of her family, Tracey's already ticked off three major items on her list, and she's determined to outlive her doctor's prognosis. "I believe that only research can help me do this," says Tracey. "Only research can find a cure."

Time is also a precious commodity for breast cancer researchers. More time means more opportunities for breakthroughs. For Associate Professor Robin Anderson, time for research is

essential. With each new research project she undertakes, she finds another piece of the puzzle that is advanced breast cancer.

"Typically, we receive grant funding for three years, and this is great to get you going. But it is often hard to come to a conclusion about research in just three years" she says. "You really need five to seven years to get your research to a point where you can start talking to doctors about it, and decide whether or not to take your research to a clinical trial."

Associate Professor Anderson has been receiving vital research grants from NBCF to fund her important studies into advanced breast cancer since 2007. These grants, and other research funding, have enabled her to keep her research going.



NATIONAL
BREAST CANCER FOUNDATION
FUNDING RESEARCH FOR PREVENTION AND CURE

But the work is far from over. Every minute NBCF-funded researchers spend in a lab, or investigating the needs of people with breast cancer, is another minute closer to NBCF's aspirational goal of zero deaths from breast cancer by 2030.

Finding a cure is only a matter of time, and time for research depends on your support. Every dollar you raise will help NBCF fund vital research into prevention and cure.

Pink Ribbon Day will be held on Monday 27th October this year. Purchase your Pink Ribbon to help the NBCF raise funds to support their vital research, or consider hosting a Pink Ribbon Breakfast this October.

The Facts about Advanced Breast Cancer

Advanced breast cancer may also be called secondary breast cancer or metastatic breast cancer. The most common places that breast cancer spreads are the bones, liver, lungs and brain.

Every Pink Ribbon Breakfast helps save another life

This October host a Pink Ribbon Breakfast to give researchers more time in the fight against breast cancer.

Register now to host a Pink Ribbon Breakfast – just visit www.pinkribbonbreakfast.org.au

Vale, David

It is with great regret and sorrow that we bid farewell to SDA Delegate David Longdon, who passed away on 27 July.

David was the delegate at Woolworths Georgetown, representing members' best interests on every occasion whether individually or for the store generally. David was instrumental in forcing the company to install appropriate air conditioning in 2011/12, amongst many other achievements.

David was a good friend and colleague to us here at the SDA, and will be very much missed.



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What's Happening Overseas



USA

Close to 1,500 fast food workers from across the United States gathered in Illinois recently to demand an increase in the minimum wage and to fight for the right to form a union.

The gathering in Illinois comes on the back of an almost two-year-long fight for fast food workers in America as they continue to push for the minimum wage to be increased across the industry to \$15 per hour.

Mary Kay Henry, President of Service Employees International Union (SEIU) - one of America's largest unions - spoke at the conference and told the gathering that they had the support of the SEIU and its almost two million members.

Henry went on to say that the fast food workers efforts weren't going unnoticed and praised their continued push for a fair and liveable working wage. Some cities have started to raise the minimum wage on the back of the workers' efforts with Seattle recently raising the fast food industry minimum wage to \$15 per hour and Chicago and San Francisco rumoured to be next in line. SEIU have put a lot of money into this campaign and have stated that their financial support will continue until changes are made throughout the country.



GERMANY

Uni Global Union General Secretary Philip Jennings has backed statements by Europe's largest bank that higher wages are needed to boost the flat-lining European economy. Germany's Bundesbank Chief Economist Jens Ulbrich has joined a growing list of world leaders calling for widespread pay rises to fend off the crippling effects of failed austerity and low inflation, and to crawl back the falling wage share in national wealth. Ulbrich stated that wage increases of more than 3% were needed and that recent wage trends were moderate considering Germany's relative economic strength and low unemployment rates. Jennings said that Bundesbank has followed the lead of other world leaders in stating the need for pay increases across the globe. Recently Barack Obama and the Pope have both pressed the need for wages to increase throughout the world. Jennings went on to state, "The world needs a pay rise if we want to see our way out of the shadow of the crisis and into the light of sustainable growth. After all, it is clear that stock market CEOs around the world have been giving themselves double digit salary increases." The support of higher wages comes on the back of a number of recent reports which claim that wealth disparity is one of the key threats to the strength of the global economy.



SOUTH KOREA

Head of Uni Global Union Commerce division Alke Bosessiger has urged Homeplus management to fix current wage injustice which applies within their retail stores in South Korea.

Homeplus is a discount retail outlet which is the second largest retailer within South Korea. Currently Homeplus employees receive significantly less than the average retail worker in South Korea and have to struggle from week to week to survive on their current wage. Bosessiger said "The situation of directors being rewarded

very handsomely while average employees are not even afforded a living wage is unacceptable." Uni Global union is fully supporting a push by the Homeplus labour union to take industrial action against the company and hopes that the

company will reconsider its position in relation to current wages for its employees.



GHANA

Union leaders from seven different African nations gathered in Ghana recently to discuss ways to improve wages and working conditions for African employees of a multinational banking corporation. Barclays is a major global financial service provider engaged in retail and commercial banking, credit cards, investment banking, wealth management and investment management services with an extensive international presence in Europe, the USA, Asia and Africa. The goal of the meeting of union leaders was to grow the union movement, and develop a dialogue with Barclays in Africa. The head of the union delegation Uni Global Unions Philip Jennings stated that "Decent work, fair pay and the right to unionisation are the only way to create sustainable economic growth both for Barclays' shareholders and its African employees." Meetings with the company were continuing.

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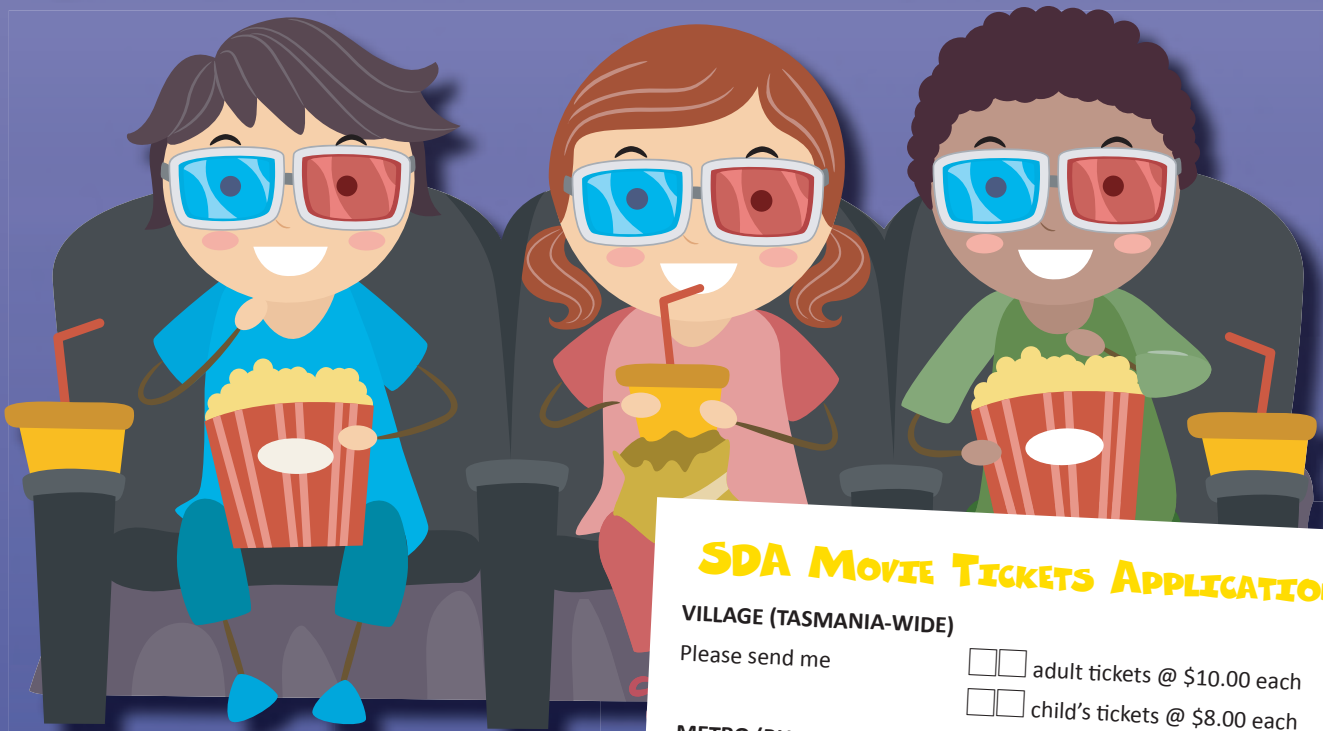
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Please send me adult tickets @ \$10.00 each
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 Phone: Home..... Mobile.....
 Employer: Location.....

