

sda tastalk

OFFICIAL JOURNAL OF THE SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH ▼ SPRING 2018



The new Woolworths Agreement is ready to vote on, and Tanya Cranfield, Courtney-Lee Pregnell, Daniel D'Silva and Nicole Jacobson from Woolworths Eastlands are ready to go!



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 SDA, it will cost you nothing.

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



MELISSA READ
Southern Organiser and
Fast Food Recruiter



JANINE WILSON
Office
Manager

WAGES GOING BACKWARDS



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

In comparison to the cost of living, wages are not keeping up.

The 2018 half-yearly report from the ABS Living Cost Index shows that the cost of living for working households has increased by 2.3%, while private sector wage growth remains at 1.9 %.

Wage growth has remained at near record lows since the Abbott/ Turnbull Government came to power, and has recently dropped to 0% in real terms, according to a recent ACTU media release.

In some areas, such as regional centres in Tasmania, since 2016 real median household income has gone backwards more than 10%, with key living costs like housing, electricity, transport, childcare and private health insurance increasing making household budgets more restricted in spending power.

THE SDA: GETTING ON WITH THE JOB

Fortunately, after significant delays in bargaining for members in both the retail and fast food industries caused by the Fair Work Commission's long-awaited Decision on penalty rates, the SDA has secured top-up protected wage increases, a sign-on bonus, improved penalty rates and has maintained most of the above-Award SDA-won Union conditions for Coles members.

In-principle Agreements have been reached with Woolworths and Kmart, with SDA meetings held in all Woolworth stores providing information to members throughout September and October.

The Woolworths ballot will take place from 11-22 October (see page 17).

Negotiations are also coming to a head with a number of retail and fast food entities including Officeworks, Big W and Hungry Jack's.

CHANGE THE RULES

For many years now, workers' rights have been eroded with wages bottoming out and, with greater power seemingly handed to big business, 40% of Australian workers are now in insecure work.

The SDA is heavily involved with the ACTU in its *Change The Rules* campaign. This campaign aims to: give working people the basic rights to improve their living standards; create more secure jobs; end wage and superannuation theft; properly define and limit casual employment; ensure skills for the future; and close the gender pay gap.

The Turnbull Government went to the last Federal election promising 'Jobs and Growth' but results have shown a cut in penalty rates, a refusal to support a significant wage increase in the minimum wage, and allowing insecure work to increase in many sectors of the economy.

Since the February 2017 Decision to cut penalty rates, consumer spending has declined, the jobs that were promised have not materialised, and the reduction in penalty rates will continue for at least the next few years on successive Julys to cut workers' pay packets.

Delegates and members of the SDA are encouraged to talk with their work colleagues to become more active in this wide-ranging campaign to build a more powerful movement to *Change The Rules* to build a better and fairer Australia.

It is important working people gain greater job security so that they are able to stand up and fight for better wages and conditions.

YOUR UNION AT YOUR FINGERTIPS!

From information about member benefits to your rights at work to footy tipping to campaigns, the SDA Tasmania website is the place to go. So what are you waiting for? Log in today!

sdas.asn.au

WHAT'S HAPPENING IN YOUR WO



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

WOOLWORTHS SUPERMARKETS

As this edition goes to print, SDA Organisers are rolling out the new, recently-negotiated in-principle Agreement in all stores throughout the Country.

In Tasmania, Organisers have scheduled a series of meetings in each of their stores to ensure all employees have the opportunity to be educated in the newly-secured conditions of the in-principle Agreement, as well as ensuring that the hard-won conditions of previous Enterprise Agreements are maintained.

It should be remembered that the company came to the table with the minimum conditions of the Award only. The SDA has secured in the in-principle Agreement the following conditions and benefits that are not listed in the Award:

- ◆ 20 year olds receive 100% pay;
- ◆ Five days of paid domestic violence leave, as well as five days of unpaid leave;
- ◆ Removal of 20% reduction in part-time hours;
- ◆ Junior rates to apply to Level 1 classification only
- ◆ An additional day of personal leave;
- ◆ 15 minute tea breaks.

Meetings commenced from the week beginning 17 September and are expected to be completed within a four-week time frame.

The larger States' roll-out will take eight weeks, with a ballot to take place from 11 October to 22 October.

With the last wage increase more than two years ago, the new Agreement coincides with an employee payment valued at up to \$1,100 which will be paid if an Agreement is voted up by members, and within 14 days upon approval by the Fair Work Commission.

The payment will be made in a combination of a Wish gift card (tax free) and cash. Payments will depend on length of service, with the highest rates applying to those employed prior to 31 December 2016.

KMART

An in-principle Agreement has been reached with Kmart.

Delegates have met in each State and overwhelmingly supported a new EBA which will protect existing members, provide higher rates of pay, and increase penalty rates, with pay increases for all as well as a \$450 bonus payment to full-time workers.

Part-timers and casuals will receive a pro rata payment accordingly.

Above-Award conditions have been preserved, with the addition of two days' paid domestic violence leave, voluntary work on public holidays, and better leave provisions.

COLES

The new Coles Agreement came into effect on 30 April 2018 with wage increases to the majority of members, if not all.

Some Coles members are eligible for an additional payment (the transitional payment), paid on 26 September 2018. Coles members have already received communications from the SDA regarding the transitional payment and eligibility for such a payment, that is, if your Average Hourly Rate (AHR) is higher than your Protected Pay Rate, then Coles pays the difference between the two rates.

This is calculated by multiplying the difference by the number of hours you worked between 26 February and 30 April 2018.

If your (AHR) is lower than your Protected Pay Rate, you will not receive a transitional payment.

If you have any questions, speak to your SDA Organiser.

HUNGRY JACK'S

Negotiations are continuing, although a draft Enterprise Agreement has been raised for some weeks.

Many claims have been finalised, with outstanding issues revolving around transitional matters, with the higher penalties in Tasmania to continue in the interim.

During negotiations, the company agreed to further interim measures to pay their employees, with increases to commence in early November.

OFFICEWORKS

Enterprise Bargaining discussions continued with Officeworks on 3 September and 24 September, with that meeting considering various drafting issues.

Outstanding matters include the duration of the Agreement (whether it will be three years or four), classifications, part-time employees and overtime.

Delegates will be updated as meetings progress.

BIG W

Discussions for a new Agreement are continuing with meetings having been held on 26 and 27 September to consider an in-principle Agreement.

Recent changes to Cash Office hours have been implemented, and stalled focus on the EBA negotiations briefly, to ensure members retain hours, and savings provisions are implemented to maintain classification rates.

RKPLACE

SUPER RETAIL GROUP

A bargaining matrix has been set up following a teleconference by SDA Branches to collate and finalise a Log of Claims that will establish the status of Claims. This was taken to the company on 2 October 2018.

BUNNINGS

While negotiations are on hold with this company until the next meeting in October, the Union released a survey to members in relation to gathering data on the Bank of Hours (BoH) that is to be implemented and taken up throughout stores in each State and Territory.

All data from more than 1,700 respondents has been received, collated and distributed to applicable State Branches.

Just on 80 responses were received from Tasmania, where a small number believed the Bank of Hours gave them some flexibility, while the majority considered the BoH was to the benefit of the company.

A full response will be provided to members.

OTHER COMPANIES

The Branch is continuing negotiations with The Just Group, Pizza Hut and McDonald's.

We will keep you informed on the progress of these negotiations.



FREE ACCIDENT INSURANCE

FREE FOR ALL SDA MEMBERS

UP TO \$80,000

All financial members of the SDA are covered by the Union's free Accident Insurance Scheme.

WHAT YOU SAVE

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

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

WHEN ARE YOU COVERED?

The SDA Accident Insurance Scheme is intended to cover you at all times when you are not covered by workers' compensation.

In this way, you have 24-hour cover: workers' compensation while at work, and the SDA Insurance Scheme at other times.

HOW TO CLAIM

If you suffer an injury, please contact the SDA for advice on the procedure to follow. Claims should be submitted within 30 days of the accident.

ACCIDENTS CAN HAPPEN

The SDA's Accident Insurance Scheme covers you in the event of:

- ▼ death,
- ▼ total incapacity to work in the job you were trained and/or educated to perform,
- ▼ the need for knee reconstruction or arthroscopic surgery,
- ▼ the breaking of bones,
- ▼ the loss of limbs, sight or hearing,
- ▼ the complete or partial tear of achilles tendon, and
- ▼ other defined injuries as listed in the policy,

when they are caused by violent, external and visible means outside working hours and are not attributable to an illness.

For more information, go to sdatas.asn.au, or contact the Union office.

Conditions apply.



Change **THE** RULES



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

The SDA is strongly supporting the Australian Council of Trade Unions' (ACTU) *Change The Rules* campaign.

It will be a major focus in the lead up to the Australian Labor Party's National Conference in December this year which will adopt the Labor Party's policies for the next Federal election. We hope to see the *Change The Rules* campaign reflected in the Labor Party's policies.

The *Change The Rules* campaign will also be a major focus up until the next Federal election and beyond. It will continue until we get a fair set of rules.

The Rules are Broken

The rules are broken. They are operating unfairly against working people. The rules need to be changed.

Examples of how the rules are broken include:

- ✘ Profits being at a record high as a proportion of the economy.
- ✘ Large multinationals avoiding paying their fair share of tax.
- ✘ Wages being at a record low as a proportion of the economy.
- ✘ Wage increases not keeping pace with costs going up.
- ✘ Penalty rates being cut.
- ✘ Insecure work and the loss of wages and conditions in new jobs like Deliveroo and Foodora.

These new ways of working, which reduce wages and conditions, threaten all our members as employers are tempted to switch workers to these models.

- ✘ The independent umpire – the Fair Work Commission – has been stripped of its power to make a binding decision on disputes in the workplace (like rostering disputes) after hearing argument from the employer and the union. That means if you cannot resolve a dispute by discussion with the employer there is no way of changing the employer's decision except by going on strike. You can't even go on strike if there is an enterprise agreement in place. So the employer gets their way, regardless of how good the union case is.

The current Fair Work Act continues to have a whole lot of restrictions affecting workers' rights. This arose from John Howard's industrial legislation in the WorkChoices era, as well as earlier legislation.

In some instances, provisions are now being interpreted differently to how the Labor Government of the time intended, to the disadvantage of workers.

We agree with the ACTU that the Act needs to be rewritten.

Change The Rules

Amongst other changes, the ACTU wants to give the independent umpire – the Fair Work Commission – the right to hear test cases to improve wages and conditions for workers.

We want to allow applications to improve Award provisions to be heard by the Commission, and be decided on merit without the current big list of technical issues on which you need to satisfy the independent umpire. These technical issues are used against unions. So even if you win a case on merit, you may still lose on a technicality.

We want to give the Commission the power to arbitrate to resolve outstanding issues in bargaining.

We want to give back to the Commission the power to arbitrate in respect of workplace disputes (for example, on rosters) – a power which existed for 100 years until John Howard stripped it away.

We want to broaden out the definitions of worker to include workers in the new forms of work (such as those implemented by Foodora and Deliveroo) so that they can be covered by industrial legislation and have decent minimum wages and conditions.

These are all extremely positive changes which are in the interests of our members, and workers generally.

The ACTU *Change The Rules* campaign is very important for the long-term future of the wages and conditions of our members and many other workers in Australia.

A campaign for a fairer Australia

A Fair Go

Australia's workplace laws used to be based on the simple idea that workers and employers should get "a fair go all round".

Fairness should be at the heart of our workplace laws, but at the moment the laws don't seem to be fair to workers.

When workplace laws:

- ✗ allow penalty rates to be cut without increases to base rates of pay;
- ✗ mean private sector pay rises across all industries are not keeping up with inflation;
- ✗ can't tackle wage theft because the chance of getting caught is so small;
- ✗ don't stop superannuation going unpaid;
- ✗ don't allow workers to bargain to keep their jobs secure against labour hire;

then the workplace rules are broken, and we need to change the rules.

The rules need to be changed to restore "a fair go all round" to give all working people the basic rights they need to improve their living standards.

We want:

- ✓ **Fair pay:**
 - Restoring penalty rates;
 - Guaranteeing a living wage;
 - Free and fair bargaining;
 - A strong Award system that can be improved in line with community standards
- ✓ **More secure jobs:**
 - Properly defined and limited casual employment;
 - Permanent work, whether full-time or part-time, with fair roster rights;
 - Equal rights for all workers, including site rates for labour hire workers;
 - The right to bargain to prevent your job being outsourced.
- ✓ **Enforceable rights at work:**
 - A strong, independent umpire;
 - An end to wage theft;
 - An end to unpaid superannuation;
 - A right to arbitrate disputes;
 - The right to join and be represented by your Union.

For more information on the *Change The Rules* campaign, go to changetherules.org.au



600 TO GIVE AWAY!

WORTH \$120 EACH

2018/2019 SDA EDUCATIONAL SCHOLARSHIPS

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.

WHERE THE VOUCHERS CAN BE REDEEMED

- ◆ Any Officeworks store;
- ◆ Area 52, 104 Elizabeth Street, Hobart;
- ◆ Stories Bookshop, 75 St John Street, Launceston;
- ◆ University Co-ops throughout Tasmania; and
- ◆ Not Just Books in Burnie.

VOUCHER'S EXPIRY DATE?

Vouchers must be used by 31 March 2019.

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.

HOW TO APPLY

Go to sdatas.asn.au, hover over the 'Members Area' drop down menu and select 'Educational Scholarships' **by 1 December 2018.**

If you're not already registered on the website, you'll need to complete the 'New User Registration' section.

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

NO INTERNET? NO PROBLEM!

Just call us on 6331 8166 (Launceston) or 6234 1118 (Hobart) and we'll help you to apply!

APPLY ONLINE NOW!

VOUCHERS WILL BE MAILED TO SUCCESSFUL APPLICANTS FROM 1 JANUARY 2019 – NO EXCEPTIONS!

DON'T KEEP IT TO YOURSELF



**BY JAMES RUSSELL,
WORKCOVER
OFFICER**

Reporting abusive customer behaviour is a key step towards a safer store.

The SDA is dedicated to ensuring that retail, fast food and warehousing workers have a safe and healthy working environment.

SAFETY DEMANDS ACTION WEEK 2018

Each year during *Safety Demands Action Week*, we speak to thousands of workers across the country about the health and safety issues that are important to you, and how to help make workplaces safer.

Talking to workers about the health and safety issues on their sites helps the SDA and members to take action for safer workplaces.

THIS YEAR'S FOCUS

The focus of this year's *Safety Demands Action Week* was 'customer abuse and violence is a workplace health and safety issue'.

Our aim was to create awareness about reporting customer abuse and violence, and to find out more about why many workers don't report incidents.

The SDA encourages workers to report all incidents of abuse and violence that occur at work — whether it happens to them or their workmates. We ask workers to take a pledge and commit to reporting all incidents.

If incidents are not reported, the process of addressing abuse and violence in the workplace and getting better protections for workers is much more difficult.

When someone gets injured at work, you report it.

If you were to slip from a spill on the floor at work, you would report it.

If you were burned by hot oil, you would make a report.

Being on the receiving end of abusive or violent behaviour is a safety hazard too.

It can have a serious impact on your mental and physical health.

Employers have a legal responsibility to ensure health and safety issues are appropriately addressed.

That's why you should report it.

It's difficult to hold employers to account if there is no report of abuse and violence — reporting creates an accurate record of the abuse.