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OR

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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.

SHOP, DISTRIBUTIVE & ALLIED EMPLOYEES' ASSOCIATION ANNUAL FINANCIAL REPORT AS AT 30 JUNE 2014

OPERATING REPORT FOR THE YEAR ENDED 30 JUNE 2014

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 2014 and the auditor's report thereon.

1. Membership

Membership of the Association as at 30 June 2014 was 209,838 (2013: 213,075).

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 Mr Paul Griffin	National Executive Member since 1996 National Executive Member since 1990
Mr Chris Ketter Ms Barbara Nebart	National Executive Member since 1996 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 credentialed 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 Hungry Jack's, the Just Group, Villeroj & Boch, Domino's Pizza, Myer, Priceline, Noni B, Dulux, Red Rooster, Chicken Treat, Bras N Things, Lovisa, Masters, Coles Liquor and Specialty Fashion Group. These agreements all resulted in improved wages and working conditions for the employees covered by them.

The Association continues its defence of penalty rates in its major awards and also protects 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 was successful in achieving the adult rate at 20 years in the General Retail Industry Award.

The Association has also actively opposed legislation by the Abbott Government to take away basic entitlements of workers since its election to office on 7 September, 2013 and, particularly, various regressive provisions aimed against low paid workers in the 2014/2015 Federal Budget.

There were no significant changes in the Association during the financial year in the nature of its activities and financial affairs. At 30 June 2014, there were 14 persons employed by the national office of the Association (2013: 16).

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 2014, 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 Gerard Dwyer
Mr Ian Blandthorn	Mr Michael Donovan
Mr Geoff Williams	Mr Peter Malinauskas
Ms Sue-Anne Burnley	Ms Julia Fox

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 2013-2014, to the Workplace Gender Equality Agency, on the 29th May 2014. The report is available on the SDA National website at 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 the Gold Coast this 18th day of August 2014

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 18th August 2014 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 41 comply with the Australian Accounting Standards;
- the financial statements and notes set out on pages 8 to 41 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 2014;
- 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 2014 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 and no revenue derived.

Dated at the Gold Coast this 18th day of August 2014

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 2014 the number of members of the Association was 209,838.

In my opinion:

- the accompanying financial report set out on pages 8 to 41 presents a true and fair view of the financial position of the Association as at 30 June 2014;
- 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 the Gold Coast this 18th day of August 2014

JOSEPH DE BRUYN,
NATIONAL SECRETARY-TREASURER

STATEMENT OF FINANCIAL POSITION

As at 30 June 2014	Note	2014 \$	2013 \$
Assets			
Cash and cash equivalents	9	1,460,407	1,042,785
Receivables	10	428,286	348,125
Other financial assets	11	25,300,000	25,100,000
Total current assets		27,188,693	26,490,910
Investment property	12	15,300,000	15,301,973
Property, plant and equipment	13	316,199	289,366
Employee benefits	15	470,908	-
Total non-current assets		16,087,107	15,591,339
TOTAL ASSETS		43,275,800	42,082,249
Liabilities			
Trade and other payables	14	406,915	352,839
Employee benefits	15	878,835	815,398
Total current liabilities		1,285,750	1,168,237
Employee benefits	15	13,870	93,507
Total non-current liabilities		13,870	93,507
TOTAL LIABILITIES		1,299,620	1,261,744
NET ASSETS		41,976,180	40,820,505
Equity			
Retained earnings		41,976,180	40,820,505
TOTAL EQUITY		41,976,180	40,820,505

The notes on pages 12 to 41 are an integral part of these financial statements.

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 30 June 2014	Note	2014 \$	2013 \$
Income			
Affiliation fee contributions	21	4,852,875	6,208,699
		4,852,875	6,208,699
Other income	7	1,966,098	2,410,754
		6,818,963	8,619,453
Expenditure			
53 Queen St, Melbourne - direct operating expenses		532,405	480,541
ACTU IR Campaign Levy	21	431,178	424,158
Affiliation fees	21	1,491,938	1,251,062
Auditors' remuneration	8	24,284	27,465
Campaigning expenses		560,657	231,249
Delegates expenses		360,213	205,334
Depreciation	13	42,462	36,797
Donations		792,094	222,039
Legal expenses		150,078	479,654
Meeting expenses		225,594	199,130
Office & administration expenses		133,604	127,566
Other expenses		540,338	564,437
Personnel expenses	19	1,542,686	1,404,181
Travel expenses		155,172	158,498
Total Expenses		6,982,703	5,812,111
Result from Operating Activities		(163,740)	2,807,342
Finance income			
Interest income	11	812,098	959,317
		812,098	959,317
Income tax expense	4(k)	-	-
PROFIT FOR THE PERIOD		648,358	3,766,659
Other comprehensive income			
Defined benefit plan actuarial gains (losses)	15	507,317	103,565
Income tax on other comprehensive income	4(k)	-	-
		507,317	103,565
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD		1,155,675	3,870,224

The notes on pages 12 to 41 are an integral part of these financial statements.

STATEMENT OF CHANGES IN EQUITY

	Note	Retained earnings \$	Total equity \$
For the year ended 30 June 2014			
Balance at 1 July 2012		36,950,281	36,950,281
Total comprehensive income for the period			
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		-	-
Balance at 30 June 2013		40,820,505	40,820,505
Balance at 1 July 2013		40,820,505	40,820,505
Total comprehensive income for the period			
Profit for the period		648,358	648,358
<i>Other comprehensive income</i>			
Defined benefit plan actuarial gains, net of tax	15	507,317	507,317
Total comprehensive income for the period		1,155,675	1,155,675
Transactions with members of the Association, recognised directly in equity		-	-
Balance at 30 June 2014		41,976,180	41,976,180

The notes on pages 12 to 41 are an integral part of these financial statements.

STATEMENT OF CASH FLOWS

	Note	2014 \$	2013 \$
For the year ended 30 June 2014			
Cash flows from operating activities			
Cash receipts from operations		7,385,454	8,306,120
Cash paid to suppliers and employees		(7,545,670)	(6,242,298)
Cash generated from operations		(160,216)	2,063,822
Interest received		845,748	917,593
Net cash from operating activities	20	685,532	2,981,415
Cash flows from investing activities			
Acquisition of term deposits		(200,000)	(3,000,000)
Acquisition of property, plant and equipment	13	(69,295)	(10,671)
Proceeds on sale of property, plant and equipment		1,385	-
Net cash from/(used in) investing activities		(267,910)	(3,010,671)
Cash flows from financing activities			
Net cash from/(used in) financing activities			
Net increases/(decreases) in cash and cash equivalents		417,622	(29,256)
Cash and cash equivalents at 1 July		1,042,785	1,072,041
CASH AND CASH EQUIVALENTS AT 30 JUNE	9	1,460,407	1,042,785

The notes on pages 12 to 41 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 2014 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 18th August 2014.

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.

(i) Judgements

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.
- Note 17 – lease classification.

(ii) Assumptions and estimation uncertainties

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: key actuarial assumptions.

Measurement of fair values

A number of the Association's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities.

The Association has an established control framework with respect to the measurement of fair values. Significant fair value measurements are overseen and reviewed regularly, including unobservable inputs and valuation adjustments. If third party information is used to measure fair values, the Association assesses the evidence obtained from the third parties to support the conclusion that such valuations meet the requirements of AASBs, including the level in the fair value hierarchy in which such valuations should be classified. Significant valuation issues are reviewed by the Association's Audit and Risk Committee.

When measuring the fair value of an asset or a liability, the Association uses market observable data as far as possible. Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows.

- Level 1 – quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 – inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).
- Level 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs).

If the inputs used to measure the fair value of an asset or a liability might be categorised in different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

The Association recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

Further information about the assumptions made in measuring fair values is included in the following notes:

- Note 12 – investment property.

3. Changes in accounting policies

Except for the changes below, the Association has consistently applied the accounting policies set out in Note 4 for all periods presented in these financial statements. The Association has adopted the following new standards and amendments to standards, including any consequential amendments to other standards, with a date of initial application of 1 July 2013.

(i) Employee benefits

In the current year, the Association adopted AASB 119 Employee benefits (2011), which revised the definition of short-term employee benefits to benefits that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. As a result of the change, the annual leave liability for certain of the Association's employees is now considered to be another long-term employee benefit, when previously it was a short-term benefit.

The Association's obligation is determined as the amount of future benefit that employees have earned in return for their service in the current and prior periods, applying actuarial assumptions, discounted to determine its present value. Re-measurements are recognised in profit or loss in the period in which they arise. The Association has applied the new policy retrospectively in accordance with the transitional provision of the standard. The impact on the comparative figures and opening statement of financial position of the earliest comparative period presented (1 July 2012) is not material.

The Association early adopted the changes in respect of the defined benefit plan accounting policy in the prior financial year and as a result there are no further changes to accounting policy required.

(ii) Fair value measurement

AASB 13 establishes a single framework for measuring fair value and making disclosures about fair value measurements when such measurements are required or permitted by others AASBs. It unifies the definition of fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. It replaces and expands the disclosure requirements about fair value measurements in other AASBs, including AASB 7. As a result, the Association has included additional disclosures in this regard (see Notes 12 and 16).

In accordance with the transitional provisions of AASB 13, the Association has applied the new fair value measurement guidance prospectively and has not provided any comparative information for new disclosures. Notwithstanding the above, the changes had no significant impact on the measurements of the Association's assets and liabilities.

4. 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 3.

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 4e(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 4e(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 Association 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	6-20 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**

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 the current and prior periods, discounting that amount and deducting the fair value of any plan assets.

The calculation of defined benefit obligations is performed annually by a qualified actuary using the projected unit credit method. When the calculation results in a potential asset for the Association, the recognised asset is limited to the present value of economic benefits available in the form of any future refunds from the plan or reductions in future contributions to the plan. To calculate the present value of economic benefits, consideration is given to any applicable minimum funding requirements.

Remeasurements of the net defined benefit liability, which comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognised immediately in OCI. The Association 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 then-net defined benefit liability (asset), taking into account any changes in the net defined benefit liability (asset) during the period as a result of contributions and benefit payments. Net interest expense and other expenses related to defined benefit plans are recognised in profit or loss.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The Association recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

(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 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 at reporting date including related on-costs, such as workers compensation insurance and payroll tax. Amounts that are expected to be settled beyond 12 months are measured in accordance with long term benefits.

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 2013, 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 July 2015 with early adoption permitted. The extent of the impact has not been determined by the Association.

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 (2013: no impairment loss).

(ii) Cash and cash equivalents

The Group held cash and cash equivalents of \$1,460,407 at 30 June 2014 (2013: \$1,042,785), 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	2014 \$	2013 \$
53 Queen Street, Melbourne - Rental income from investment property	17	1,093,609	1,037,208
53 Queen Street, Melbourne - Fair value increment	12	-	1,100,000
ACTU trust distributions		100,609	-
Branch Reimbursements	21	582,388	238,654
CARE director's fees		53,543	34,892
REST director's fees	21	134,554	-
Other income		1,385	-
		<u>1,966,088</u>	<u>2,410,754</u>

8. Auditor's remuneration**Audit services**

Auditors of the Association

KPMG Australia:

Audit and review of financial reports

	24,284	27,465
	<u>24,284</u>	<u>27,465</u>

Other services

Auditors of the Association

KPMG Australia:

Other assurance services

	2,460	6,616
	<u>2,460</u>	<u>6,616</u>
	<u>26,744</u>	<u>34,081</u>

TOTAL AUDITORS' REMUNERATION**9. Cash and cash equivalents**

	2014 \$	2013 \$
Cash at bank	138,487	145,206
Cash management accounts	1,197,222	830,074
Term deposits	124,698	67,505
	<u>1,460,407</u>	<u>1,042,785</u>

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

Cash and cash equivalents	<u>1,460,407</u>	<u>1,042,785</u>
	<u>1,460,407</u>	<u>1,042,785</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	133,768	167,418
Prepayments	56,496	46,214
Sundry debtors (includes related parties - note 21)	238,022	134,493
	<u>428,286</u>	<u>348,125</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	25,300,000	25,100,000
	<u>25,300,000</u>	<u>25,100,000</u>

Term deposits have stated interest rates of 3.40 percent (2013: 3.70 to 4.10 percent) and mature in 120 days or more.

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

During the year ended 30 June 2014, interest income of \$812,098 (2013: \$959,317) in respect of financial assets not at fair value through profit and loss.

12. Investment property**(a) Reconciliation of carrying amount**

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 three years, with fixed percentage annual rent increases. Some lease incentives were paid and are being amortised over the period of the leases. Subsequent renewals are negotiated with the lessee and on average renewal periods are 4 years. No contingent rents are paid. Further information about these leases are contained in Note 17.

Property

Balance at 1 July	15,300,000	14,200,000
Fair value adjustment (refer below)	-	1,100,000
Balance at 30 June	15,300,000	15,300,000
Lease incentives		
Balance at 1 July	32,296	32,296
Amortisation of lease incentives	(32,296)	(30,323)
Balance at 30 June	-	1,973
	<u>15,300,000</u>	<u>15,301,973</u>

(b) Measurement of fair value**(i) Fair value hierarchy**

The fair value of investment property was determined by external, independent property valuers, having appropriate recognised professional qualifications and recent experience in the location and category of the property being valued. The independent valuers provide the fair value of the Association's investment property at least every two years. 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.

The fair value measurement for investment property of \$15,300,000 was determined at 30 June 2013 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. The Officers of the Association maintained the fair value of \$15,300,000 at 30 June 2014 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 fair value measurement has been categorised as a Level 3 fair value based on the inputs to the valuation technique used (see Note 2(d)).

(ii) Level 3 fair value - valuation technique and significant unobservable inputs

The following shows the valuation technique used in measuring the fair value of investment property, as well as the significant unobservable inputs used.

Valuation technique

Capitalisation approach: The valuation model involves estimating the potential sustainable Gross Market Income of a property from which annual outgoings are deducted to derive the Net Market Income. This Net Market Income is then capitalised at an appropriate rate derived from analysis of comparable sales evidence. Adjustments to the capitalised value are then made for items including profit rent/shortfall derived from passing rents which are above or below market, letting up allowance over vacant areas including foregone rental and outgoings over the assumed letting up period and outstanding lease incentives including rent free periods.

Significant unobservable inputs

- Capitalisation rate (7.75%).

Inter-relationship between key unobservable inputs and fair value measurement

The estimated fair value would increase (decrease) if:

- The capitalisation rate were lower (higher).

13. Property, plant and equipment

Cost	Furniture and fittings \$	Motor Vehicles \$	Leasehold Improvements \$	Total \$
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>
Balance at 1 July 2013	211,712	92,189	331,840	635,741
Acquisitions	7,418	-	61,877	69,295
Impairments	(32,507)	-	-	(32,507)
Balance at 30 June 2014	<u>186,623</u>	<u>92,189</u>	<u>393,717</u>	<u>672,529</u>
Depreciation and impairment losses				
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>
Balance at 1 July 2013	161,545	68,686	116,144	346,375
Depreciation expense for the year	14,754	5,153	22,555	42,462
Impairments	(32,507)	-	-	(32,507)
Balance at 30 June 2014	<u>143,792</u>	<u>73,839</u>	<u>138,699</u>	<u>356,330</u>
Carrying amounts				
At 1 July 2012	<u>53,053</u>	<u>30,151</u>	<u>232,288</u>	<u>315,492</u>
At 30 June 2013	<u>50,167</u>	<u>23,503</u>	<u>215,696</u>	<u>289,366</u>
At 1 July 2013	<u>50,167</u>	<u>23,503</u>	<u>215,696</u>	<u>289,366</u>
At 30 June 2014	<u>42,831</u>	<u>18,350</u>	<u>255,018</u>	<u>316,199</u>
14. Trade and other payables				
			2014 \$	2013 \$
Sundry creditors			250,896	257,723
PAYG withholding tax payable			31,321	27,611
Tenant security deposit			124,698	67,505
			<u>406,915</u>	<u>352,839</u>

14. Trade and other payables

			2014 \$	2013 \$
Sundry creditors			250,896	257,723
PAYG withholding tax payable			31,321	27,611
Tenant security deposit			124,698	67,505
			<u>406,915</u>	<u>352,839</u>