The safety chats we had with workers across the country will be used to form a national report and to let companies know what safety issues are important to our members.

RAISING AWARENESS IN OUR WORKPLACES

SDA Delegates and Organisers will be working on the issue of customer abuse in workplaces in the coming months.

It is vital that all workers in shops and fast food outlets are part of the campaign. The three best ways to take part are:

- ◆ **SUPPORT IT** — go to the *No One Deserves A Serve* website;
- ◆ **REPORT IT** — all incidents of customer abuse and violence should be reported to management and where appropriate the police; and
- ◆ **SORT IT** — join your Union and encourage all your workmates to join the SDA so together we can sort out a solution so retail, fast food and warehouse workers are treated with respect.



REPORT IT – DON'T ACCEPT IT

The process for reporting health and safety issues such as abusive and violent customer behaviour is different depending on your employer and your store.

Find out the correct procedure in your store, and when an incident occurs always report it to your supervisor.

You should also report it to your SDA Health & Safety Rep or Delegate and your Health & Safety Committee if your store has one.

Remember, you're not alone. If, at any stage, you're reporting incidents but don't feel like you're being appropriately supported, get in touch with the SDA for help.

PROTECTING YOUR PENALTY RA



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

Penalty rates are fair compensation for working at unsociable times of the day or the week and missing out on shared time with family and friends.

Penalty rates have been won for workers over the years through their Union. In the retail and fast food industries, the SDA has been the only union that has won penalty rates for retail and fast food workers in the modern Awards.

In 2010, the SDA won a case in the Fair Work Commission (FWC) to gradually increase penalty rates in the retail Award on Sundays. Since winning increases in penalty rates in the Award, the SDA has been trying to bring improved penalty rates into SDA-negotiated Agreements. At the same time, employer associations have been trying to cut penalty rates before the Fair Work Commission with some success.

THREE WAYS THE SDA IS IMPROVING PENALTY RATES FOR SHOP WORKERS

1 THE AWARD AND CASUAL PENALTY RATES

The SDA has been running a case before the FWC to increase casual penalty rates, and we are happy to report that we had a successful outcome. We argued that, as penalty rates are fair compensation for working at unsocial times, they

should be paid equally to full-time, part-time and casual employees working at unsocial times.

For casual employees, it means they will be paid their casual loading *and* the appropriate penalty rates.

However, up to now, the General Retail Industry Award did not pay casuals penalty rates on weeknights, or the full penalty rates on Saturdays.

Our success in the Fair Work Commission case will result in an increase to casual penalty rates in the Award on weeknights and Saturdays to include the full 25% that full-time and part-time employees receive:

	<i>Old Award</i>	<i>New Award</i>
Weeknights 6pm to 11pm	25% casual loading only	25% + 25% casual loading = 50%
Saturday 7am to 6pm	10% + 25% casual loading	25% + 25% casual loading = 50%
Saturday 6pm to 11pm	25% casual loading only	25% + 25% casual loading = 50%

2 LEGISLATION TO RESTORE SUNDAY PENALTY RATES

The SDA is seeking to have Sunday penalty rates increased through legislation. The Fair Work Commission ruled to cut Sunday penalty rates in the Award last year.

It was an unfair decision that retail, fast food and hospitality workers did not deserve and could not afford. It was a decision that did not take into account the needs of low-paid workers.



Isaac Murray, Michael Wilson, Cathy Kennedy and Maddi Stoye at KFC Claremont

TES

The SDA and United Voice (the hospitality union) took every court action possible to overturn the unfair FWC decision, but the court found that the decision to cut penalty rates was legal regardless of whether it was fair.

The only way to restore Sunday penalty rates now is if the Parliament legislates to return penalty rates to retail, fast food, pharmacy and hospitality workers. SDA members have been talking to politicians to get them to support returning Sunday penalty rates. The last vote was lost by only one vote — so we are going to keep on pressing for a new law to return Sunday penalty rates.

3 BARGAINING TO IMPROVE PENALTY RATES

The latest round of enterprise bargaining in the retail industry has been focused on four things:

- ✓ protecting members' take-home pay;
- ✓ improving penalty rates;
- ✓ securing hard-won SDA conditions; and
- ✓ pay rises for all.

With the strong and united support of SDA Delegates and SDA members, the SDA has been securing new Agreements with retailers that have met all four objectives.

Coles members overwhelmingly endorsed a new Agreement with a vote of 90% support. We have achieved improved week night, Saturday and Sunday penalty rates. If we win increases to casual penalty rates, Coles members will get that too!

At the moment, Woolworths members are considering and voting on a new Agreement that also improves penalty rates. The Agreement also has a clause that means if we win increases to casual penalty rates in the Award or restore Sunday penalty rates, then Woolworths members will get them too!

The SDA is determined to protect members' pay packets and increase them, which is why we are protecting penalty rates by:

- ✓ running a case in the FWC to increase casual penalty rates;
- ✓ fighting for legislation to restore Sunday penalty rates; and
- ✓ bargaining to improve penalty rates.

The best way to protect your penalty rates is by being an SDA member.

FAREWELL AND THANK YOU, JULIE!



Karen Jamison, Maxine Weeding, Julie Watson, Cheryl McCeary and Helen Wing at Harris Scarfe Launceston

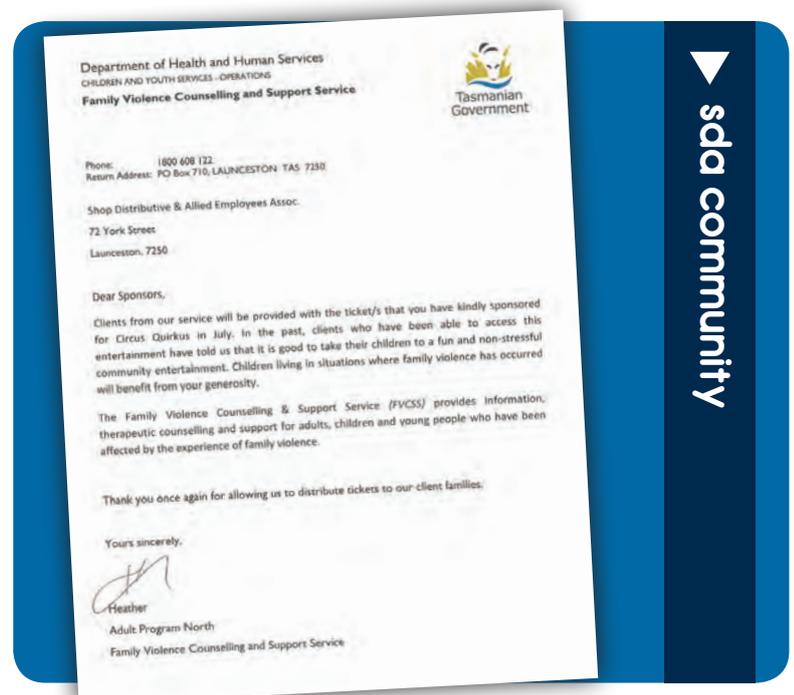
Julie Watson was given a farewell by her long-time workmates at Harris Scarfe Launceston on 26 July this year, marking the end of an era spanning approximately three decades.

Julie became a member in 1989 when the business was a major department store throughout the State, known as Fitzgeralds until it was rebadged to Harris Scarfe in 1996.

She has supported the SDA in her long tenure as a Delegate for approximately 10 years.

At her farewell, James Russell presented Julie with a small gift in appreciation for her many years of support to the SDA.

We wish Julie all the best in her future endeavours.



▶ sda community

You Could Win a KFC Family Feast!

ENTER
BY
E-MAIL!



Four lucky members will win a voucher for a KFC Family Feast, each valued at \$28.95.

To enter this competition, simply e-mail us at membership@sdatas.asn.au with the subject line “**KFC Competition**” by **9 November 2018**.

Make sure you include your full name, SDA membership number, home address, contact phone number and employer/location in the body of your e-mail so we know who you are!

No internet access? No problem!

Just phone us on 6331 8166 and we'll enter you into the competition.

OUR WINNER...

The winner of a Megaboom Wireless Speaker from our last journal was Chloe Duggan from Woolworths Huonville. Congratulations!



DONNA'S OUR 2018 TOP TIPSTER!

Congratulations to Donna Bucknell from Coles Devonport who was the winner of the SDA's 2018 AFL Footy Tipping Competition.

As the overall winner, Donna was due to receive two tickets to a 2018 preliminary final in Melbourne, including airfares and accommodation. Unfortunately, due to the popularity of the two teams involved, we were unable to secure the tickets.

However, while being disappointed by this, a very understanding Donna has agreed to accept our offer of two tickets to her choice of match in the upcoming 2019 season, inclusive of airfares and accommodation.

The SDA sincerely thanks Donna for being a good sport in these circumstances!



The 2018 AFL Season is over, and so is this year's Footy Tipping Comp!

Each of these top tipsters (apart from our Round 4 winner!) received a double movie pass:

- R1 Thomas McCreary, Harris Scarfe Launceston
- R2 Tanya Schrama, Bunnings Glenorchy
- R3 Margaret Ashdown, Myer Launceston
- R4 Paul Griffin, SDA
- R5 Gemma James, Woolworths Scottsdale
- R6 Shane Webb, Coles Eastlands
- R7 Aden Morris, Coles Kings Meadows
- R8 Rowena Wallace, Coles Kings Meadows
- R9 Fiona Winzar, Coles Logistics
- R10 Nikki Harris, Woolworths Port Sorell
- R11 Bronwyn Grice, Coles Burnie
- R12 Stephenie Scott, Coles Devonport
- R13 Kristine Hughes, BWS St Helens

- R14 Jacklyn Langmaid, Coles Ulverstone
- R15 Julie-Anne Harvey, Woolworths Sandy Bay
- R16 Leisha Dolan, Woolworths Riverside
- R17 Gregory Foster, Woolworths Mount St Burnie
- R18 David Kedey, Woolworths Mowbray
- R19 Angela Quilliam, Woolworths George Town
- R20 Rowena Wallace, Coles Kings Meadows
- R21 Christy Delphin, Coles Charles Street
- R22 Fiona Burns, Coles Burnie
- R23 Paula Peters, Woolworths Mount St Burnie

Congratulations to you all on your outstanding tipping, especially in such a close Season.

We look forward to welcoming our winners (as well as those who didn't do so well this year) to our 2019 competition!



MOVIE TICKETS



**GREAT
VALUE!**

Financial members of the SDA can go to the movies at discounted prices by purchasing tickets through the Union!

TICKETS are available for Village Cinemas throughout Tasmania, Metro Cinemas (Burnie) and CMAX Cinemas (Devonport).

TO ORDER... Go to sdatas.asn.au, hover over the 'Members Area' drop-down menu and select 'Purchase Movie Tickets'. If you're not already registered on the website, you'll need to complete the 'New User Registration' section.

DELIVERY... Your tickets will be mailed to you by registered post.

NO INTERNET ACCESS? NO WORRIES! Just call us on 6331 8166 (Launceston) or 6234 1118 (Hobart) with your credit card details to order.



BOOK AT SDATAS.ASN.AU

ALL'S WELL AT K&D WAREHOUSE



BY PAUL GRIFFIN,
GENERAL SECRETARY

A front page report appeared in the Hobart Mercury on Friday 28 September (shown below right), indicating “a likely end to K&D’s operation”.

Subsequently, the SDA sought an urgent meeting with Retail Manager Darren Reardon and General Manager Jason Hutton as to the accuracy of this new story, **given that statements in it were contrary to outcomes of meetings that the Secretary had been involved in with the Retail Manager as late as 19 September 2018.**

During that meeting, Mr Reardon outlined plans for renovation of the current site, and the ordering of future stock for the upcoming Spring garden sale, as well as for homewares of significant value being ordered internationally.

At the urgently convened meeting following the newspaper article, Mr Hutton and Mr Reardon reiterated that the above plans had not been changed in any way, and that the reporting of the company’s AGM by the Mercury was utterly irresponsible, with statements and quotes taken out of context.

In light of the above, Mr Hutton and Mr Reardon gave notice that they would be meeting with each employee to alleviate any fears employees may have in the future of the business, caused by this irresponsible reporting.

The Union will continue its negotiations of a new EBA with business continuing as per usual.

If you have any questions, please speak to your SDA Delegate Ian Woolley and/or contact SDA Organiser Jodee Inches on 6234 1118.



Ian Woolley (Delegate), Deborah Cole and James Gunst
at K&D Warehouse Hobart

K&D ponders city site uses

FROM PAGE 1

Mr Goodman said a Hobart City Council rezoning of the site next year would enable the construction of a higher structure at the key city site.

Apart from selling the site other options being considered are a private hospital, large format retail, small retail, student accommodation and outright sale.

K&D has been running hardware operations since Andrew Kemp and Victor Denning established a small timber merchant business in Hobart in 1902.

Mr Goodman said PricewaterhouseCoopers had been commissioned by directors to assess the options.

“Interest has been shown by a number of parties,” he said.

“All work so far suggests the site is significantly under-utilised.”

It is understood approaches have come from Bunnings, Woolworths, Queensland firm McDuck properties and the University of Tasmania.

All work so far suggests the site is significantly under-utilised

— GREG GOODMAN

The company recorded a \$1.2 million profit after tax in the year to May, 2018.

However, when directors took questions a shareholder, Alan McKinlay, suggested the true result from continuing operations should have been a loss of \$800,000 to \$1 million.

He said the inclusion of funds from the \$3.6 million sale of a separate site at 90 Melville St should not have been booked to continuing operations.

But Mr Goodman said the profit was reported as per the accounting standards and confirmed by the Auditors BDO.

A spokesman for BDO said the site had been surplus to requirements.

“There was no intent to

mislead shareholders,” Mr Goodman said

In the past year, Kemp and Denning has closed stores at Cambridge, Glenorchy and Kingston and sold its Mitre10 interests to Tasmania Hardware, trading as Clennetts. It closed its Devonport store in early 2017.

Shareholders were told that a profit of \$150,000 to \$300,000 was expected this financial year after a solid first quarter.

A shareholder asked if there were any plans to upgrade the company website, saying “it is an embarrassment”.

General manager Jason Hutton agreed it was an embarrassment but the company would tweak it soon.

“I don’t think it is harming sales but it doesn’t help,” he said.

Mr Goodman told the meeting the company had \$7.4 million in cash.

Mr Goodman was re-elected as chairman and Charles Kemp re-elected as a director.



Dreaming of getting away?

At Andrew Jones Travel, we pride ourselves on getting to know you and your travel needs!

From short breaks to great adventures, from sunny beaches to snowy mountains, from the moment you start planning and all throughout your holiday, we thrive on sharing our knowledge and our passion with you. Speak to us about:

- Package holidays
- Flights
- Accommodation
- Cruises
- Transfers
- Sightseeing
- Tours
- Escorted groups from Tasmania
- Travel Insurance
- 24/7 emergency service
- Travelling Ladies Club

HOBART
6221 3499
1/61 Salamanca Place
hobart@ajtravel.com.au

LAUNCESTON
63311214
44 Charles Street
launceston@ajtravel.com.au

www.ajtravel.com.au



KNOWS TRAVEL

New Agreement at Woolworths



by Paul Griffin, General Secretary

Following extensive negotiations between the SDA and Woolworths Supermarkets, a new Agreement is ready for members to vote on.

Voting will occur online at: www.eavote.com.au from 11-22 October 2018. Make sure you have your say.