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

15. Employee benefits**Current liability****Office holders**

Liability for long service leave	308,239	289,558
Liability for annual leave	90,289	84,935
	398,528	374,493

Employees other than office holders

Liability for long service leave	267,539	240,858
Liability for annual leave	212,768	200,047
	<u>480,307</u>	<u>440,905</u>
	<u>878,835</u>	<u>815,398</u>

Non-current liability**Employees other than office holders**

Liability for long-service leave	13,870	6,608
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Office holders and other employees

Present value of funded obligations	-	2,297,379
Fair value of plan assets - funded	-	(2,210,480)
Recognised liability for defined benefit obligations	-	86,899
	<u>13,870</u>	<u>93,507</u>

Non-current asset**Office holders and other employees**

Present value of funded obligations	2,463,350	-
Fair value of plan assets - funded	(2,934,258)	-
Recognised (asset) for defined benefit obligations	<u>(470,908)</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 office holders and other 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 2014 (30 June 2013: 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	2014 \$	2013 \$
Net liability/(asset) for defined benefit obligations at 1 July		86,899	208,446
Contributions paid into the plan		(187,876)	(151,751)
Amount recognised in other comprehensive income - actuarial (gains) losses		(507,317)	(103,565)
Expenses recognised in statement of comprehensive income with personnel expenses		137,386	133,769
Net liability/(asset) for defined benefit obligations at 30 June		<u>(470,908)</u>	<u>86,899</u>

Movement in the present value of the defined benefit obligations

	2014 \$	2013 \$
Defined benefit obligations at 1 July	2,297,379	2,258,545
Current service cost	137,686	130,495
Interest cost	94,784	72,912
Actuarial (gains)/losses recognised in other comprehensive income (see below)	24,373	60,710
Benefits paid by the plan	(41,825)	(181,238)
Taxes, premium & expenses paid	(49,047)	(44,045)
Defined benefit obligations at 30 June	<u>2,463,350</u>	<u>2,297,379</u>

All benefits are vested at the end of the reporting period.

Movement in the present value of plan assets

	2014 \$	2013 \$
Fair value of plan assets at 1 July	2,210,480	2,050,099
Expected return on plan assets at discount rate	95,084	69,638
Actuarial gains/(losses) recognised in other comprehensive income (see below)	531,690	164,275
Contributions paid	187,876	151,751
Benefits paid	(41,825)	(181,238)
Taxes and expenses	(49,047)	(44,045)
Fair value of plan assets at 30 June	<u>2,934,258</u>	<u>2,210,480</u>

Expense recognised in profit or loss

	2014 \$	2013 \$
Current service costs	137,686	130,495
Net interest costs	(300)	3,274
	<u>137,386</u>	<u>133,769</u>

Re-measurements of net defined benefit liability/asset

	2014 \$	2013 \$
Loss/(Gain) on Defined Benefit Obligation	24,373	60,710
Loss/(Gain) on Assets	(531,690)	(164,275)
Recognised in Other comprehensive (income)/expense	<u>(507,317)</u>	<u>(103,565)</u>

Actuarial gains (and losses) recognised in other comprehensive income

	2014 \$	2013 \$
Cumulative amount at 1 July	(572,642)	(676,207)
Recognised during the period	507,317	103,565
Cumulative amount at 30 June	<u>(65,325)</u>	<u>(572,642)</u>

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

	2014 %	2013 %
Australian Equity	20%	24%
International Equity	30%	31%
Fixed Income	10%	12%
Property	11%	9%
Cash	6%	6%
Other	23%	18%

Actuarial assumptions

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

	2014 %	2013 %
Discount rate at 30 June	3.50%	3.75%
Future salary increases	4.00%	4.00%

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.

	2014 \$	2013 \$
Additional DBO for a 1% decrease in the discount rate	(248)	(225)
Additional DBO for a 1% increase in the discount rate	171	220

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 2013 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

	2014 \$	2013 \$	2012 \$	2011 \$	2010 \$
Present value of the defined benefit obligation	2,463,350	2,297,379	2,258,545	2,046,200	2,122,605
Fair value of plan assets - funded	(2,934,258)	(2,210,480)	(2,050,099)	(2,199,441)	(2,210,909)
Recognised liability/(asset) for defined benefit obligation	<u>(470,908)</u>	<u>86,899</u>	<u>208,446</u>	<u>(153,241)</u>	<u>(88,304)</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 \$134,121 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	
		2014 \$	2013 \$
Current			
Cash and cash equivalents	9	1,460,407	1,042,785
Receivables	10	428,286	348,125
Other financial assets	11	25,300,000	25,100,000
		<u>27,188,693</u>	<u>26,490,910</u>

Impairment losses

None of the Association's receivables are past due (2013: 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 2014 the Association does not have any collective impairments on its cash and cash equivalents, receivables or other financial assets (2013: 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 (2013: 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 (2013: 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 \$
2014			
Financial assets			
Cash and cash equivalents (fixed and variable rates)	9	1.28%	1,460,407
Other financial assets (fixed rate)	11	3.40%	25,300,000
			<u>26,760,407</u>
2013			
Financial assets			
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>

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 2013.

	Profit or loss	
	100bp increase	100bp decrease
30 June 2014		
Cash management accounts	11,972	(11,972)
30 June 2013		
Cash management accounts	8,301	(8,301)

Fair values

The fair value of the Association's assets and liabilities as at 30 June 2014 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	2014 \$	2013 \$
Less than one year		960,983	793,068
Between one and five years		1,908,029	1,416,894
More than five years		437,479	-
		<u>3,306,491</u>	<u>2,209,962</u>

During the year, \$1,093,609 was recognised as rental income in profit or loss (2013: \$1,037,208).

18. Controlled entities

Parent entity

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

	2014 %	2013 %
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 2014 are nil, consolidated accounts are not prepared.

19. Personnel expenses

Holders of office:

	Note	2014 \$	2013 \$
Wages and salaries expense		238,288	229,712
Holiday leave expense		19,857	19,142
Long service leave provision (decrease) / increase		18,681	24,690
Subtotal employee expenses - holders of office		276,826	273,544

Employees other than office holders:

Wages and salaries expense	928,179	818,032
Holiday leave expense	75,046	64,302
Long service leave provision (decrease) / increase	33,944	34,609
Subtotal employee expenses - other than office holders	1,037,169	916,943

Other employee expenses

Payroll tax expense	66,353	57,407
Expenses related to defined benefit plan	15	137,386
Other superannuation expense	1,518	1,671
Workcover expense	13,753	10,267
Fringe benefits tax expense	9,681	10,580
Subtotal - Other employee expenses	<u>228,691</u>	<u>213,694</u>
Total employee expenses	<u>1,542,686</u>	<u>1,404,181</u>

20. Reconciliation of cash flows from operating activities

	2014 \$	2013 \$
Profit for the period	648,358	3,766,659
Adjustment for:		
Amortisation of lease incentives	1,973	30,323
Depreciation	42,462	36,797
Fair value (increment) / decrement on investment property	-	(1,100,000)
(Profit)/Loss on disposal of property, plant and equipment	(1,385)	-
Actuarial gains/(losses) recognised in equity on defined benefit plan	507,317	103,565
Operating profit before changes in working capital & provisions	<u>1,198,725</u>	<u>2,837,344</u>
Change in accrued income	33,650	(41,724)
Change in prepayments	(10,282)	(19,582)
Change in sundry debtors	(103,529)	31,565
Change in pension asset/(liability)	(557,807)	(121,547)
Change in trade and other payables	54,076	190,724
Change in provisions and employee benefits	70,699	104,635
Net cash from operating activities	<u>685,532</u>	<u>2,981,415</u>

21. Related party disclosures

Branches

The Association received from its branches the following income:

	Affiliation fee contributions	
	2014 \$	2013 \$
Newcastle	(325,034)	428,190
New South Wales	1,556,083	1,759,951
Queensland	966,173	1,100,233
South Australia	646,391	738,474
Tasmania	170,595	169,565
Victoria	1,233,062	1,390,841
Western Australia	605,605	621,445
	<u>4,852,875</u>	<u>6,208,699</u>

The Association received from its branches the following expense reimbursements:

	ACTU IR Campaign Levy	ALP Election Donation	100% Pay - Week of Action	Induction Materials	Intranet	TOTAL
2014	\$	\$	\$	\$	\$	\$
Newcastle	13,128	15,224	4,871	-	2,324	35,547
New South Wales	61,772	71,632	22,922	-	10,058	166,384
Queensland	35,798	41,512	13,284	-	5,829	96,423
South Australia	27,560	31,959	10,227	-	4,831	74,577
Tasmania	6,192	7,180	2,298	-	1,018	16,688
Victoria	49,026	56,851	18,192	-	8,730	132,799
Western Australia	22,113	25,642	8,206	-	4,009	59,970
	<u>215,589</u>	<u>250,000</u>	<u>80,000</u>	<u>-</u>	<u>36,799</u>	<u>582,388</u>
2013	\$	\$	\$	\$	\$	\$
Newcastle	12,815	-	-	1,618	-	14,433
New South Wales	60,040	-	-	7,615	-	67,655
Queensland	37,179	-	-	4,413	-	41,592
South Australia	26,469	-	-	3,397	-	29,866
Tasmania	6,082	-	-	763	-	6,845
Victoria	48,692	-	-	6,043	-	54,735
Western Australia	20,802	-	-	2,726	-	23,528
	<u>212,079</u>	<u>-</u>	<u>-</u>	<u>26,575</u>	<u>-</u>	<u>238,654</u>

At 30 June 2014, amounts of \$2,135+GST and \$981+GST were owed by the Victoria and Western Australia branches respectively with regard to intranet expense reimbursements above (2013: \$nil). These amounts are included in sundry debtors in note 10.

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	
	2014 \$	2013 \$	2014 \$	2013 \$
Newcastle	18,416	51,847	1,305	8,735
New South Wales	45,000	49,333	50,355	5,332
Queensland	51,597	108,238	3,716	-
South Australia	-	-	37,261	3,636
Tasmania	-	-	-	313
Victoria	22,716	12,977	339	35,734
Western Australia	13,278	7,112	1,666	75,128
	<u>151,007</u>	<u>229,507</u>	<u>94,642</u>	<u>128,878</u>

Affiliates

The Association received trust distribution income of \$100,609 (2013: nil) from the ACTU as an affiliate. In accordance with the ACTU "Constitution, Rules and Standing Orders" this amount was acquired by the ACTU as additional affiliation fees, included below.

The Association made the following payments to its affiliates:

	2014 \$	2013 \$
Affiliation fees		
ACTU affiliation fees	850,219	719,371
Union Network International affiliation fees	641,719	531,691
	<u>1,491,938</u>	<u>1,251,062</u>

Donations

ACTU (ITUC Congress Fundraising)	500	-
ACTU (Worksite for Schools program)	12,500	20,000
ALP (2013 Federal Election Campaign)	500,000	-
ALP (Shorten Leadership Campaign)	10,000	-
ALP (WA Branch Senate Election Campaign)	50,000	-
Union Network International (UNI APRO Activities Fund donation)	118,494	101,539
	<u>691,494</u>	<u>121,539</u>

Campaign levy

The Association contributed \$431,178 (2013: \$424,158) towards the ACTU IR Campaign Fund, and also made total payments of \$4,965 (2013: \$2,182) to the ACTU for legal, consulting and training.

Other related parties

Key management personnel

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

Name	Position
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. As the National Executive Members are not paid by the Association, there are only 4 remunerated officer holders 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:

	2014 \$	2013 \$
Short-term employee benefits	316,843	308,886
Post-employment benefits	49,316	37,328
Other long term benefits	6,454	6,221
	<u>372,613</u>	<u>352,435</u>

Note 15 discloses liabilities for annual leave and long service leave for office holders.

The remuneration by officer comprised:

Key Management Personnel Remuneration for 2013	Gerard Dwyer President	Joseph Bullock Vice-President	Joseph de Bruyn Secretary-Treasurer	Ian Blandthorn Assistant Secretary	Total
	\$	\$	\$	\$	\$
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
Total short-term employee benefits	5,000	3,500	160,542	139,844	308,886
Post-employment benefits					
Superannuation	-	-	20,030	17,298	37,328
Total post-employment benefits	-	-	20,030	17,298	37,328
Other long-term benefits					
Long-service leave	-	-	3,338	2,883	6,221
Total other long-term benefits	-	-	3,338	2,883	6,221
Total	5,000	3,500	183,910	160,025	352,435

Key Management Personnel Remuneration for 2014	Gerard Dwyer President	Joseph Bullock Vice-President	Joseph de Bruyn Secretary-Treasurer	Ian Blandthorn Assistant Secretary	Total
	\$	\$	\$	\$	\$
Short-term employee benefits					
Salary (including annual leave taken)	-	-	138,518	119,627	258,145
Honorarium	5,000	3,500	-	-	8,500
Annual leave accrued	-	-	7,156	(2,936)	4,220
Non-monetary (motor vehicle & parking)	-	-	25,148	20,830	45,978
Total short-term employee benefits	5,000	3,500	170,822	137,521	316,843
Post-employment benefits					
Superannuation (defined benefit)	-	-	20,778	17,944	38,722
Superannuation (REST SF payments)	-	-	7,878	2,716	10,594
Total post-employment benefits	-	-	28,656	20,660	49,316
Other long-term benefits					
Long-service leave	-	-	3,463	2,991	6,454
Total other long-term benefits	-	-	3,463	2,991	6,454
Total	5,000	3,500	202,941	161,172	372,613

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 managed by the Retail Employees' Superannuation Trust ("REST") on behalf of employees are disclosed in note 15.

The Association receives director fees from REST for the services performed by three representatives of the Association, Mr Joseph de Bruyn, Mr Ian Blandthorn and Ms Sue-Anne Burnley. These are disclosed in note 7. The directors personally receive Superannuation Guarantee (SG) payments from REST for the director fees, these are disclosed in post-employment benefits in note 21 for key management personnel.

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:

- 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).

24. Economic Dependency

The Association is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis (as noted in the Committee of Management Statement). The Association has not agreed to provide financial support to ensure another reporting unit, branch or affiliate has the ability to continue as a going concern.

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 Employees' Association (the Association), which comprises the statement of financial position as at 30 June 2014, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended Operating Report, the Committee of Management Statement and Certificate by the National Secretary-Treasurer on that date, notes 1 to 24 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 and fair presentation of the financial report 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.

Independence

In conducting our audit we have complied with the independence requirements of the Accounting Professional and Ethical Standards Board.

Auditor's opinion

In our opinion the Shop, Distributive and Allied Employees' Association general purpose financial report for the year ended 30 June 2014 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, 19TH AUGUST, 2014
KPMG, AN AUSTRALIAN PARTNERSHIP AND A MEMBER FIRM OF THE KPMG NETWORK OF INDEPENDENT MEMBER FIRMS AFFILIATED WITH KPMG INTERNATIONAL COOPERATIVE ("KPMG INTERNATIONAL"), A SWISS ENTITY.
LIABILITY LIMITED BY A SCHEME APPROVED UNDER PROFESSIONAL STANDARDS LEGISLATION.

Lead auditor's independence declaration to the members of the Shop, Distributive and Allied Employees' Association

I declare that, to the best of my knowledge and belief, in relation to the audit for the financial year ended 30 June 2014 there have been:

- no contraventions of any applicable code of professional conduct in relation to the audit.

KPMG
ANTONI CINANNI, PARTNER
MELBOURNE, 18TH AUGUST, 2014

SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH CONCISE FINANCIAL REPORT YEAR ENDED 30 JUNE 2014

OPERATING REPORT

The State Council presents its report on the reporting unit for the financial year ended 30 June 2014.

Review of principal activities

The Union's principle activities during the year was to promote the interests of its members through a quarterly journal and other publications outlining implementation of any new enterprise agreements, wage increases and changes to industrial legislation both Federal and State.

To set targets of member recruitment in each company where the union had members, to attain eventual 100% membership with a calendar year goal in excess of 6,000 members.

Quarterly journals and bulletins were distributed throughout the year 2014, maintaining membership with a balance at 30 June 2014 of 5,831.

Significant changes in financial affairs

There were no significant changes in the financial affairs of the Branch other than an increase in promotional material.

Right of members to resignation

A member may resign in accordance with Branch Rule 12.

Officers & employees who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee

General Secretary/Treasurer, Paul Griffin is a Director of the Tasplan Superannuation Fund.

Number of members

The Shop Distributive and Allied Employees Association, Tasmanian Branch, reached 5,831 members as at 30 June, 2014 (2013: 5,850) which included both honorary and life members.