The Agreement protects existing team members' pay and ensures that existing team members' take-home pay will increase with:

- ✓ Regular pay rises.
- ✓ Higher weekday pay rates protected for existing employees.
- ✓ New and increased penalty rates.
- ✓ New laundry allowance payable to everyone in preferred dress.

The Agreement delivers an outcome consistent with the SDA's four key priorities, set and endorsed by hundreds of SDA store Delegates at meetings held throughout Australia:

- ✓ Protection of your take-home pay
- ✓ New and increased penalty rates
- ✓ Yearly wage increases
- ✓ Most hard-won union conditions retained

If approved by team members, the Agreement will commence either on 7 January 2019 or seven days after approval by the Fair Work Commission, whichever is the later.

The Agreement has a nominal expiry date of four years after the date of approval.

For more details on the new Agreement, go to www.sda.com.au/woolworths

Welcome to Woolworths



Leanne Walters (Delegate), Rachel Stanley, Amanda Kerr, Rowena Richardson, and Ashley Withers at Woolworths Wellington Street.

DISMISSALS AND TERMINATIONS



**BY JAMES RUSSELL,
WORKCOVER
OFFICER**

If you are called to your manager’s office for a meeting, be sure to take your SDA Delegate or Organiser with you. It is also advisable to take notes at the meeting.

Having a representative who knows your rights will be helpful, and possibly stop action that may result in termination.

A person is considered to have been dismissed from their employment when their employment has been terminated at the initiative of the employer.

Depending on the circumstances, this may also include a forced resignation or demotion.

If you believe you have been unfairly dismissed or sacked by your employer, or you were forced to resign because of something your employer did, the SDA will investigate on your behalf as a member.

The SDA will seek to resolve the complaint directly with the employer and, if you are entitled to make an unfair or unlawful dismissal claim and the matter has industrial merit, take action against your employer.

If there are grounds to believe you have been unfairly dismissed, the Union may lodge an ‘application for unfair dismissal remedy’ with the Fair Work Commission for reinstatement (getting your job back) or compensation from your employer.

Applications must be received by the Fair Work Commission **within 21 days** of your dismissal taking effect. The Commission may accept a late application, but only in exceptional circumstances.

WHAT IS AN UNFAIR DISMISSAL?

A dismissal may be considered unfair if:

- ◆ you were dismissed; and
- ◆ your dismissal was harsh, unjust or unreasonable; and
- ◆ your dismissal was not a case of genuine redundancy; and
- ◆ if you were employed by a small business, your dismissal was not consistent with the Small Business Fair Dismissal Code.

Before lodging an application with the Fair Work Commission, it is important to understand that:

- ◆ the Commission will not investigate the circumstances of your dismissal; and
- ◆ only a member of the Commission can decide whether your dismissal was unfair.

WHO CAN APPLY?

An employee is eligible to make an application for unfair dismissal if they have completed the minimum employment period of:

- ◆ one year – where the employer employs fewer than 15 employees (a small business employer); or
- ◆ six months – where the employer employs 15 or more employees.

WHAT IS THE PROCESS?

If the SDA is unsuccessful in resolving your complaint directly with the employer after a thorough investigation, we may prepare and file an unfair dismissal application on your behalf if the claim has sufficient industrial merit*.

If you have been dismissed, contact the SDA **immediately** to enable investigation, and to allow sufficient time for the application to be drafted and lodged with the Fair Work Commission.

The Commission will forward a copy to your employer and ask them for a response.

Most unfair dismissal cases are resolved at a conciliation, which is a voluntary and informal telephone meeting between you, your employer and a Fair Work Commission conciliator.



As a member of the SDA, we will represent you at the conciliation and argue your case.

If your case cannot be resolved by agreement at conciliation, and your claim has sufficient industrial merit, the SDA may elect for the matter to be referred for arbitration.

If a hearing is held, you will need to provide evidence to show that your dismissal was unfair, which may include formal witness statements, documentary evidence and written submissions.

The SDA represents members in these proceedings, which are similar to formal court proceedings in most aspects. The member of the Fair Work Commission will adjudicate the matter and generally issue a decision within six weeks.

The Fair Work Commission member is empowered to dismiss the application, order compensation (capped at a maximum of six months' earnings) or order reinstatement or re-employment.

Subject to any appeal, both the employer and employee are required to abide by the decision.

IF YOU NEED HELP

If you have been dismissed by your employer, or believe you may have been dismissed, contact the SDA immediately for advice and assistance.

*The SDA does not file claims or represent workers if their complaint has insufficient merit to ensure that the Union and its members are not exposed to costs orders because the claim was commenced vexatiously or without reasonable cause, or with no reasonable prospect of success.

CONGRATULATIONS, TONIA



Tonia Hine was recognised for her 35 years of service to Coles Supermarkets back in May.

SDA General Secretary Paul Griffin first met Tonia about 30 years ago when she was on the front end at Coles Bridgewater, and it was there that she formed a strong relationship with the SDA when she became the store Delegate.

Tonia has remained a Delegate in the various Coles stores that she has worked in, in and around the Hobart area which included Kingston, Newtown (the former Glenorchy store) and Sorell before transferring to the North, where she is currently the service manager at Wellington Street.

Although working several stints at Bridgewater, Tonia commenced working with Coles at Eastlands as a casual when shop trading hours were regulated, and junior casuals worked three-hour

minimum shifts from 6.00pm to 9.00pm on Thursday and Friday nights, and from 8.00 am until midday on Saturdays.

Tonia has experienced huge changes in shop trading hours and remembers well that, prior to 1994, legislation was in place that saw stores closed on Saturday afternoons, Sundays and Public Holidays. In 2002, the Shop Trading Hours Act was varied to deregulate opening hours and stores closed only on Good Friday, Anzac Day morning and Christmas Day.

Tonia has proved to be a loyal and dedicated store Delegate to the SDA over the many years mentioned. She has recruited new employees into the SDA by letting them know the many benefits of membership, as well as attending numerous meetings and conferences. The Branch congratulates Tonia on her 35 years of service to Coles and her valued work as a Delegate on the shop floor.

AROUND THE SHOPS



Bree Bennett and Hannah Coates at Woolworths Wellington St



Esther Pickett at KFC Derwent Park



Vanessa Considine and Sonia Watkins at Millers Launceston



Kylie Randall at Woolworths Greenpoint



Terry Buckler at Woolworths Wellington St



Jason Bowden and Shontai Eastwood at McDonald's Derwent Park



Claire Brightmore at Hungry Jack's Glenorchy



Rowena Richardson and Belinda Holbrook at Woolworths Wellington St



Susanne Frost at Coles Wellington St



Suzanne Clarke and Sophie Bryan (new member) at McDonald's Bridgewater

SCAN FASTER! PACK QUICKER!



**BY JODEE INCHES,
SOUTHERN
ORGANISER**

Are these words familiar? Scan faster! Pack quicker!

Unfortunately, in the fast-paced world in which we live, this can be too common and may even seem to be just part of the job. But is it? Increasingly, employees have reported companies applying pressure to perform tasks at certain rates. Last year, former employees of ALDI (a supermarket chain) claimed in media reports that they had to scan 1,000 items per hour or face disciplinary action, including possibly being sacked.

Can employers simply impose such impossible rates? When is enough, enough?

YOUR SAFETY MUST ALWAYS COME FIRST

Employees must follow all reasonable instructions given by employers. But for instructions to be reasonable, they must also be safe.

Employees should not undertake tasks which they feel are unsafe, or undertake them in a manner which makes those tasks unsafe.

This includes skipping vital steps which may ensure a worker's safety, such as not getting a safety step or ladder to reach items above head height, or waiting for another person to help perform a two-person lift. It also includes not working too fast.

This does not mean workers should not work hard and try to perform tasks efficiently.

It does mean that workers should not work at a pace which will cause

— or potentially cause — injury to themselves or others.

So, for example, scanning at a rate that is so fast that a pile of groceries is left at the end for customers to bag quickly is not safe, as it could result in something falling on a customer, causing injury.

If you are concerned about repetitive tasks and the effect they are having, check your safe operating processes or procedures.

Often these processes will specify how tasks can be performed safely, such as by rotation.

Remember, you must always have your breaks, too.

And if you have to stay back to complete work, you should be paid for the time worked.

A GUIDE ONLY

Companies may have scan rates and carton counts they use to help work out rostering.



NOT SO SUPER



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

These, however, should only be used as a guide.

There are many variables that can affect a worker's rates, including being interrupted by customers, or being called to do other tasks such as assisting in service departments. These should always be taken into account.

Also, some workers operate at a slightly slower rate than others for a number of reasons, including experience and dexterity.

All workers should follow their employer's instructions, as long as they are reasonable and safe, to increase productivity.

If you are performance-managed about your pick or scan rates, you should clearly explain any other factors which may have affected your rate. If you need support or advice at any stage, speak to your Delegate or call the SDA.

You should never feel pressured to work too fast where it becomes unsafe.



Are you getting the superannuation you are entitled to?

\$3.6 billion – that's how much employees' superannuation went unpaid in one year.

Under the superannuation guarantee laws, employers are required to pay an amount (currently 9.5% of ordinary time earnings) into employees' superannuation accounts at least once every three months.

This applies to any employee earning more than \$450 a month. If the employee is under 18, they also must work at least 30 hours per week.

Some enterprise agreements have additional requirements, such as specifying the fund the super is paid into or requiring contributions to be made monthly.

IT'S PART OF YOUR ENTITLEMENTS

Super is a workplace entitlement for all employees that was won by unions.

When negotiating for the super guarantee, unions agreed to take smaller wage increases in order to get better retirement savings for employees.

So super is a workplace entitlement, just like minimum wages, penalty rates and annual leave.

Unfortunately, some employers see paying super as optional.

VIGILANCE IS BEST

Where super is not paid, we need to raise the matter as soon as possible before the issue gets out of hand.

Here are some tips for ensuring you get the super you are entitled to:

- ◆ Check your super account regularly to ensure your payments are going in. The new REST smartphone app is an easy way to do this.
- ◆ If you're not getting paid super, contact the SDA.
- ◆ Report the matter to the ATO.

The SDA and other unions are advocating for changes in the law to ensure better enforcement of super payments.

But until the rules are changed, we need to be vigilant and do the best we can to ensure super contributions are made.

Hello progress Hello Rest App



rest.com.au

The Rest App makes it easy to connect to your Super. You can check how your balance is progressing, see your investment choices and contributions, combine your super – even super accounts you may have lost, or live chat with us if you need any help. So to progress with confidence towards a brighter future, **download or update your Rest App today.**

Rest
Together towards tomorrow



Text "Welcome" to 0488 824 302 for a link to the app

Product issued by Rest. Go online for a PDS to consider before deciding. Apple and the Apple logo are trademarks of Apple Inc., registered in the U.S. and other countries. App Store is a service mark of Apple Inc., registered in the U.S. and other countries. Google Play and the Google Play logo are trademarks of Google LLC.

POSITIVE STREAK CONTINUES



BY GERARD DWYER, NATIONAL SECRETARY

Rest's Core Strategy returned +8.76% for the financial year ending 30 June 2018.

This was significantly higher than REST's performance objective, which is to exceed inflation by at least 3% per year averaged over a 10 year period.

The +8.76% return marks the ninth straight year of positive returns for Rest's Core Strategy.

Looking back on the financial year just ended, it can best be described as a tale of two halves.

The first six months was marked by remarkably calm financial markets, while the second half was anything but calm.

July to December 2017 was strong, as global share markets moved up to factor in stronger and broad based global growth, a pick-up in company profits, plus Trump's tax cuts and promise of even more US infrastructure spending in the USA.

Australian shares were boosted by rising prices for our export products. Confidence amongst Australians was also strong as house prices kept rising, interest rates remained low and the job market was buoyant.

January to June 2018 was not so strong, and it was a lot more volatile.

Somewhat ironically, it was strong USA growth that was the trigger of this volatility – it led to fears this growth could lead to stronger than desired inflation.

Global markets did react well to President Trump's trade war threat by raising tariffs which targeted China.

Markets were also nervous about the USA moving away from the Iran nuclear disarmament deal. Oil prices surged, the USA dollar strengthened and emerging markets, particularly China/Asia generally, plunged.

Australian shares outperformed in spite of the challenges posed by the ongoing Banking Royal Commission and falling house prices. The Australian market was helped by a weaker dollar and also by our being perceived as a safe-haven amid the selloff in Asia.

Our economy was viewed as being in a "Goldilocks" space; i.e. not too hot inflation and not too cold growth. This means our Reserve Bank will be in no rush to raise interest rates.

Looking ahead, economic growth in the major global economies (the USA, Eurozone, Japan and China) has gathered pace in the past year and remains supportive of solid company profits.

However, the value of almost every type of asset (property, infrastructure etc) already appears to be near peak.

This, plus the many risks associated with shifting global central bank policy, trade issues and the risk of major political upheavals (for example, Iran, North Korea) on the horizon, markets are vulnerable to pullbacks.

Accordingly, Rest sees good reason to keep our well-diversified and relatively conservative positions in place.

Part of Rest's active management approach involves regularly reviewing the mix of our investments to manage downside risk, and currently, around 12% of the Core Strategy is held in cash and around 42%, in Australian and overseas shares.

Managers – keep out of medical appointments!

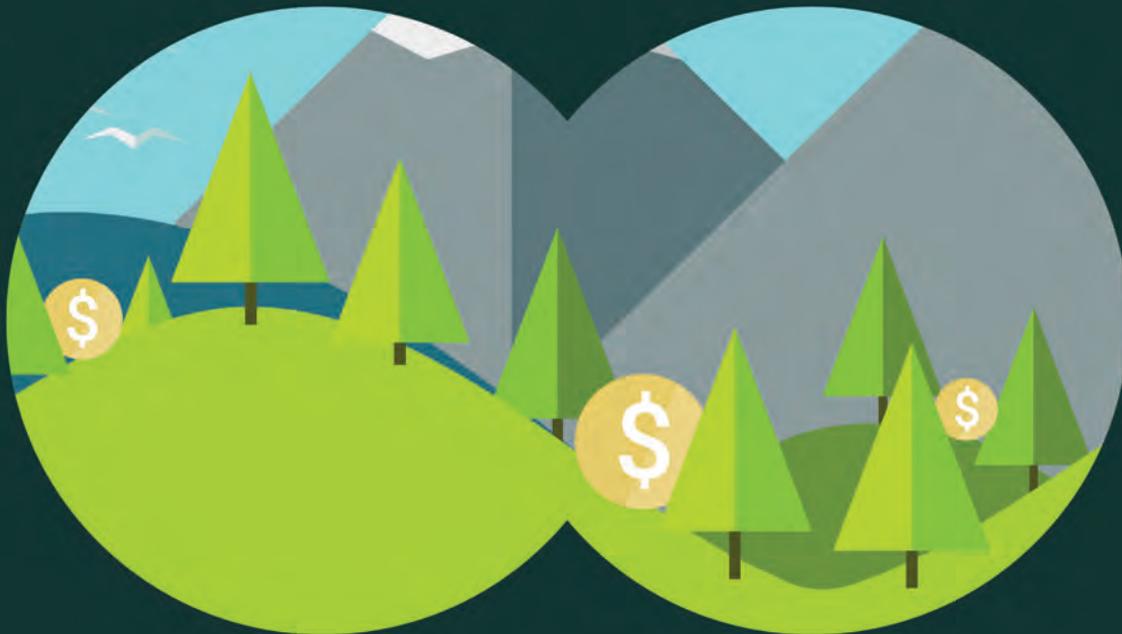


All SDA members should be aware that managers and insurance companies have **no right** to attend your medical appointments, even if it is for a work-related injury.