Number of employees

The Branch employed fourteen staff which includes one part-time and five casual.

Names of Committee of Management members and period positions held during the financial year

General President:	Karyn Synott
Vice President:	James Fitzpatrick
General Secretary/Treasurer:	Paul Griffin
State Councillors:	Tania Venn
	Leanne Porter
	Katrina Barr
	Lisa Watson
	Isabell Wells
	Katrina Riseley

Officers & employees who are directors of a company or a member of a board

Officers and employees are not directors of any companies, nor are they members of a board.

NAME AND TITLE OF DESIGNATED OFFICER:

PAUL ORLANDO GRIFFIN - GENERAL SECRETARY

Dated: 2nd September 2014

DECLARATION BY STATE COUNCIL

For the year ended 30th June 2014

On the 02/09/2014 of the State Council of the Shop, Distributive and Allied Employees Association, Tasmanian Branch passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30th June 2014:

The State Council declares that in its opinion:

- the financial statements and notes comply with the Australian Accounting Standards;
- the financial statements and notes comply with the reporting guidelines of the General Manager;
- the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- during the financial year to which the GPFR relates and since the end of that year:
 - meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act has been provided to the member or General Manager; and
 - where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.
- no revenue has been derived from undertaking recovery of wages activity during the reporting period.

This declaration is made in accordance with a resolution of the Committee of Management.

NAME AND TITLE OF DESIGNATED OFFICER:

PAUL ORLANDO GRIFFIN - GENERAL SECRETARY

Dated: 2nd September 2014

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 2014. The financial statements and disclosures in the concise financial report have been derived from the 2014 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 2014 financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch.

Statement of comprehensive income

Revenue has increased by 0.6% to \$1,926,565. Membership levels have remained steady over the year.

Net loss for the year after income tax amounted to \$10,253. The decrease in profit is primarily due to an increase in marketing costs.

Statement of financial position

Trade and other receivables is \$108,480 as at 30 June 2014.

Loans to Members is \$9,027 as at 30 June 2014

Statement of cash flows

Positive cash flows is primarily due to the reduction in debtors.

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 2014

	2014 \$	2013 \$
Continuing Operations		
Revenue	1,926,566	1,915,111
Commissions paid to employers	156,924	161,565
Direct member benefits expenses	329,646	266,236
Affiliation fees	217,514	215,063
Marketing expenses	114,458	108,965
Occupancy expenses	44,639	40,203
Administration expenses	265,813	220,022
Employee benefits expenses	671,296	552,265
Motor vehicle expenses	58,401	55,745
Depreciation	51,055	49,063
Loss on sale of fixed assets	0	12,057
Other expenses	27,073	9,712
Profit/(Loss) before tax	<u>(10,253)</u>	<u>224,215</u>
Income tax expense	0	0
Profit/(Loss) from the year from continuing operations	<u>(10,253)</u>	<u>224,215</u>
Other comprehensive income, net of income tax		
Items that will not be reclassified subsequently to profit or loss	0	0
Items that may be reclassified subsequently to profit or loss	0	0
Other comprehensive income, net of income tax	0	0
Total comprehensive income/(loss) for the year	<u>(10,253)</u>	<u>224,215</u>

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2014

	2014 \$	2013 \$
Current assets		
Cash and bank balances	2,130,857	2,054,329
Trade and other receivables	108,480	200,162
Inventories	9,478	5,453
Total current assets	<u>2,248,815</u>	<u>2,259,944</u>
Non-current assets		
Property, plant and equipment	513,436	525,592
Total non-current assets	<u>513,436</u>	<u>525,592</u>
Total assets	<u>2,762,251</u>	<u>2,785,536</u>
Current liabilities		
Trade and other payables	84,778	106,876
Provisions	175,161	148,546
Total current liabilities	<u>259,939</u>	<u>255,422</u>
Non-current liabilities		
Provisions	7,649	25,198
Total non-current liabilities	<u>7,649</u>	<u>25,198</u>
Total liabilities	<u>267,588</u>	<u>280,620</u>
Net assets	<u>2,494,663</u>	<u>2,504,916</u>
Equity		
Retained earnings	2,331,447	2,341,700
Reserves	163,216	163,216
Total equity	<u>2,494,663</u>	<u>2,504,916</u>

STATEMENT OF CHANGES IN EQUITY FOR THE FINANCIAL YEAR ENDED 30 JUNE 2014

	Reserves \$	Retained earnings \$	Total \$
Balance at 1 July 2012	163,216	2,117,485	2,280,701
Profit for the year	-	224,215	224,215
Other comprehensive income for the year	-	-	-
Balance at 30 June 2013	<u>163,216</u>	<u>2,341,700</u>	<u>2,504,916</u>
Balance at 1 July 2013	163,216	2,341,700	2,504,916
Profit/(Loss) for the year	-	(10,253)	(10,253)
Other comprehensive income for the year	-	-	-
Balance at 30 June 2014	<u>163,216</u>	<u>2,331,447</u>	<u>2,494,663</u>

STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2014

	2014 \$	2013 \$
Cash flows from operating activities		
Receipts from members and other third parties	2,104,269	1,916,609
Payment to suppliers and employees	(2,056,528)	(1,767,344)
Net cash provided by/(used in) operating activities	<u>47,741</u>	<u>149,265</u>
Cash flows from investing activities		
Interest received	67,686	68,424
Payments for property, plant and equipment	(38,899)	(129,201)
Proceeds from sale of property, plant and equipment	-	17,336
Net cash provided by/(used in) investing activities	<u>28,787</u>	<u>(43,441)</u>
Net increase in cash and cash equivalents	<u>76,528</u>	<u>105,824</u>
Cash and cash equivalents at the beginning of the financial year	<u>2,054,329</u>	<u>1,948,505</u>
Cash and cash equivalents at the end of the financial year	<u>2,130,857</u>	<u>2,054,329</u>

NOTES TO THE CONCISE FINANCIAL REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2014

1. GENERAL INFORMATION

Shop, Distributive and Allied Employees Association, Tasmanian Branch is the Tasmanian branch of the national Shop, Distributive and Allied Employees Association. The Union's registered office and its principal place of business are as follows:

Registered office

72 York Street Launceston TASMANIA 7250

Principal place of business

72 York Street
Launceston
TASMANIA 7250

2. ADOPTION OF NEW AND REVISED ACCOUNTING STANDARDS**2.1 STANDARDS AND INTERPRETATIONS AFFECTING AMOUNTS REPORTED AND/OR DISCLOSURES 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 these financial statements.

Standards affecting presentation and disclosure

AASB 13 'Fair Value Measurement' and AASB 2011-8 'Amendments to Australian Accounting Standards arising from AASB 13'	The AASB defines fair value, provides guidance on how to determine fair value and requires disclosures about fair value measurements. However, AASB 13 does not change the requirements regarding which items should be measured or disclosed at fair value.
AASB 119 'Employee Benefits' (2011) and AASB 2011-10 'Amendments to Australian Accounting Standards arising from AASB 119 (2011)'	An amended version of AASB 119 'Employee Benefits' with revised requirements for pensions and other post-retirement benefits, termination benefits and other changes.
AASB 2011-4 'Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements'	Amends AASB 124 Related Party Disclosures to remove the individual key management personnel (KMP) disclosures required by Australian specific paragraphs.
AASB 2012-2 'Amendments to Australian Accounting Standards – Disclosures – Offsetting Financial Assets and Financial Liabilities'	Amends AASB 7 'Financial Instruments: Disclosures' to require an entity to disclose information about rights of offset and related arrangements (such as collateral posting requirements) for financial instruments under an enforceable master netting agreement or similar arrangement.
AASB 2012-9 'Amendment to AASB 1048 arising from the Withdrawal of Australian Interpretation 1039'	
AASB 2013-9 'Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments'	Part A of AASB 2013-9 makes consequential amendments arising from the issuance of AASB CF 2013-1 noted above.