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.



Don't let multiple super accounts waste away your retirement savings.

How many super accounts do you have? Two, three, no idea? Maybe one for every job you've ever had? The more you have, the more you might be paying in fees. That's why we've created our *Combine your super* tool.

Not only will we find and combine your accounts, we'll also search for any lost super you didn't know about. So you could be retiring with more money than you thought.

How to find and combine

All you'll need is your member number, full name, date of birth and postcode. Plus, you'll need to have your mobile number registered with us, then we can do the rest. If you don't have your mobile number registered call us on **1800 005 166**.

Finding your member number

If we've got a current email address we can email it to you, or you can call us on **1800 005 166**.

How to find our *Combine your super* tool

Just head to **tasplan.com.au**

This article is general information only. Readers should consider getting financial advice before making financial decisions. Issued by Tasplan Pty Ltd. For further information in relation to whether to acquire or hold the products referred to, please read the relevant *Member guide* available at tasplan.com.au.

The trustee of Tasplan Super (ABN 14 602 032 302) is Tasplan Pty Ltd (ABN 13 009 563 062). AFSL 235391. Copyright © Tasplan 2018 Pty Ltd. All rights reserved.

Tasplan
Super

BUNNINGS PARENTAL LEAVE IMPROVEMENTS



**BY CAROL WADLEY,
WOMEN'S OFFICER**

In March 2018, Bunnings updated their company parental leave policy, including a range of improvements for workers, which was advocated for by the SDA.

This is a fantastic outcome for workers, as the SDA has consistently sought improvements to parental leave at Bunnings for many years.

The new policy will apply to Bunnings workers who have taken leave from 1 March 2018.

Securing policies such as this helps to strengthen the rights at work for SDA members.

The SDA has a proud history of fighting for the implementation and improvement of parental leave and family-friendly work arrangements.

It is an important issue for members, as many workers in retail, fast food and warehousing are juggling both work and family responsibilities.

Unfortunately, the impact of this is often felt most intensely by women, who continue to face challenges when it comes to leave, rostering, and returning to work following the birth of a child.

The new policy as outlined by Bunnings is a positive step and will help to provide a better work environment for new and expecting parents.

The improvements include:

- ◆ 12 weeks of paid parental leave – increased from 8 weeks;

- ◆ 12 weeks of paid parental leave, now payable at commencement of leave instead of being split between the commencement of leave and after returning to work; and

- ◆ Increased non-primary carers' paid parental leave from 1 week to 2 weeks.

SUPERANNUATION TO BE PAID

Another important change in the new policies is the payment of superannuation benefits during both paid and non-paid parental leave periods to all eligible employees.

Superannuation will now apply during paid parental leave, and up to a maximum of nine months if an employee is on unpaid parental leave.

This is a massive win for Bunnings employees, as most parental leave policies do not provide for superannuation payments during parental leave, particularly for periods of unpaid leave.

It is a critical step in the SDA's fight to secure fairer wages for everyone, and bridge the existing gender gap in superannuation payments.

Remember, the SDA is here to help. If you have any questions about the parental leave policy at Bunnings, call the SDA.

WHY SUPERANNUATION ON PARENTAL LEAVE IS ESSENTIAL FOR WOMEN

Superannuation is designed to provide all Australians with dignity in retirement.

Unfortunately, the system is unfairly biased against Australian women who presently retire with 47% less superannuation than men.

As a result, women are far more likely to experience poverty in retirement than men, and have less financial independence and security when they retire.

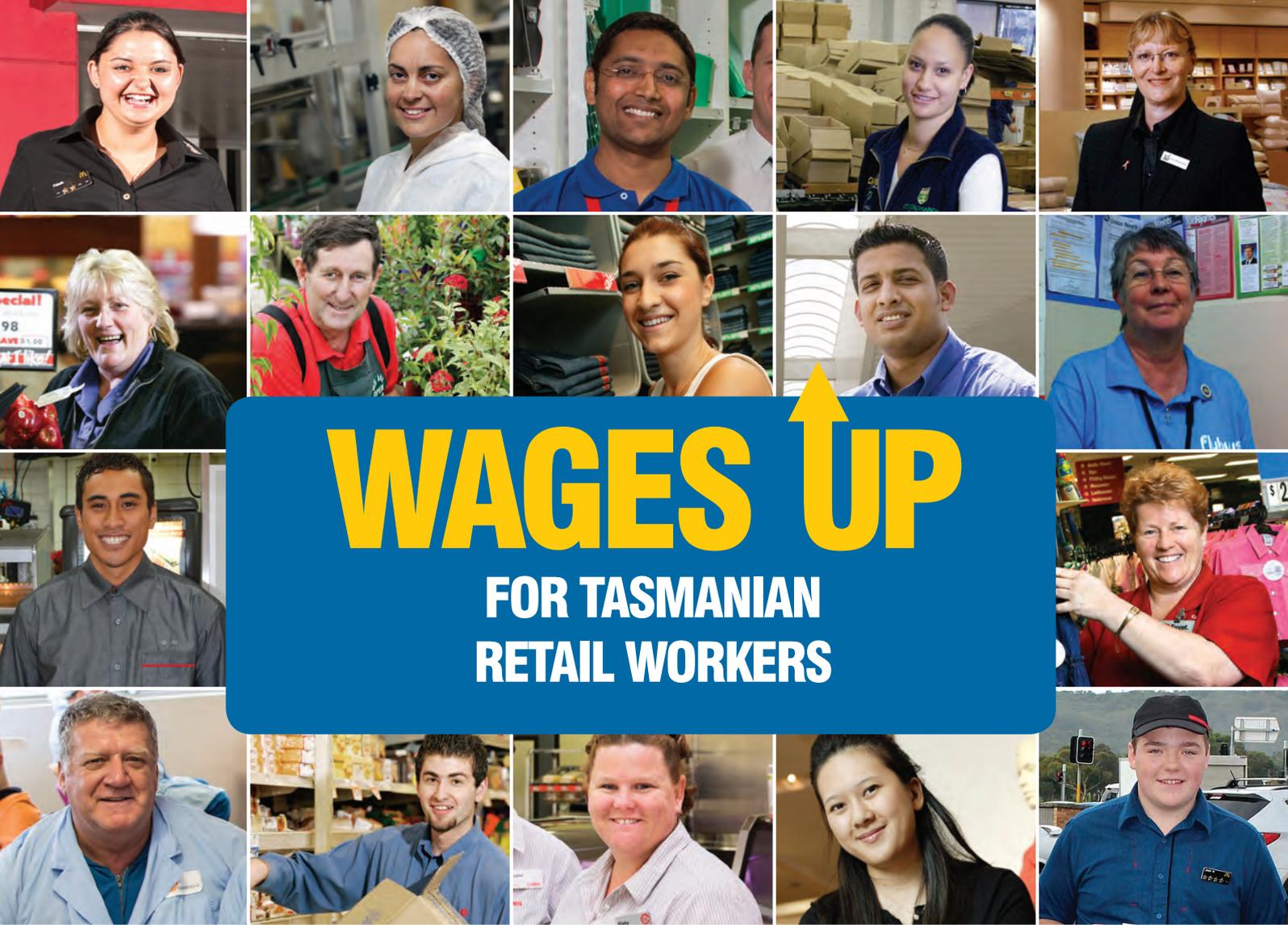
Women often take time out of the workforce following the birth of a child, and this contributes to the gap in superannuation between men and women.

Going on leave to look after your child should not result in a loss of superannuation for women.

Superannuation payments on parental leave will go some way to ensure that women aren't left worse off in retirement.

The SDA welcomes the changes made by Bunnings to their policy structure, and will continue to advocate for better parental leave policies across all companies.





WAGES UP

FOR TASMANIAN RETAIL WORKERS

On 1 July, many Tasmanian retail workers received pay rises fought for them by their Union.

That's **millions of dollars** going to hard-working employees this year to spend in our economy to help it grow.

At the SDA, we understand that a strong economy is underpinned by an expanding middle class, not a shrinking one. Wages must keep up as the cost of living rises, and the pressure on working families grows. That's why the SDA works hard to make sure members get fair and decent wage increases.

SDA-NEGOTIATED PAY RISES FROM 1 JULY 2018

EMPLOYER	INCREASE
COLES SUPERMARKETS AGREEMENT 2017	3.50%
HARRIS SCARFE	3.50%
MYER	3.50%
JUST GROUP	3.50%
BUNNINGS SMALL FORMAT STORES	2.70%
BUNNINGS RETAIL TRADE	2.75%
COLES EXPRESS	1.50%
BARBEQUES GALORE	3.50%
TARGET	1%

BE PART OF A UNION THAT WORKS FOR RETAIL WAGES TO GO UP. BECOME AN SDA MEMBER TODAY.

sdatas.asn.au

UNIONS MAKE THE DIFFERENCE

Despite recent slow wages growth in Australia, our wages and conditions — fought for over many decades by the Australian union movement — continue to be some of the best in the world. As you can see from the tables on this page, in countries where the retail and fast food industries are less unionised and there are fewer government protections, their wages are well below those that we enjoy in this country. Without the SDA, you would most probably be receiving similar remuneration. It pays to belong to the SDA.

Country	Rate per hour (in \$AU as at 30 Aug 2018)
FAST FOOD WAGES – AUSTRALIA AND OVERSEAS	
AUSTRALIA Fast Food Industry Award	\$20.79
UNITED KINGDOM Fast Food Worker: ◆ £7.83 per hour (for all workers aged 25 and over) ◆ £7.38 per hour (for all workers aged 21 to 24) ◆ £5.90 per hour (for all workers aged 18 to 20)	\$14.00 \$13.19 \$10.55
NEW ZEALAND Fast Food Worker — NZ\$16.50	\$15.07
USA ◆ No minimum – Alabama, Louisiana, Mississippi, South Carolina and Tennessee ◆ Lowest - Georgia and Wyoming US\$5.15 per hour ◆ Highest - District of Columbia US\$13.50 per hour <i>Median Average Wage (Bureau of Labor Statistics):</i> Fast Food – US\$10.12	\$ 0.00 \$ 7.05 \$18.52 \$13.89
CANADA ◆ Lowest - Saskatchewan C\$10.96 per hour ◆ Median - Prince Edward Island C\$11.55 per hour ◆ Highest - Alberta C\$14.00 per hour <i>Median Average Wage (from Payscale):</i> Fast Food Worker – C\$11.01	\$11.64 \$12.27 \$14.87 \$11.69
RETAIL WAGES – AUSTRALIA AND OVERSEAS	
AUSTRALIA General Retail Industry Award	\$20.79
UNITED KINGDOM Fast Food Worker: ◆ £7.83 per hour (for all workers aged 25 and over) ◆ £7.38 per hour (for all workers aged 21 to 24) ◆ £5.90 per hour (for all workers aged 18 to 20)	\$14.00 \$13.19 \$10.55
NEW ZEALAND Grocery Assistant — NZ\$16.50	\$15.07
USA ◆ No minimum – Alabama, Louisiana, Mississippi, South Carolina and Tennessee ◆ Lowest - Georgia and Wyoming US\$5.15 per hour ◆ Highest - District of Columbia US\$13.50 per hour <i>Median Average Wage (Bureau of Labor Statistics):</i> Retail Salespersons – US\$11.16	\$ 0.00 \$ 7.05 \$18.52 \$15.30
CANADA ◆ Lowest - Saskatchewan C\$10.96 per hour ◆ Median - Prince Edward Island C\$11.55 per hour ◆ Highest - Alberta C\$14.00 per hour <i>Median Average Wage (from Payscale):</i> Retail Sales Assistant – C\$12.17	\$11.64 \$12.27 \$14.87 \$12.92

SDA supports new mobile app for women experiencing domestic and family violence

The SDA recognises the devastating impact domestic and family violence is having on our community.

Everyone in the community has a role to play in ending domestic and family violence, including unions. Domestic and family violence doesn't just affect you at home, it can affect you at work too. This includes the ability to get to work on time, your attendance at work, your work performance, your safety and the safety of your co-workers.

The SDA helps workers experiencing domestic and family violence to gain information about and access to entitlements, assistance in trying to negotiate flexible working arrangements, speaking to management on your behalf and assistance in developing a safety action plan with your employer.

We also argue for domestic violence leave to be included in every agreement negotiated by the SDA.

1.6 million Australian workers already have access to domestic violence leave thanks to union-negotiated agreements.

Additionally, we're campaigning for paid domestic and family violence leave to be included in the National Employment Standards (NES) so all workers can access paid leave if they need to.

New app for women experiencing domestic and family violence.

The SDA also recognises the need for practical support for women experiencing domestic and family violence.

We proudly support the development of a new national app, Penda, by the Women's Legal Service Queensland.

Financial abuse

Financial abuse is a common form of domestic and family violence, where victims are controlled by being isolated from household financial information and access to funds.

Financial security is a key element in ensuring women's long-term safety from violence as poverty and financial hardship often cause women to stay in, or return to abusive relationships.

Penda

Penda is a national, free, simple to use app combining financial, personal safety and legal information and referrals for women who have experienced domestic and family violence (DFV).

Penda is Australia's first financial empowerment app for women who have experienced domestic and family violence. Penda helps to break the cycle of violence and build safer, more secure futures.



PENDA

Friends, family, employers and support people can use Penda to help others. The free and simple to use app combines vital personal safety, financial and legal information as well as nationwide referrals for a range of vital services.

The safety of Penda users is paramount. The app includes safety warnings prior to and after download. Penda provides information on risk factors, safety planning, and the safe use of technology.

Penda was developed by the Women's Legal Service Queensland in collaboration with Financial Rights Legal Centre, with funding from Financial Literacy Australia. A national communication campaign was made possible with funding from CUA.

You can download the Penda app from the Apple App Store or Google Play.

FAST FOOD WORKERS DESERVE RESPECT



**BY CAROL WADLEY,
WOMEN'S OFFICER**

In 2017, the SDA conducted a survey about customer abuse and violence towards retail and fast food workers.

Alarming, 81% of fast food workers surveyed indicated they have been subject to abuse from a customer at work. Nearly one in five workers surveyed had been subject to physical violence.

These statistics and the stories you shared are very concerning — this behaviour from customers is not acceptable and should not be part of the job.

As you will have seen, the SDA has launched a campaign called *No One Deserves A Serve* to raise awareness and develop mechanisms to reduce the levels of customer abuse and violence towards retail and fast food workers.

You may have seen or heard our ads earlier in 2018 which were aimed at reminding customers to think again before being violent or abusive towards retail workers.

FAST FOOD SPECIFIC ACTION

We will soon be launching ads aimed at fast food customers with a similar message, reminding customers that fast food workers deserve kindness and respect; you do not deserve to be abused at work.

The SDA is also talking with your companies at a National, State and local level about the issues of customer abuse.

Your companies agree that this is not acceptable, and we are working together to make changes to reduce the likelihood of abusive behaviour by customers.

It is important that any time you are abused by a customer at work, whether it is verbal abuse or physical violence, that you report any incidents to your manager.

This helps the company to know where problems are and try to address them.

By reporting incidents, you are also helping your workmates — there is less chance they will be abused by that customer too.

ANOTHER FORM OF ABUSE

Another alarming statistic in our 2017 survey is that one in ten fast food workers reported having experienced sexual harassment from a customer.

Sexual harassment in the workplace is unacceptable whether it comes from a manager, workmate, contractor or customer.

Sexual harassment is behaviour which is unwelcome, is sexual in nature and is unreasonable behaviour. It can include inappropriate comments, touching and also includes posts or comments on social media.

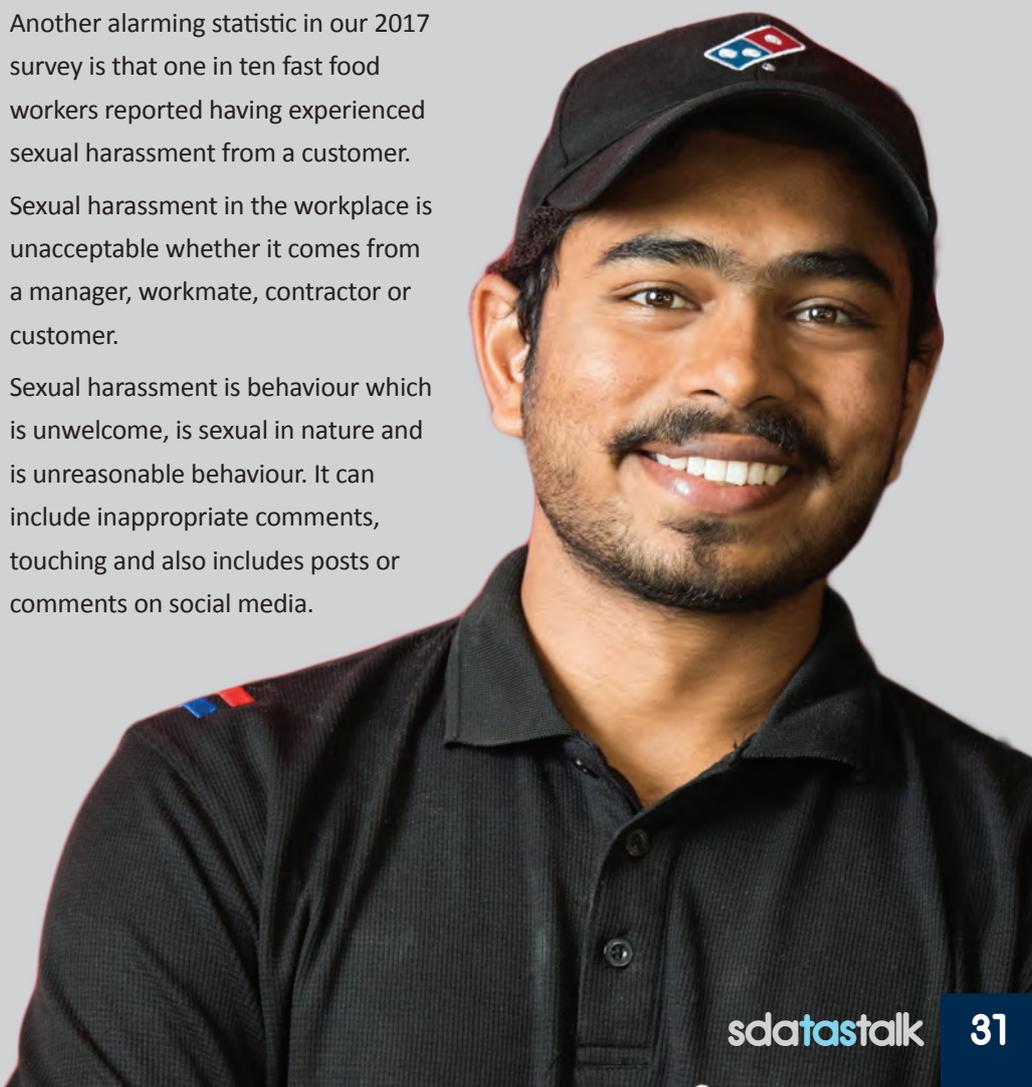
THE SDA IS HERE TO HELP YOU

If you believe you have experienced sexual harassment, you should call the SDA for information and assistance. Your call is confidential and the SDA will only provide assistance when you have requested us to do so.

The SDA is here to support fast food workers who are experiencing issues at work, including sexual harassment and customer abuse.

Depending on the circumstances, you may also want to speak to the police.

For counselling and support if you have experienced sexual assault, you can call 1800 Respect (1800 737 732).



If you work in retail it pays to learn what you can claim at tax time



Car expenses



- ✓ **You can claim** a deduction when you are travelling between separate workplaces (eg a second job or travelling to and from an alternate workplace for the same employer to attend a meeting at a different office).
- ✗ **You can't claim** the cost of normal trips between home and work, even if you are called in unexpectedly or have to work outside your normal hours (eg late night shopping or on the weekend). This includes parking fees and tolls when you drive to and from work.

Clothing expenses



- ✓ **You can claim** a deduction for the cost of buying, hiring, mending or cleaning certain uniforms that are unique and distinctive to your job, or protective clothing that your employer requires you to wear.
- ✗ **You can't claim** a deduction for the cost of buying or cleaning plain clothing worn at work, even if your employer tells you to wear it (eg black pants and a white shirt or everyday clothing—even if it's sold at the store you work for).

Meals



- ✓ **You can claim** meal expenses but only when:
 - you worked overtime
 - your employer paid you an overtime meal allowance under an industrial law, award or agreement
 - you spent the money.
- ✗ **You can't claim** a deduction for meals purchased during your normal working hours. You can only claim for the amount you spent on the overtime meal.

To claim a deduction for work-related expenses

- you must have spent the money yourself and weren't reimbursed
- it must be directly related to earning your income
- you must have a record to prove it.*

You can only claim the work-related part of expenses. You can't claim a deduction for any part of the expense that relates to personal use.

*Use the ATO app 'myDeductions' tool to keep track of your expenses.

Phone and internet expenses



- ✓ **You can claim** phone and internet usage if your employer needs you to use your personal devices for work.
- You can only claim the work-related portion of the use of your personal device.

Self-education and professional development expenses



- ✓ **You can claim** a deduction for self-education expenses if your course relates directly to your current job (eg a customer service course).
- ✗ **You can't claim** a deduction if your study is only related in a general way or is designed to help get you a new job (eg a health and wellbeing course).

Professional publications



- ✓ **You can claim** a deduction for the cost of journals and magazines that are directly connected to your employment as a shop assistant (eg a computer shop assistant could claim the cost of a computer magazine).

Personal grooming



You can't claim a deduction for hairdressing, cosmetics, hair and skin care products, even if your employer tells you to use them and you work in a store that sells them—they are personal expenses.



For more information, go to ato.gov.au/occupations



Australian Government
Australian Taxation Office

NEW FREEZER JACKETS AT WOOLWORTHS

Fresh new freezer jackets will hit Woolworths Supermarkets from October 2018!

Woolworths has agreed to replace the existing freezer jackets with brand new ones, following representation from the SDA and our members in New South Wales and Queensland who reported concerns about the existing jackets that had become dirty and unhygienic.

Woolworths Supermarkets have recently agreed to:

- ◆ Remove the existing freezer jackets from all stores across Australia;
- ◆ Replace old freezer jackets with brand new jackets (four per store);

- ◆ Launder freezer jackets regularly; and
- ◆ Hold spare stock of freezer jackets to swap when laundering cycles occur so employees always have a replacement clean jacket

This is a fantastic union win for Woolworths Supermarket members.

SAFETY IS VITAL

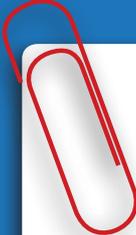
The safety of workers is paramount at the SDA – everybody has a right to work in a safe and healthy environment, which includes access to clean and safe Personal Protective Equipment (PPE) supplied by the employer.

This policy change would not have been possible without the reports filed by SDA members. It was the evidence of reports that forced the issue to be investigated and addressed in all stores across the country – the importance of reporting should not be underestimated.

With the support of SDA members across Australia, we will continue to promote safe work practices at Woolworths.

If you have any questions regarding freezer jackets or any other workplace health and safety issue, please speak with your Delegate or Health and Safety Representative, or call the SDA.





TASMANIAN PUBLIC HOLIDAYS 2018/2019

EVENT		2018 DATE	2019 DATE
New Year's Day		Monday 1 January	Tuesday 1 January
Australia Day		Friday 26 January	Saturday 26 January
Australia Day	As 26 January falls on a Saturday, the following Monday is observed.	N/A	Monday 28 January
Royal Hobart Regatta (South)	Second Monday in February. (All parts of Tasmania South of, and including, Oatlands and Swansea. Excludes Bronte Park, Catagunya, Strathgordon, Tarraleah, Wayatinah and the West Coast.)	Monday 12 February	Monday 11 February
Eight Hours Day	Second Monday in March	Monday 12 March	Monday 11 March
Good Friday		Friday 30 March	Friday 19 April
Easter Monday		Monday 2 April	Monday 22 April
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 3 April	Tuesday 23 April
Anzac Day		Wednesday 25 April	Thursday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 11 June	Monday 10 June
Burnie Show Day	Friday before first Saturday in October each year. (Municipal areas of Burnie, Waratah-Wynyard and West Coast.)	Friday 5 October	Friday 4 October
Launceston Show Day	Thursday before the second Saturday in October. (Municipal areas of Break O'Day, Dorset, George Town, Launceston, Meander Valley, Northern Midlands, West Tamar.)	Thursday 11 October	Thursday 10 October
Hobart Show Day	Thursday before the fourth Saturday in October. (All of Tasmania south of and including Oatlands and Swansea also Bronte Park, Strathgordon, Tarreleah and Wayatinah - excludes West Coast.)	Thursday 25 October	Thursday 24 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 5 November	Monday 4 November
Devonport Show Day	Friday nearest the last day in November but not later than 1 December. (Municipal areas of Devonport, Kentish and Latrobe.)	Friday 30 November	Friday 29 November
Christmas Day		Tuesday 25 December	Wednesday 25 December
Boxing Day		Wednesday 26 December	Thursday 26 December

GIVE US A (LOO) BREAK!



**BY ANDREW COYLE,
RECRUITMENT
OFFICER**

Toilet breaks are not a luxury, but a basic need. It is a legal requirement of employers to provide toilet breaks. Problems can occur, however, when employers believe that toilet breaks should happen in a worker's own time. Work and rosters which don't account for toilet breaks are sometimes planned. In some workplaces, a culture exists where use of the toilet is frowned upon!

For some workers, having a toilet break during a work shift means having to ask to use the toilet and having to wait for permission from a supervisor (who may not be around at the time), then subsequently having to wait for a replacement team member.

This is humiliating. It takes away a worker's dignity and is against the spirit of the health and safety legislation relating to access to toilet and washing facilities.

IT'S A HEALTH ISSUE

Not being able to go to the toilet when you need to can cause a range of health problems, including digestive and urinary tract problems and kidney infections which can develop into more serious health conditions.

Further, people on certain medications may need to visit the toilet on a more frequent basis. Likewise, women who are menstruating or going through menopause, or men with prostate problems may need to urinate more frequently. Working in the cold (for example in food cold stores) may also increase a person's need to use the toilet.

EMPLOYER HEALTH, SAFETY AND WELFARE OBLIGATIONS

Employers must ensure the health, safety and welfare at work of all their employees, and maintain the workplace so that it is safe and without risks to health.

Employers must also provide adequate facilities and arrangements for welfare, including but not limited to:

- ◆ suitable and sufficient sanitary conveniences and washing facilities at readily accessible places;
- ◆ hot and cold or warm water in washing facilities, soap and clean towels or other methods of cleaning or drying; and
- ◆ separate facilities for men and women (unless each facility is in a separate room with a lockable door and is for use by only one person at a time).

Whether you're on the checkout or stocking shelves, if you need a toilet break when you're at work, it's important to tell your manager or supervisor that you are leaving the work area before you go.

If you are working alone, there should be provisions in place that allow you to go to the bathroom. For example, you should be able to close the shop and place a sign up that says 'back in five minutes'.

WELFARE PROVISIONS AND THE SDA

A worker's right to use the toilet is a human right! The SDA will continue to use the existing law to ensure that everyone has a right to proper access to toilet and welfare facilities.

It's not okay for your employer to deny giving you a toilet break when you need one.

If this is an issue in your workplace, please call the SDA.



COME TOGETHER FOR A GOOD C

PINK RIBBON BREAKFAST

It's simple, it's social, it saves lives.

This October, come together with friends, family or colleagues to raise funds for game changing breast cancer research.

GO TO [FUNDRAISE.NBCF.ORG.AU](https://fundraise.nbcf.org.au) TO REGISTER OR FOR MORE INFORMATION



**BY CAROL WADLEY,
WOMEN'S OFFICER**

The National Breast Cancer Foundation's (NBCF) premier fundraising event Pink Ribbon Breakfast is back!

This October, you can help stop deaths from breast cancer by simply getting together with your friends, family and colleagues to raise funds for game-changing breast cancer research.

Registrations for the NBCF's Pink Ribbon Breakfast are now open and all funds raised will support their goal of zero deaths from breast cancer by 2030.

FACTS ABOUT BREAST CANCER

Now the most commonly diagnosed cancer in Australia, the incidence of breast cancer continues to grow.

A staggering one in eight Australians will be diagnosed with breast cancer in their lifetime. This equates to 50 women facing a diagnosis each and every day in Australia.

Every day, eight women will lose their lives to breast cancer. Every year, 3,128 women and 28 men will lose their lives to breast cancer.

HELPING TO MAKE A REAL DIFFERENCE

In the 25 years since NBCF's inception, the five-year survival rate for breast cancer has increased from 76% to 90%. Ultimately, NBCF is working towards a goal of zero deaths from breast cancer by 2030.

The Pink Ribbon Breakfast is NBCF's largest annual fundraising initiative. This October, NBCF aims to raise \$1.5 million to fund research into effective prevention, detection and treatment of breast cancer.

National Breast Cancer Foundation Chief Executive Officer, Professor Sarah Hosking is encouraging the community and businesses to rally together this October to host a Pink Ribbon Breakfast.

"Pink Ribbon Breakfast is our largest fundraising initiative for the year.

"It's a fun and meaningful way to spend time with people you love, and anyone and everyone can get involved.

"It's simple, it's social and it saves lives," she continued.

THIS YEAR'S FOCUS

This year's campaign will focus on metastatic and triple negative breast cancers, key contributors to breast cancer deaths and hence a major focus of NBCF's roadmap to achieving its zero deaths goal.

NBCF-funded researcher Professor Alex Swarbrick from the Garvan Institute is currently conducting ground-breaking work analysing the genetics of individual cancer cells from women with triple negative breast cancer.

This will help us to develop new targeted treatments to help improve and save the lives of Australians with triple negative breast cancer.

Professor Hosking says, "Targeting aggressive breast cancer continues to be a core focus of NBCF-funded research.

"This year, more than half of the new projects we are supporting are directed towards improving outcomes for women with metastatic or triple negative breast cancer.

"It's a good start, but to achieve our goal of stopping deaths by 2030, we need continued support from the community."

AUSE

HAVE SOME FUN

Pink Ribbon Breakfast is a fun, easy way to enjoy a catch-up with friends, family and/or colleagues, while contributing towards a serious cause — vital and potentially life-saving research that will lead to a better understanding of how to more effectively detect, treat and prevent breast cancer.