Standards and Interpretations affecting the reported results or financial position

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

2.2 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) and AASB 2009-11 'Amendments to Australian Accounting Standards arising from AASB 9' AASB 2012-6 'Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 8 and Transition Disclosure' AASB 2013-9 'Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments'	1 January 2017	30 June 2018
AASB 9 'Financial Instruments' (December 2010), AASB 2010-7 'Amendments to Australian Accounting Standards arising from AASB 9 (December 2010)', AASB 2012-6 'Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 8 and Transition Disclosure' AASB 2013-9 'Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments'	1 January 2017	30 June 2018
AASB 1031 'Materiality' (2013)	1 January 2014	30 June 2015
AASB 2012-3 'Amendments to Australian Accounting Standards – Offsetting Financial Assets and Financial Liabilities'	1 January 2014	30 June 2015
AASB 2013-3 'Amendments to AASB 136 - Recoverable Amount Disclosures for Non-Financial Assets'	1 January 2014	30 June 2015
AASB 2013-9 'Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments' Part A	1 January 2014	30 June 2015
AASB 2013-9 'Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments' Part B	1 January 2015	30 June 2016

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
IFRS 15 Revenue from Contracts with Customers	1 January 2017	30 June 2018
IFRS 9 Financial Instruments (2014) and all related amendments	1 January 2018	30 June 2019
Equity Method in Separation Financial Statements (Amendments to IAS 27)	1 January 2016	30 June 2017

3. SIGNIFICANT ACCOUNTING POLICIES**Statement of compliance**

The financial report is a general purpose financial report which has been prepared in accordance with the association's constitution, the requirements of the Fair Work (Registered Organisations) Act 2009, Accounting Standards and Interpretations, and complies with other requirements of the law. The financial report includes the financial statements of the Union. For the purposes of preparing the financial statements, the Union is a not-for-profit entity. Accounting Standards include Australian Accounting Standards.

The financial statements were authorised for issue by the State Council on 2 September 2014.

Basis of preparation

The financial report has been prepared on the basis of historical cost, except for the revaluation of certain non-current assets and financial instruments. Historical cost is based on the fair values of the consideration given in exchange for assets. All amounts are presented in Australian dollars.

The following significant accounting policies have been adopted in the preparation and presentation of the financial report:

(a) Borrowings

Borrowings are recorded initially at fair value, net of transaction costs.

Subsequent to initial recognition, borrowings are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the borrowing using the effective interest rate method.

(b) Borrowing costs

Borrowing costs are recognised in profit or loss in the period in which they are incurred.

(c) Cash and cash equivalents

Cash comprises cash on hand and demand deposits. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

(d) Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities recognised in respect of employee benefits expected to be settled within 12 months, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Liabilities recognised in respect of employee benefits which are not expected to be settled within 12 months are measured as the present value of the estimated future cash outflows to be made by the association in respect of services provided by employees up to reporting date.

Defined contribution plans

Contributions to defined contribution superannuation plans are expensed when incurred.

(e) Financial assets

Investments are recognised and derecognised on trade date where the purchase or sale of an investment is under a contract whose terms require delivery of the investment within the timeframe established by the market concerned, and are initially measured at fair value, net of transaction costs except for those financial assets classified as at fair value through profit or loss which are initially measured at fair value.

Other financial assets are classified into the following specified categories: financial assets 'at fair value through profit or loss' and 'loans and receivables'. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

Effective interest method

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset, or, where appropriate, a shorter period. Income is recognised on an effective interest rate basis for debt instruments other than those financial assets 'at fair value through profit or loss'.

Financial assets at fair value through profit or loss

Financial assets are classified as financial assets at fair value through profit or loss where the financial asset:

- (i) has been acquired principally for the purpose of selling in the near future;
 - (ii) is a part of an identified portfolio of financial instruments that the association manages together and has a recent actual pattern of short-term profit-taking; or
 - (iii) is a derivative that is not designated and effective as a hedging instrument
- Financial assets at fair value through profit or loss are stated at fair value, with any resultant gain or loss recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any dividend or interest earned on the financial asset.

Loans and receivables

Trade receivables, loans, and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method less impairment.

Interest is recognised by applying the effective interest rate.

Impairment of financial assets

Financial assets, other than those at fair value through profit or loss, are assessed for indicators of impairment at each balance sheet date. Financial assets are impaired where there is objective evidence that as a result of one or more events that occurred after the initial recognition of the financial asset the estimated future cash flows of the investment have been impacted. For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate.

The carrying amount of the financial asset is reduced by the impairment loss directly for all financial assets with the exception of trade receivables where the carrying amount is reduced through the use of an allowance account. When a trade receivable is uncollectable, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited against the allowance account. Changes in the carrying amount of the allowance account are recognised in profit or loss.

With the exception of available-for-sale equity instruments, if, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through profit or loss to the extent the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

In respect of available-for-sale equity instruments, any subsequent increase in fair value after an impairment loss is recognised directly in equity.

(f) Income Tax

The income of the Union is not managed for the purpose of profit or gain to the individual members and is exempt from income tax under S50-15 of the Income Tax Assessment Act 1997, as amended.

(g) Inventories

Inventories are valued at the lower of cost and net realisable value. Costs, including an appropriate portion of fixed and variable overhead expenses, are assigned to inventory on hand by the method most appropriate to each particular class of inventory, with the majority being valued on a first in first out basis. Net realisable value represents the estimated selling price less all estimated costs of completion and costs necessary to make the sale.

(h) Property, plant and equipment

Land is carried at cost. Buildings, plant and equipment, and low value pool assets are stated at cost less accumulated depreciation and impairment. Cost includes expenditure that is directly attributable to the acquisition of the item. In the event that settlement of all or part of the purchase consideration is deferred, cost is determined by discounting the amounts payable in the future to their present value as at the date of acquisition.

Depreciation is provided on property, plant and equipment, including freehold buildings but excluding land. Depreciation for buildings is calculated on a straight line basis and so as to write off the net cost or other revalued amount of each asset over its expected useful life to its estimated residual value. Depreciation for plant and equipment and low value pool assets is calculated on a diminishing value basis and so as to write off the net cost or other revalued amount of each asset over its expected useful life to its estimated residual value. The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, with the effect of any changes recognised on a prospective basis.

(i) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable.

Sale of goods

Revenue from the sale of goods is recognised when all the following conditions are satisfied:

- the association has transferred to the buyer the significant risks and rewards of ownership of the goods;
- the association retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold;
- the amount of revenue can be measured reliably;
- it is probable that the economic benefits associated with the transaction will flow to the entity; and
- the costs incurred or to be incurred in respect of the transaction can be measured reliably.

Rendering of services

Revenue from a contract to provide services is recognised by reference to the stage of completion of the contract. Member subscriptions and car park rental income is recognised to the extent that the associated services relating to the fees have been provided.

Interest revenue

Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount.

(j) Goods and services tax

Revenues, 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, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- for receivables and payables which are recognised inclusive of GST.

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

(k) Critical accounting judgements and key sources of estimation uncertainty

In the application of the Union's accounting policies, which are described above, management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods

3. REVENUE

An analysis of the Union's revenue for the year, from continuing operations, is as follows:

	2014 \$	2013 \$
Revenue from member subscriptions	1,767,069	1,793,344
Interest revenue	67,686	68,424
Other income		
Movie ticket sales	54,788	32,497
Car park rent	9,560	6,909
Other	27,463	13,937
	<u>91,811</u>	<u>53,343</u>
	<u>1,926,566</u>	<u>1,915,111</u>

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.

**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 2014, 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 2014 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*, the associations' constitution and the requirements imposed by Part 3 of Chapter 8 of 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 2014. We expressed an unmodified audit opinion on that financial report in our report dated 2 September 2014. 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 2014 complies with Accounting Standard AASB 1039 *Concise Financial Reports*.

DELOITTE TOUCHE TOHMATSU
ROD WHITEHEAD
PARTNER
CHARTERED ACCOUNTANTS
LAUNCESTON: 2 SEPTEMBER 2014

**AMENDED OPERATING REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2013**

The State Council presents its report on the reporting unit for the financial year ended 30 June 2013.

Review of principal activities

The Union's principle activities during the year was to promote the interests of its members through a quarterly journal and other publications outlining implementation of any new enterprise agreements, wage increases and changes to industrial legislation both Federal and State.

To set targets of member recruitment in each company where the union had members, to attain eventual 100% membership with a calendar year goal in excess of 6,000 members.

There was a significant change to the activities of the Branch whereby an additional staff member appointed to recruit new members in Fast Food industry across North of the State and became the first bona fide Youth Officer of the Branch.

The result of this change in activities increased membership in the north of Tasmania at McDonald's and KFC outlets. Quarterly journals and bulletins were distributed throughout the year 2013, with increased membership in most retail and fast food companies with an end of year membership figure of 6,028.