Suzanne is one of NBCF's most dedicated fundraisers and organises a Pink Ribbon Breakfast with her four sisters: "My older sister Margo is currently going through breast cancer for the third time; she was our inspiration to get involved.

"At first, we decided to do a traditional Lebanese BBQ breakfast at home, then we started to go to little restaurants, and then three to four years ago we started gala dinners.

"We have one goal in mind and that's to raise much needed funds for NBCF. Margo is desperate to end breast cancer for good, as we all are. That's our common goal."

REGISTER NOW!

Your support will save lives. Get involved in Pink Ribbon Breakfast today:

To register, visit nbcf.org.au/pink-ribbon-breakfast/ and you'll get a FREE host pack to get started.

Plan for October. Set a date, place and goal. Then invite your friends, family, and colleagues — get everyone involved!

Raise funds. Have fun at your event.

And remember, you're funding game-changing breast cancer research.

Spread the word about your fundraiser by using #PinkRibbonBreakfast

BE SMART ON FACEBOOK AND OTHER SOCIAL MEDIA

Be careful what you say on social media.

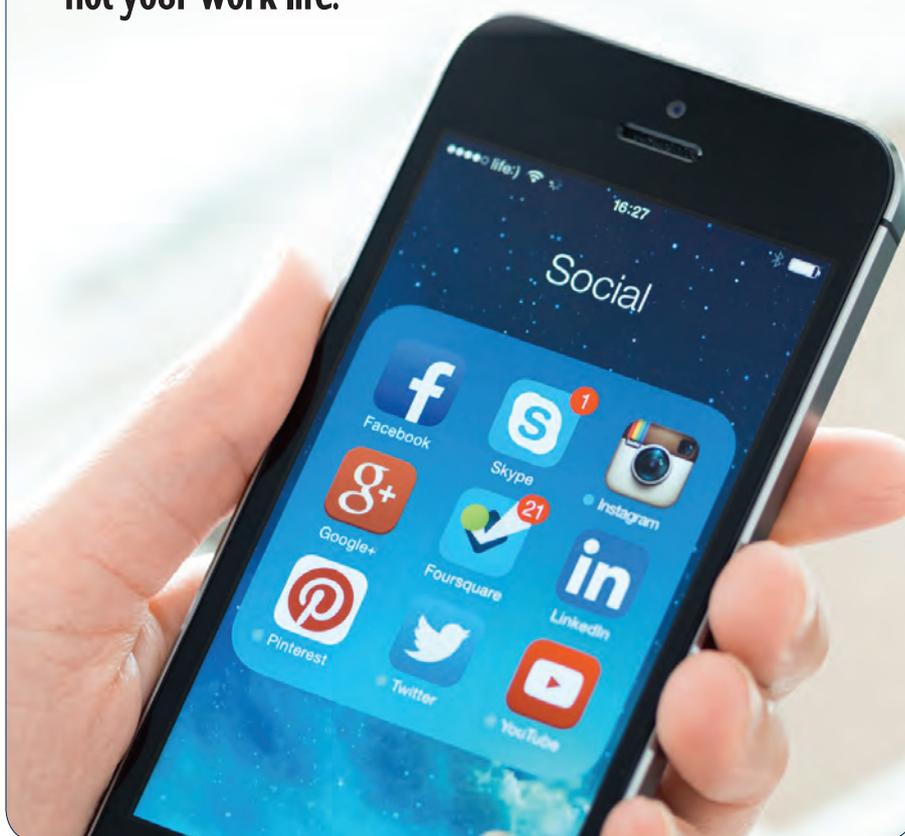
Comments on Facebook pages are regarded as public comments - they are *not* private.

Avoid negative comments about your company, your manager or other employees on social media.

Better not to mention them at all.

Some members have come to us after "official warnings" or worse following unwise comments on social media.

Be smart. When you go home, leave work behind you. Enjoy your social media for your social life, not your work life.



ENJOY GREAT OFFERS BROUGHT TO YOU BY FREQUENT VALUES™

OFFERS CORRECT AT TIME OF PRINTING. FOR THE LATEST LISTING AND TERMS AND CONDITIONS PLEASE REFER TO THE SDA WEBSITE.

2-FOR-1
REDEEM WITH
YOUR SMARTPHONE

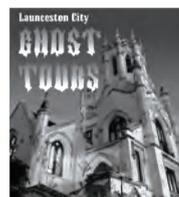


**WORLD CLASS MINI GOLF
- FUN FOR THE WHOLE FAMILY.**

18 holes. Beautiful views of the Tamar Valley and resort. Part of the famous 'Grindelwald Swiss Shopping Village' where you'll find local arts, crafts, chocolate shop, village bakery and much more.

7 Waldhorn Drive, Grindelwald, TAS, 7277
Phone: 03 6330 0481

2-FOR-1
REDEEM WITH
YOUR SMARTPHONE



LAUNCESTON CITY GHOST TOURS

Allow yourself to be guided through the back lanes of Launceston... and listen to the stories of murder and intrigue. Visit the basement of the Royal Oak Hotel and stables. Departing at night fall from 14 Brisbane Street, Launceston (outside the Royal Oak Hotel).
Bookings essential.

PO Box 2059, Newnham, TAS, 7248
Phone: 0421 819 373

2-FOR-1
REDEEM WITH YOUR SMARTPHONE



McCAFÉ

Valid for one complimentary STANDARD HOT BEVERAGE when another STANDARD HOT BEVERAGE of equal or greater value is purchased

www.mcdonalds.com.au

\$20 OFF!
SHOP ON-LINE



**\$20 OFF YOUR FIRST FOUR
ORDERS OF ANY BOX**

Please quote HF20ENTBK to redeem offer

To redeem this offer refer to the specific terms and conditions on sdatas.asn.au



To access and redeem your Frequent Values™ offers you'll need your smartphone and access to the Frequent Values™ website via sdatas.asn.au



20% OFF!
THE TOTAL BILL (UP TO \$25)
REDEEM WITH YOUR SMARTPHONE



Using a delicious range of home-made sauces with fresh ingredients, their pasta is what they are known for, but since the move they are also producing some delicious burgers, salads, cakes and slices. Come and dine-in at this relaxed café, or takeaway is also available.

2/39 Cameron Street, Launceston, TAS, 7250
Phone: 03 6334 3081

20% OFF!
THE TOTAL BILL (UP TO \$25)
REDEEM WITH YOUR SMARTPHONE



The Salamanca Inn Beef and Seafood Grill is situated a short stroll off Salamanca's main strip on Gladstone Street. Offering an open grill dining experience, and featuring local seafood, Angus steaks, shared platters, tiers, and a cold and hot salad bar.

10 Gladstone Street, Hobart, TAS, 7000
Phone: 03 6220 0404
www.beefandseafoodgrill.com.au

20% OFF!
SHOP ON-LINE

MAGSHOP

ENJOY DISCOUNTED RATES WHEN SUBSCRIBING TO YOUR FAVOURITE MAGAZINES.

To redeem this offer refer to the specific terms and conditions on sdatas.asn.au

5% OFF!
E-GIFT CARD



Woolworths     

WISH E-GIFT CARDS
 Save 5% on Groceries, Petrol, Liquor and more!

To redeem this offer refer to the specific terms and conditions on sdatas.asn.au

More home. Less loan.

As a SDA TAS member, you have access to ME's Member Benefits
- a program designed to give you more from your banking.

We're giving SDA TAS members an additional 0.05% p.a.¹ off the
standard interest rate of a Flexible Home Loan with Member Package².

Interested?

**Visit mebank.com.au/benefits-sda
before 31 October 2018.**

A bank. Built for you. Supported by 



Home loan discount offer terms and conditions.

1. Interest rate is current as at 01-Jul-2018 and is subject to change. This rate includes an additional 0.05% p.a. discount off the applicable variable reference rate for a Flexible Home Loan with a Member Package where the primary loan purpose at application is owner occupied or investor paying principal and interest. The discount is available to you as a SDA TAS member on new home loan applications received between 01-Jul-18 and 31-Oct-18 and settled by 31-Dec-18. The discount applies for so long as you have a Flexible Home Loan with a Member Package and you remain an owner occupier or investor making principal and interest repayments. It is not available for, interest-only loans, internal refinances, top-ups or variations of existing ME home loans. This offer is only available on loans originated via a ME mobile banking manager. It is not available on applications made through an independent mortgage broker.

2. Member Package annual fee of \$395 applies.

This information is about products and services available to you as an SDA TAS member. SDA TAS and ME are not agents or representatives of one another. SDA TAS does not accept responsibility or liability for any loss or damage caused by the products or services provided by ME. SDA TAS does not receive any commissions as a result of members using ME products and services. Shop Distributive Allied Employees Association Tasmanian Branch ABN 255 67 586 269 www.sdatas.asn.au.

Terms, conditions, fees and charges apply. Applications are subject to credit approval. Members Equity Bank Ltd ABN 56 070 887 679 (ME) holds Australian Credit Licence 229500 and is the provider of the credit products referred to above. ME, Level 28, 360 Elizabeth Street, Melbourne VIC 3000, phone 13 15 63.

SHOP, DISTRIBUTIVE & ALLIED EMPLOYEES' ASSOCIATION: FINANCIAL REPORTS FOR THE YEAR ENDED 30 JUNE 2018

SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, ANNUAL FINANCIAL REPORT 30 JUNE 2018

OPERATING REPORT FOR THE YEAR ENDED 30 JUNE 2018

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 2018 and the auditor's report thereon.

1. MEMBERSHIP

Membership of the Association as at 30 June 2018 was 207,131 (2017: 207,037).

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 Joseph de Bruyn National President	National Executive Member since 1978 National Secretary-Treasurer 1978-2014 National President since 2014
Mr Michael Donovan National Vice President	National Executive Member since 1996 National Vice President since 2014
Mr Gerard Dwyer National Secretary-Treasurer	National Executive Member since 2005 National President 2008-2014 National Secretary-Treasurer since 2014
Ms Julia Fox National Assistant Secretary	National Executive Member since 2016 National Assistant Secretary since 2016
Mr Paul Griffin	National Executive Member since 1990
Ms Barbara Nebart	National Executive Member since 2004
Ms Sonia Romeo	National Executive Member since 2016
Mr Bernie Smith	National Executive Member since 2014
Mr Chris Gazenbeek	National Executive Member since 2014
Mr Peter O'Keefe	National Executive Member since 2014

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, and a director of ACTU Trustee companies ACTU Member Connect Pty Ltd and The Union Education Foundation Limited. Three 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, governance, tax, health and safety, women, vocational education and training, workers capital, international and industrial legislation. The Association is affiliated to Union Network International ("UNI"). Various officials of the Association hold elected positions within UNI. The National Secretary-Treasurer is Vice President of UNI-APRO. The National Secretary-Treasurer is President of UNI-APRO Commerce Sector. The National Assistant Secretary is Vice President of UNI World Women's Committee.

4. PRINCIPAL ACTIVITIES

The Association maintained its industrial awards and agreements and produced a range of publications for its members. During the year ended 30 June 2018, the Association launched a significant campaign on Customer Violence & Abuse in Retail and Fast Food, called 'No One Deserves A Serve'.

New enterprise agreements were negotiated with a range of employers, including but not limited to, Coles, Debenhams, Ikea, Harris Scarfe and a range of warehouse agreements. 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 promotes and protects members by participating in a range of legislative inquiries and reviews.

There were no significant changes in the Association during the financial year in the nature of its activities and financial affairs. At 30 June 2018, there were 14.7 effective full-time equivalent employees of the National Office of the Association (2017: 13.5).

Further information is available on the SDA National website at www.sda.org.au.

5. 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 2017-2018, to the Workplace Gender Equality Agency, on the 6th June 2018. The report is available on the SDA National website at www.sda.org.au.

6. 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 2018, along with the nominated alternate Employee Directors.

Directors:	Alternates:
• Mr Joseph de Bruyn	• Mr Gerard Dwyer
• Mr Ian Blandthorn	• Mr Michael Donovan
• Mr Michael Tehan (appointed October 2017)	• Ms Alicia Di Mauro
• Ms Julia Fox (appointed January 2018)	• Ms Alscia Di Mauro

The following REST directors retired during the financial year:

- Mr Geoff Williams (retired October 2017)
- Ms Sue-Anne Burnley (retired January 2018)

National Executive Member Mr Paul Griffin was a Director of the Tasplan Superannuation Fund until October 2017.

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

Dated at Melbourne this 23rd day of August, 2018

Joseph de Bruyn
National President

Gerard Dwyer
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 23rd August 2018 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 11 to 52 comply with the Australian Accounting Standards;
 - the financial statements and notes set out on pages 11 to 52 comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* ("RO Act");
 - 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 2018;
 - 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 ended 30 June 2018 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 reporting unit have been kept and maintained in accordance with the RO Act;
 - the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with 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 reporting unit or Commissioner duly made under section 272 of the RO Act has been provided to the member or Commissioner;
 - no order for inspection of financial records has been made by the Registered Organisations Commission under section 273 of the RO Act.
- f) no revenue has been derived from undertaking recovery of wages activity during the reporting period.

Dated at Melbourne this 23rd day of August, 2018

Joseph de Bruyn
National President

Gerard Dwyer
National Secretary-Treasurer

CERTIFICATE BY NATIONAL SECRETARY-TREASURER

I, Gerard Dwyer, being the officer responsible for keeping the accounting records of the Association certify that as at 30 June 2018 the number of members of the Association was 207,131.

In my opinion:

- the accompanying financial report set out on pages 11 to 52 presents a true and fair view of the financial position of the Association as at 30 June 2018;
- a record has been kept of all monies paid by or collected from members of the Association and all monies so paid or collected have been credited to the bank account to which those monies are to be credited in accordance with the rules of the Association;
- before any expenditure was incurred by the Association, approval of the incurring of the expenditure was obtained in accordance with the rules of the Association;
- no payments were made out of funds or accounts operated by the Association in respect of compulsory levies raised by the Association or voluntary contributions collected from members of the Association or other funds, the operation of which is required by the rules of the Association for a purpose other than the purpose for which the funds or accounts were operated;
- no loans or other financial benefits other than remuneration in respect of their full time employment with the Association were made to persons holding office in the Association; and
- the Register of Members of the Association was maintained in accordance with the *Fair Work (Registered Organisations) Act 2009*.

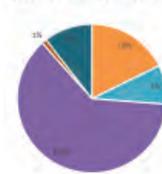
Dated at Melbourne this 23rd day of August, 2018

Gerard Dwyer
National Secretary-Treasurer

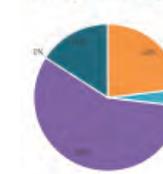
EXPENDITURE REPORT REQUIRED UNDER SUBSECTION 255(2A)

The committee of management presents the expenditure report as required under subsection 255(2A) on the Association for the year ended 30 June 2018.

2018 - Expenditure as required under s.255(2A) RO Act



2017 - Expenditure as required under s.255(2A) RO Act



Dated at Melbourne this 23rd day of August, 2018

Joseph de Bruyn
National President

Gerard Dwyer
National Secretary-Treasurer

OFFICER DECLARATION STATEMENT

I, Gerard Dwyer, being the National Secretary-Treasurer of the Shop Distributive & Allied Employees' Association, declare that the following activities did not occur during the reporting period ending 30 June 2018.

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive periodic or membership subscriptions
- receive revenue via compulsory levies
- receive other income via grants or donations
- receive other income via revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees to another reporting unit
- pay compulsory levies
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- have a receivable with other reporting units
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a fund or reserve account in equity for compulsory levies, voluntary contributions or required by the rules of the organisation
- transfer to or withdraw from a fund or reserve account in equity (other than the general fund in equity), account, asset or controlled entity
- have a balance within the general fund in equity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

Dated at Melbourne this 23rd day of August, 2018

Gerard Dwyer
National Secretary-Treasurer

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

	Note	2018 \$	2017 \$
Assets			
Cash and cash equivalents	10	1,253,269	925,867
Receivables	11	620,672	691,153
Other financial assets	12	26,700,000	27,500,000
Total current assets		28,573,941	29,117,020
Property, plant and equipment	14	584,014	646,434
Investment property	15	24,000,000	19,750,000
Employee benefits	17	467,459	587,644
Total non-current assets		25,051,473	20,984,078
TOTAL ASSETS		53,625,414	50,101,098
Liabilities			
Trade and other payables	16	396,986	318,372
Employee benefits	17	725,156	768,188
Total current liabilities		1,122,142	1,086,560
Employee benefits	17	27,858	32,079
Total non-current liabilities		27,858	32,079
TOTAL LIABILITIES		1,150,000	1,118,639
NET ASSETS		52,475,414	48,982,459
Equity			
Retained earnings		52,475,414	48,982,459
TOTAL EQUITY		52,475,414	48,982,459

The notes on pages 15 to 52 are an integral part of these financial statements.

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
Revenue			
Affiliation fees	21	6,016,150	6,167,282
Rental income	15(a)	1,470,677	1,412,026
Total revenue		7,486,827	7,579,308
Other income			
Other income	6	6,057,037	1,763,688
Total other income		6,057,037	1,763,688
Total income		13,543,864	9,342,996
Expenditure			
53 Queen St, Melbourne - direct operating expenses	15(a)	602,863	602,080
ACTU IR Campaign Levy	21	2,000,000	-
Advertising		915,233	295,012
Affiliation fees	21	2,134,393	2,095,039
Audit fees	22	30,986	30,709
Delegates expenses		319,774	169,753
Depreciation	14	100,290	100,961
Grants and donations	8	191,250	204,546
Legal costs	9	1,114,655	1,176,012
Meeting expenses		278,056	300,373
Administration expenses	7	181,731	206,790
Other expenses	13	861,615	519,528
Personnel expenses	18	1,806,626	1,632,616
Travel expenses		195,413	189,028
Total Expenses		10,732,885	7,522,447
Result from Operating Activities		2,810,979	1,820,549
Finance income			
Interest income	12	601,276	652,319
		601,276	652,319
Income tax expense	4(m)	-	-
PROFIT FOR THE PERIOD		3,412,255	2,472,868
Other comprehensive income			
Items that will never be reclassified to profit or loss			
Re-measurement of defined benefit asset gain/(loss)	17	80,700	236,470
Income tax on other comprehensive income		-	-
Items that are or may be reclassified to profit or loss			
Other comprehensive income/(loss), net of tax		80,700	236,470
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD		3,492,955	2,709,338

The notes on pages 15 to 52 are an integral part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2018

	Note	Retained earnings \$	Total equity \$
Balance at 1 July 2017		48,982,459	48,982,459
Total comprehensive income for the period			
Profit for the period		3,412,255	3,412,255
Other comprehensive income			
Re-measurement of defined benefit asset, net of tax	17	80,700	80,700
Total comprehensive income for the period		3,492,955	3,492,955
Transactions with members of the Association, recognised directly in equity		-	-
Balance at 30 June 2018		52,475,414	52,475,414
Balance at 1 July 2016		46,273,121	46,273,121
Total comprehensive income for the period			
Profit for the period		2,472,868	2,472,868
Other comprehensive income			
Re-measurement of defined benefit asset, net of tax	17	236,470	236,470
Total comprehensive income for the period		2,709,338	2,709,338
Transactions with members of the Association, recognised directly in equity		-	-
Balance at 30 June 2017		48,982,459	48,982,459

The notes on pages 15 to 52 are an integral part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
Cash flows from operating activities			
<i>Cash receipts from operations</i>			
Cash receipts from other reporting units	19b	8,475,235	7,031,098
Cash receipts from other sources		1,900,490	1,817,789
Total cash receipts from operations		10,375,725	8,848,887
<i>Cash payments used in operations</i>			
Cash paid to suppliers		(10,135,815)	(7,231,627)
Cash paid to employees		(1,055,994)	(937,126)
Cash paid to other reporting units	19b	(201,680)	(94,249)
Total cash payments used in operations		(11,393,489)	(8,263,002)
Cash (used in)/generated from operations		(1,017,764)	585,885
Interest received		619,245	666,744
Net cash (used in)/from operating activities	19a	(398,519)	1,252,629
Cash flows from investing activities			
Proceeds/(acquisition) of term deposits		800,000	(800,000)
Acquisition of property, plant and equipment	14	(56,527)	(349,865)
Acquisition of investment property	15	(39,384)	(31,400)
Proceeds on sale of property, plant and equipment		21,832	-
Net cash from/(used in) investing activities		725,921	(1,181,265)
Cash flows from financing activities			
Net cash from/(used in) financing activities		-	-
Net increase/(decrease) in cash and cash equivalents		327,402	71,364
Cash and cash equivalents at 1 July		925,867	854,503
CASH AND CASH EQUIVALENTS AT 30 JUNE	10/19a	1,253,269	925,867

The notes on pages 15 to 52 are an integral part of these financial statements.

NOTES TO FINANCIAL STATEMENTS

NOTE 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 2018 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.

NOTE 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 23rd day of August, 2018.

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 notes:

- Note 15 - Investment property.

(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 17 - Employee benefits.

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 15 - Investment property.

NOTE 3: CHANGES IN ACCOUNTING POLICIES

When required by accounting standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Adoption of new Australian accounting standards

No accounting standard has been adopted earlier than the application date stated in the standard.

NOTE 4: SIGNIFICANT ACCOUNTING POLICIES

The accounting policies set out below have been applied consistently to all periods presented in these financial statements by the Association.

A) REVENUE

(i) Affiliation fees

Affiliation fees are fees received from the Branches of the Association in accordance with the rules of the Association. Such fees are referred to as affiliation fees in the rules and are calculated as a percentage of gross Branch membership income and paid annually in March for the financial year (1 July to 30 June). Revenue (received or receivable) from affiliation fees is accounted for on an accrual basis under AASB 118 Revenue standard and is recorded as revenue in the financial year to which it relates. Revenue is measured at the fair value of the consideration received or receivable.

(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.

B) 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.

Interest income is recognised on an effective interest rate basis except for debt instruments other than those financial assets that are recognised at fair value through profit or loss. The effective interest method is a method of calculating the amortised cost of a debt instrument 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, when appropriate, a shorter period, to the net carrying amount on initial recognition.

C) GAINS

Sale of assets

Gains and losses from disposal of assets are recognised when control of the asset has passed to the buyer.

D) AFFILIATION FEES AND LEVIES

Affiliation fees and levies are recognised on an accrual basis and recorded as an expense in the year it relates to which it relates.

E) 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.

Re-measurements 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 other comprehensive income. 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 Australian Corporate 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 and annual leave represent present obligations resulting from employees' services provided to reporting date and are calculated at undiscounted amounts and expensed based on remuneration wage and salary rates that the Association expects to pay as at reporting date including related on-costs, such as workers compensation insurance and payroll tax. Amounts that are expected to be settled beyond 12 months are measured in accordance with long-term benefits.

F) 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.

G) CASH

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

H) FINANCIAL INSTRUMENTS

Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

(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 4L(i)).

Held to maturity financial assets comprise Term Deposits held with the Commonwealth Bank of Australia (see note 12).

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 4L(i)). Receivables comprise accrued income, prepayments and sundry debtors (see note 11).

(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.

(iv) 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.

I) CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

J) 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:

	2018	2017
• Leasehold improvements	5-20 years	5-20 years
• Fixtures and fittings	4-20 years	4-20 years
• Motor vehicles	8 years	8 years

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

(iv) De-recognition

An item of land, buildings, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

K) 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. Refer to note 15(b) for details of determination of fair value.

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.

L) IMPAIRMENT

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.

(i) Financial assets 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.

M) TAXATION

The Association is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST). 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.

N) 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.

O) FAIR VALUE MEASUREMENT

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. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 25a.

Fair value is 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. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
 - In the absence of a principal market, in the most advantageous market for the asset or liability
- The principal or the most advantageous market must be accessible by the Association. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Association uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 - Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Association determines whether transfers have occurred between Levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period. External valuers are involved for valuation of significant assets, such as investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Association has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

P) 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.

Q) 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 2017, and have not been applied in preparing these financial statements. Those which may be relevant to the Association are set out below. The Association does not plan to adopt these standards early and the extent of the impact on the Association has not yet been determined.

(i) AASB 9 Financial Instruments

AASB 9 *Financial Instruments* is effective for annual periods beginning on or after 1 January 2018, with early adoption permitted. The Association currently plans to apply AASB 9 initially on 1 July 2018.

The actual impact of adopting AASB 9 on the Association's financial statements in 2018 is not known and cannot be reasonably estimated because it will be dependent on the financial instruments that the Association holds and economic conditions at that time, as well as accounting elections and judgements that it will make in the future. The new standard will require the Association to revise its accounting processes and internal controls related to reporting financial instruments and these changes are not yet complete. However, the Association has performed a preliminary assessment of the potential impact of the adoption of AASB 9 based on its positions at 30 June 2018 and does not expect a material impact.

Classification - Financial assets

AASB 9 contains a new classification and measurement approach for financial assets that reflects the business model in which assets are managed and their cash flow characteristics. AASB 9 contains three principal classification categories for financial assets: measured at amortised cost, fair value through other comprehensive income (FVOCI) and fair value through profit or loss (FVTPL). The standard eliminates the existing AASB 139 categories of held to maturity, loans and receivables and available for sale. Under AASB 9, derivatives embedded in contracts where the host is a financial asset in the scope of the standard are never bifurcated. Instead, the hybrid financial instrument as a whole is assessed for classification.

Based on its preliminary assessment, the Association does not believe that the new classification requirements, if they had been applied at 30 June 2018, would have had a material impact on its accounting for receivables that are managed on a fair value basis.

Impairment - Financial assets and contract assets

AASB 9 replaces the 'incurred loss' model in AASB 139 with a forward-looking 'expected credit loss' (ECL) model. This will require considerable judgement as to how changes in economic factors affect ECLs, which will be determined on a probability-weighted basis.

The new impairment model will apply to financial assets measured at amortised cost or FVOCI, except for investments in equity instruments, and to contract assets. Under AASB 9, loss allowances will be measured on either of the following bases:

- 12-month ECLs: These are ECLs that result from possible default events within the 12 months after the reporting date: and
- Lifetime ECLs: These are ECLs that result from all possible default events over the expected life of a financial instrument. Lifetime ECL measurement applies if the credit risk of a financial asset at the reporting date has increased significantly since initial recognition and 12-month ECL measurement applies if it has not. An entity may determine that a financial asset's credit risk has not increased significantly if the asset has low credit risk at the reporting date. However, lifetime ECL measurement always applies for trade receivables and contract assets without a significant financing component, an entity may choose to apply this policy also for trade receivables and contract assets with a significant financing component.

The Association believes that impairment losses are not likely to increase or become more volatile for assets in the scope of the AASB 9 impairment model. The Association's preliminary assessment indicated that application of AASB 9's impairment requirements at 30 June 2018 would probably have resulted in no change in loss allowances at that date compared with impairment losses recognised under AASB 139. However, the Association has not yet finalised the impairment methodologies that it will apply under AASB 9.

Classification - Financial liabilities

AASB 9 largely retains the existing requirements in AASB 139 for the classification of financial liabilities. However, under AASB 139 all fair value changes of liabilities designated as at FVTPL are recognised in profit or loss, whereas under AASB 9 these fair value changes are generally presented as follows:

- the amount of change in the fair value that is attributable to changes in the credit risk of the liability is presented in other comprehensive income; and
- the remaining amount of change in the fair value is presented in profit or loss.

The Association has not designated any financial liabilities as at FVTPL and the Association has no current intention to do so. The Association's preliminary assessment did not indicate any material impact if AASB 9's requirements on the classification of financial liabilities were applied at 30 June 2018.

Disclosures

AASB 9 will require extensive new disclosures, in particular about hedge accounting, credit risk and ECLs. The Association's preliminary assessment included an analysis to identify data gaps against current processes and the Association plans to implement the system and controls changes that it believes will be necessary to capture the required data.

Transition

Changes in accounting policies resulting from the adoption of AASB 9 will generally be applied retrospectively, except as described below.

- The Association plans to take advantage of the exemption allowing it not to restate comparative information for prior periods with respect to classification and measurement (including impairment) changes. Differences in the carrying amounts of financial assets and financial liabilities resulting from the adoption of AASB 9 will generally be recognised in retained earnings and reserves as at 1 January 2018.

The following assessments have to be made on the basis of the facts and circumstances that exist at the date of initial application:

- The determination of the business model within which a financial asset is held.
- The designation and revocation of previous designations of certain financial assets and financial liabilities as measured at FVTPL.

(ii) AASB 15 Revenue from Contracts with Customers

AASB 15 establishes a comprehensive framework for determining whether, how much and when revenue is recognised. It replaces existing revenue recognition guidance, including AASB 118 *Revenue*, AASB 111 *Construction Contracts* and AASB Interpretation 13 *Customer Loyalty Programmes*.

AASB 15 is effective for annual reporting periods beginning on or after 1 January 2019, with early adoption permitted. The Association currently plans to apply AASB 15 initially on 1 July 2019.

The Association has completed an initial assessment of the potential impact of the adoption of AASB 15 on its financial statements.

Affiliation fees

Affiliation fees are accounted for on an accrual basis under AASB 118 *Revenue* standard and is recorded in the financial year to which it relates. Based on its assessment, the Association does not expect the application of AASB 15 to have a significant impact on its financial statements for affiliation fees.

Rental income

Rental income from investment property is recognised in profit or loss on a straight line basis over the term of the lease. Based on its assessment, the Association does not expect the application of AASB 15 to have a significant impact on its financial statements for rental income.

Transition

The Association plans to adopt AASB 15 in its financial statements for the year ending 30 June 2020, using the retrospective approach. As a result the Association plans to apply all of the requirements of AASB 15 to each comparative period presented and adjust its financial statements

The Association plans to use the practical expedients for completed contracts. This means that completed contracts that began and ended in the same comparative reporting period, as well as those that are completed contracts at the beginning of the earliest period presented, will not be restated.

(iii) AASB 16 Leases

AASB 16 introduces a single, on-balance sheet lease accounting model for lessees. A lessee recognises a right-of-use asset representing its right to use the underlying asset and a lease liability representing its obligation to make lease payments. There are optional exemptions for short-term leases and leases of low-value items. Lessor accounting remains similar to the current standard - i.e. lessors continue to classify leases as finance or operating leases.

The Association has started an initial assessment of the potential impact on its financial statements. So far, the most significant impact identified is that the Association will recognise new assets and liabilities for its operating leases. In addition, the nature of expenses related to those leases will now change as AASB 16 replaces the straight-line operating lease expense with a depreciation charge for right-of-use assets and interest expense or lease liabilities. The Association has not yet decided whether it will use the optional exemptions. No significant impact is expected for the Association's finance leases.