Significant changes in financial affairs

There were no significant changes in the financial affairs of the Branch other than the fees of members were increased from 1st January 2013.

Right of members to resignation

A member may resign in accordance with Branch Rule 12.

Officers & employees who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee

General Secretary/Treasurer, Paul Griffin is a Director of the Tasplan Superannuation Fund.

Number of members

The Shop Distributive and Allied Employees Association, Tasmanian Branch, reached 5,850 members as at 30 June 2013 (2012: 5,719) which included both honorary and life members.

Number of employees

The Branch employed nine staff which includes one part-time and one casual.

Names of Committee of Management members and period positions held during the financial year

General President:	Karyn Synnott
Vice President:	James Fitzpatrick
General Secretary/Treasurer:	Paul Griffin
State Councillors:	Tania Venn
	Leanne Porter
	Katrina Barr
	Lisa Watson
	Isabell Wells
	Katrina Riseley

Officers & employees who are directors of a company or a member of a board

Officers and employees are not directors of any companies, nor are they members of a board.

NAME AND TITLE OF DESIGNATED OFFICER:

PAUL ORLANDO GRIFFIN - GENERAL SECRETARY

Dated: 18th July 2014

**AMENDED DECLARATION BY STATE COUNCIL
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2013**

For the year ended 30th June 2013

On the 10/09/2013 of the State Council of the Shop, Distributive and Allied Employees Association, Tasmanian Branch passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30th June 2013:

The State Council declares that in its opinion:

- the financial statements and notes comply with the Australian Accounting Standards;
- the financial statements and notes comply with the reporting guidelines of the General Manager;
- the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- during the financial year to which the GPFR relates and since the end of that year:
 - meetings of the committee of management were held in accordance with the rules of the Shop, Distributive and Allied Employees Association including the rules of the Branch concerned; and
 - the financial affairs of the reporting unit have been managed in accordance with the rules of the Shop, Distributive and Allied Employees Association including the rules of the Branch concerned; and
 - the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - 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 manner consistent with each of the other reporting units of the Organisation; and
 - where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act that information has been provided to the member or General Manager; and
 - where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.
- in relation to recovery of wages activity:
 - the financial report on recovery of wages activity has been fairly and accurately prepared in accordance with the requirements of the reporting guidelines of the General Manager; and
 - the committee of management instructed the auditor to include in the scope of the audit required under subsection 257(1) of the RO Act all recovery of wages activity by the reporting unit from which revenues have been derived for the financial year in respect of such activity; and
 - no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from monies recovered from employers on behalf of workers other than reported in the financial report on recovery of wages activity and the notes to the financial statements; and
 - that prior to engaging in any recovery of wages activity, the organisation has disclosed to members by way of a written policy all fees to be charged or reimbursement of expenses required for recovery of wages activity, and any likely request for donations or other contributions in acting for a worker in recovery of wages activity; and
 - no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from monies recovered from employers on behalf of workers until distributions of recovered money were made to the workers.

This declaration is made in accordance with a resolution of the Committee of Management.

NAME AND TITLE OF DESIGNATED OFFICER:

PAUL ORLANDO GRIFFIN - GENERAL SECRETARY

Dated: 18th July 2014

GENERAL RETAIL INDUSTRY AWARD 2010

MINIMUM WAGE RATES EFFECTIVE 1 JULY 2014

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 AND FAST FOOD WORKERS
LAST WAGE INCREASE \$20.50

38 HOUR WEEKLY RATE	Ordinary Hours						SUNDAY RATES AT DOUBLE TIME		
	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 only	Full-time and part-time loading of 25%	Casual loading of 35%			
RETAIL EMPLOYEE	\$	\$	\$	\$	\$	\$	\$		
Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	703.90	18.52	23.16	23.16	23.16	23.16	25.01	492.73	
Level 2 Forklift Operator	720.70	18.96	23.71	23.71	23.71	23.71	25.60	504.50	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	731.90	19.26	24.08	24.08	24.08	24.08	26.00	512.33	
Level 4 Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	746.20	19.64	24.55	24.55	24.55	24.55	26.51	522.34	
Level 5 Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	776.90	20.45	25.56	25.56	25.56	25.56	27.60	543.80	
Level 6 Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr	788.20	20.74	25.93	25.93	25.93	25.93	28.00	551.70	
Level 7 Visual Merchandiser, Clerical Officer Level 4	827.60	21.78	27.22	27.22	27.22	27.22	29.40	532.71	
Level 8 Shop Manager, Clerical Officer Level 5	861.30	22.67	28.33	28.33	28.33	28.33	30.60	602.90	
JUNIOR RATES									
<i>Age</i>	<i>% of weekly rate of pay</i>								
Under 16 years of age	45	316.75	8.34	10.42	10.42	10.42	10.42	11.25	221.75
16 years of age	50	351.95	9.26	11.58	11.58	11.58	11.58	12.50	246.37
17 years of age	60	422.34	11.11	13.89	13.89	13.89	13.89	15.00	295.64
18 years of age	70	492.73	12.97	16.21	16.21	16.21	16.21	17.50	344.91
19 years of age	80	563.12	14.82	18.52	18.52	18.52	18.52	20.00	394.18
20 years of age	90	633.51	16.67	20.84	20.84	20.84	20.84	22.51	443.46
APPRENTICES									
<i>Apprenticeship Year</i>	<i>% of Level 4</i>								
1st Year	50	373.10	9.82						
2nd Year	60	447.72	11.78						
3rd Year	80	596.96	15.71						
4th Year	90	671.58	17.67						

SDA MEMBERSHIP APPLICATION FORM



Surname: _____ Date of Birth: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Postcode: _____

Phone Numbers: Home () _____ Mobile: _____

E-mail Address: _____

Employer: _____

Employer Location: _____

Occupation: _____

Type of Employment Full-time (20 hours or more per week)
 Part-time (10-20 hours per week)
 Casual (less than 10 hours per week)

How many hours a week do you expect to work? _____ Are you a student? Yes No

I hereby agree to become a member of the Shop, Distributive and Allied Employees' Association, Tasmanian Branch. I pledge myself to comply with the rules of the Association, and with any amendments or additions which may be duly made to such rules.

Signature: _____ Date: / / _____

AUTHORITY TO DEDUCT UNION FEES FROM WAGES

Name: _____

Employer: _____

I authorise my employer to deduct from my wages the contribution prescribed by Rule 6 of the Shop, Distributive and Allied Employees' Association Tasmanian Branch, the fees prescribed by the rules as varied from time to time. Such deduction shall be paid to the aforementioned Association on behalf of the undersigned member as Union Subscriptions.

Signature: _____ Date: / / _____

SDA CHANGE OF ADDRESS/EMPLOYMENT FORM



PREVIOUS

Surname: _____ Member No: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Postcode: _____

Employer: _____

Employer Location: _____

CURRENT

Surname: _____ Member No: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Postcode: _____

Employer: _____

Employer Location: _____

**PLEASE RETURN COMPLETED FORM TO: PAUL GRIFFIN,
GENERAL SECRETARY, SDA PO BOX 1289, LAUNCESTON TAS 7250**

There are Many Benefits
to being a Member of the SDA

FREE TO ALL MEMBERS

- ✓ SDA/Entertainment™ Membership Card
- ✓ \$40,000 Accident Insurance
- ✓ Scholarship Fund
- ✓ Employment Advice
- ✓ Workers' Compensation Advice
- ✓ Workers' Compensation Legal Assistance
- ✓ Workers' Compensation Arbitration
- ✓ Wage Claims
- ✓ Rehabilitation Arrangements
- ✓ Financial Advice Referral
- ✓ Counselling Service
- ✓ Welfare Advisory Service
- ✓ Member Competitions
- ✓ Union Journal

PLUS

- ✓ Free First Visit to an SDA Union Solicitor
- ✓ SDA Holiday Discount Coupons
- ✓ SDA Movie Ticket Discounts
- ✓ Special Health Insurance Rates
- ✓ SDA Discount Home Loans
- ✓ Competitions to Win CDs, iPods, Footy Tickets and Lots More!

FOR MORE INFORMATION

CONTACT THE SDA



SDA Tasmanian Branch Head Office:

72 York Street (PO Box 1289), Launceston Tas 7250

☎ Phone 6331 8166

✉ E-mail secretary@sdatas.asn.au

🌐 Website www.sdatas.asn.au

☎ Hobart Office: Phone 6234 1118

It's Your Union!