Determining whether an arrangement contains a lease

On transition to AASB 16, the Association can choose whether to:

- apply the AASB 16 definition of a lease to all its contracts; or
- apply a practical expedient and not reassess whether a contract is, or contains, a lease.

The Association is assessing whether to apply the practical expedient and the potential impact on its financial statements, and whether this will affect the number of contracts identified as leases on transition.

As a lessee, the Association can either apply the standard using a:

- retrospective approach; or
- modified retrospective approach with optional practical expedients.

The lessee applies the election consistently to all of its leases. The standard is effective for annual periods beginning on or after 1 January 2019. Early adoption is permitted for entities that apply AASB 15 at or before the date of initial application of AASB 1 on 1 January 2019. The Association has not yet determined which transition approach to apply.

The Association has not yet quantified the impact on its reported assets and liabilities of the adoption of AASB 16. The quantitative effect will depend on, inter alia, the transition method chosen, the extent to which the Association uses the practical expedients and recognition exemptions, and any additional leases that the Association enters into. The Association expects to disclose its transition approach and quantitative information before adoption.

R) FINANCIAL RISK MANAGEMENT

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

- Credit risk
- Liquidity risk
- Market risk
- Operational risk

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 detailed assessment of the Association's exposure to the above risks is included in note 23.

NOTE 5: EVENTS AFTER THE REPORTING PERIOD

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.

NOTE 6: OTHER INCOME

Note	2018 \$	2017 \$	
Investment property - fair value increment	15	4,210,616	1,218,600
ACTU trust distributions	21	99,842	149,186
SDA Branch reimbursements	21	1,688,609	224,625
Legal costs awarded		-	45,250
REST director's fees	21	54,795	126,027
Other income		3,175	-
		6,057,037	1,763,688

NOTE 7: ADMINISTRATION EXPENSES

Note	2018 \$	2017 \$	
Information technology support		34,825	34,324
Office expenses		60,878	71,976
Printing & photocopier		22,768	33,133
Subscriptions		39,138	43,653
Telecommunication		24,122	23,704
Total administration expense		181,731	206,790

NOTE 8: GRANTS OR DONATIONS

Grants:
Total paid that were \$1,000 or less
Total paid that exceeded \$1,000
Donations:
Total paid that were \$1,000 or less
Total paid that exceeded \$1,000

Note	2018 \$	2017 \$
	-	-
	-	-
	191,250	204,546
	191,250	204,546

NOTE 9: LEGAL COSTS

Litigation
Other legal matters
Total legal costs

	289,478	120,541
	825,177	1,055,471
	1,114,655	1,176,012

NOTE 10: CASH AND CASH EQUIVALENTS

Cash at bank
Cash management account
Short term deposits
Total cash and cash equivalents

	320,566	98,468
	873,141	768,833
	59,562	58,566
	1,253,269	925,867

NOTE 11: RECEIVABLES

Other receivables:
Accrued interest income
Sundry debtors
Prepayments
Total other receivables
Total receivables net of impairment provision

	93,972	111,941
	413,073	515,478
	113,627	63,734
	620,672	691,153
	620,672	691,153

NOTE 12: OTHER FINANCIAL ASSETS

Term deposits
Total other current assets

	26,700,000	27,500,000
	26,700,000	27,500,000

Term deposits have stated interest rates of 2.37 to 2.54 percent (2017: 2.34 to 2.45 percent) and mature in 120 days or more. The Association's exposure to credit and interest rate risk is disclosed in note 23.

During the year ended 30 June 2018, the Association received interest income of \$601,276 (2017: \$652,319) in respect of financial assets not at fair value through profit and loss.

NOTE 13: OTHER EXPENSES

Consultants and professional services
Information communications technology
Motor vehicle running costs
Other
Total other expenses

	437,480	348,805
	380,095	120,000
	30,946	34,107
	13,094	16,616
	861,615	519,528

NOTE 14: PROPERTY, PLANT AND EQUIPMENT

Cost	Furniture and fittings	Motor Vehicles	Leasehold Improvements	Total
	\$	\$	\$	\$
Balance at 1 July 2017	244,966	132,494	692,038	1,069,498
Acquisitions	51,555	-	4,972	56,527
Disposals	(6,176)	(36,031)	-	(42,207)
Balance at 30 June 2018	290,345	96,463	697,010	1,083,818

Balance at 1 July 2016	216,859	91,455	475,480	783,794
Acquisitions	92,268	41,039	216,558	349,865
Impairments	(64,161)	-	-	(64,161)
Balance at 30 June 2017	244,966	132,494	692,038	1,069,498

Depreciation and impairment losses

Balance at 1 July 2017	122,450	53,641	246,973	423,064
Depreciation expense for the year	27,946	15,436	56,908	100,290
Disposals	(5,862)	(17,688)	-	(23,550)
Balance at 30 June 2018	144,534	51,389	303,881	499,804
Balance at 1 July 2016	151,852	31,292	203,120	386,264
Depreciation expense for the year	34,759	22,349	43,853	100,961
Impairments	(64,161)	-	-	(64,161)
Balance at 30 June 2017	122,450	53,641	246,973	423,064

Carrying amounts

At 1 July 2017	122,516	78,853	445,065	646,434
At 30 June 2018	145,811	45,074	393,129	584,014
At 1 July 2016	65,007	60,163	272,360	397,530
At 30 June 2017	122,516	78,853	445,065	646,434

NOTE 15: INVESTMENT PROPERTY**A) RECONCILIATION OF CARRYING AMOUNT**

Property
Opening balance as at 1 July
Capital improvements
Net gain from fair value adjustment
Closing balance as at 30 June

Note	2018 \$	2017 \$
	19,750,000	18,500,000
	39,384	31,400
	4,210,616	1,218,600
	24,000,000	19,750,000

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 towards tenancy fit-outs and are being amortised over the period of the leases on a straight line basis. 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 20.

Rental income earned and received from the investment property during the year was \$1,470,677 (2017: \$1,412,026). Direct expenses incurred in relation to the investment properties that generated rental income during the year was \$602,863 (2017: \$602,080). During the year and as at year-end, no restrictions on the realisability of investment property or the remittance of income and proceeds of disposal were present. The SDA does not have any contractual obligations to purchase, construct or develop investment property or for repairs, maintenance or enhancements.

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 \$24,000,000 was determined at 30 June 2018 by Gary Longden, Director and certified practising valuer of M3 Property P/L, a registered independent appraiser having an appropriate recognised professional qualification from Australian Property Institute and recent experience in the location and category of the property being valued. The fair value measurement has been categorised as a Level 3 fair value based on the inputs to the valuation technique used (see Note 4(o)).

(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 techniques: Discounted cash flow approach (2018), Discounted cash flow approach (2017)

Discounted cash flow approach: The discounted cash flow approach involves formulating a projection of net income over a specified horizon, typically ten years, and discounting this cash flow including the projected terminal value at the end of the projection period at an appropriate rate. The present value of this discounted cash flow represents the Market value of the property.

Significant unobservable inputs:

- 2018: Discount rate 7.00%,
- 2017: Discount rate 7.00%.

Inter-relationship between key unobservable inputs and fair value measurement

The estimated fair value would increase (decrease) if:

- 2018: The discount rate was lower (higher),
- 2017: The discount rate was lower (higher)

NOTE 16: TRADE AND OTHER PAYABLES

Payables to other reporting units

SDA Victoria

Total trade payables

Other legal matters

PAYG withholding tax

Tenant security deposits

Other

Total other payables

Total trade and other payables are expected to be settled in:

No more than 12 months

More than 12 months

Total trade and other payables

NOTE 17: EMPLOYEE BENEFITS**Current liability**

Office holders

Liability for long service leave

Liability for annual leave

Separation and redundancies

Other

Employees other than office holders

Liability for long service leave

Liability for annual leave

Separation and redundancies

Other

Non-current liability

Employees other than office holders

Liability for long-service leave

Non-current asset

Office holders and other employees

Present value of funded obligations

Fair value of plan assets - funded

Recognised (asset) for defined benefit obligations

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 2018 (30 June 2017: 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:

Net (asset)/liability for defined benefit obligations at 1 July	(587,644)	(356,591)
Contributions paid into the plan	-	(90,327)
Amount recognised in other comprehensive income - actuarial	(80,700)	(236,470)
Expenses recognised in statement of comprehensive income	200,885	95,744
Net (asset)/liability for defined benefit obligations at 30 June	(467,459)	(587,644)

Movement in the present value of the defined benefit obligations

Defined benefit obligations at 1 July	2,728,898	2,705,058
Current service cost	217,272	107,300
Interest cost	62,551	65,056
Actuarial losses/(gains) recognised in other comprehensive income (see below)	39,645	(20,116)
Benefits paid by the plan	(293,902)	(89,880)
Taxes, premium & expenses paid	(24,316)	(38,520)
Defined benefit obligations at 30 June	2,730,148	2,728,898

Movement in the present value of plan assets

Fair value of plan assets at 1 July	3,316,542	3,061,649
Expected return on plan assets at discount rate	78,938	76,612
Actuarial losses/(gains) recognised in other comprehensive income (see below)	120,345	216,354
Contributions paid	-	90,327
Benefits paid	(293,902)	(89,880)
Taxes and expenses	(24,316)	(38,520)
Fair value of plan assets at 30 June	3,197,607	3,316,542

Expense recognised in profit or loss

Current service costs	217,272	107,300
Net interest costs	(16,387)	(11,556)
	200,885	95,744

Re-measurements of net defined benefit liability/asset

Loss/(Gain) on defined benefit obligation	39,645	(20,116)
(Gain)/Loss on assets	(120,345)	(216,354)
	(80,700)	(236,470)

Recognised in other comprehensive (income)/expense

Actuarial gains (and losses) recognised in other comprehensive income		
Cumulative amount at 1 July	109,094	(127,376)
Recognised during the period	80,700	236,470
Cumulative amount at 30 June	189,794	109,094

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

	2018	2017
Australian Equity	17%	19%
International Equity	23%	29%
Fixed Income	6%	6%
Property	9%	11%
Cash	8%	6%
Other	37%	29%

Actuarial assumptions

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

	2018	2017
Discount rate at 30 June	3.75%	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.

	2018 \$	2017 \$
Additional DBO for a 1% decrease in the discount rate	146,951	173,554
Reduction in DBO for a 1% increase in the discount rate	128,802	94,588

The above sensitivities are based on the average duration of the benefit obligation determined by the actuary as at 30 June 2018 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	2018 \$	2017 \$	2016 \$	2015 \$	2014 \$
Present value of the defined benefit obligation	2,730,148	2,728,898	2,705,058	2,375,594	2,463,350
Fair value of plan assets - funded	(3,197,607)	(3,316,542)	(3,061,649)	(3,000,982)	(2,934,258)
Recognised (asset)/liability for defined benefit obligation	(467,459)	(587,644)	(356,591)	(625,388)	(470,908)

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 NIL (2017: \$90,327) to its defined benefit superannuation fund during the year ended 30 June 2019 as it is currently on a contributions holiday.

NOTE 18: PERSONNEL EXPENSES

Holders of office:	2018 \$	2017 \$
Wages and salaries	293,466	262,449
Superannuation (including expenses related to defined benefit plan)	56,172	23,112
Leave and other entitlements	31,422	41,388
Separation and redundancies	-	-
Other employee expenses	57,509	59,718
Total employee expenses - holders of office	438,569	386,667
Employees other than office holders:	2018 \$	2017 \$
Wages and salaries	1,079,375	938,750
Superannuation (including expenses related to defined benefit plan)	175,459	90,211
Leave and other entitlements	(78,674)	137,750
Separation and redundancies	118,090	-
Other employee expenses	73,807	79,238
Total employee expenses - employees other than office holders	1,368,057	1,245,949
Total employee expenses	1,806,626	1,632,616

NOTE 19: CASH FLOW RECONCILIATION AND INFORMATION

19A. CASH FLOW RECONCILIATION

Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement:

Cash and cash equivalents as per:	2018 \$	2017 \$
Cash flow statement	1,253,269	925,867
Balance sheet	1,253,269	925,867
Difference	-	-
Reconciliation of profit/(loss) to net cash from operating activities:	2018 \$	2017 \$
Profit/(loss) for the year	3,412,255	2,472,868
Adjustments for non-cash items	2018 \$	2017 \$
Depreciation	100,290	100,961
Fair value movements in investment property	(4,210,616)	(1,218,600)
Gain on disposal of assets	(3,175)	-
Actuarial gains/(losses) recognised in equity on defined benefit plan	80,700	236,470
Changes in assets/liabilities	2018 \$	2017 \$
Change in accrued interest income	17,969	14,425
Change in prepayments	(49,893)	10,860
Change in sundry debtors	102,405	(79,952)
Change in pension asset/(liability)	120,185	(231,053)
Change in trade and other payables	78,614	(78,720)
Change in provisions and employee benefits	(47,253)	25,370
Net cash from/(used in) operating activities	(398,519)	1,252,629

19B CASH FLOW INFORMATION

Cash inflows

Cash receipts from other reporting units	2018 \$	2017 \$
SDA Newcastle	565,498	452,730
SDA New South Wales	2,328,502	1,925,997
SDA Queensland	1,382,996	1,174,961
SDA South Australia	1,077,618	924,561
SDA Tasmania	231,288	193,783
SDA Victoria	1,876,755	1,530,736
SDA Western Australia	1,012,578	828,330
Total cash inflows	8,475,235	7,031,098
Cash outflows	2018 \$	2017 \$
Cash paid to other reporting units		
SDA Newcastle	75,099	1,638
SDA New South Wales	18,960	5,472
SDA Queensland	18,665	1,754
SDA South Australia	-	3,032
SDA Tasmania	-	-
SDA Victoria	77,386	78,388
SDA Western Australia	11,570	3,965
Total cash outflows	201,680	94,249

NOTE 20: CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

Operating lease commitments - as lessor

The Association leases out its investment property (see note 15a) under operating leases. The future minimum lease income under non-cancellable leases are as follows:

	2018 \$	2017 \$
Within one year	1,244,958	1,341,913
After one year but not more than five years	1,781,173	3,026,131
After five years	-	-
Total	3,026,131	4,368,044

NOTE 21: RELATED PARTY DISCLOSURES

Terms and conditions of transactions with related parties

All transactions with related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for all transactions at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 30 June 2018, the association has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2017: \$Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

BRANCHES

The Association received from its branches the following affiliation fees:

	2018 \$	2017 \$
SDA Newcastle	402,345	389,718
SDA New South Wales	1,633,283	1,705,343
SDA Queensland	1,000,253	1,035,089
SDA South Australia	764,533	779,899
SDA Tasmania	173,894	173,751
SDA Victoria	1,301,778	1,341,155
SDA Western Australia	740,064	742,327
Total	6,016,150	6,167,282

The Association received from its branches the following expense reimbursements:

2018	ACTU IR Campaign Levy	Penalty Rate Campaign	No One Deserves A Serve Campaign	IT-Workit App	Other	IT-Intranet	TOTAL
	\$	\$	\$	\$	\$	\$	\$
SDA Newcastle	67,120	-	34,252	5,901	177	4,294	111,744
SDA New South Wales	282,620	-	144,280	24,847	13,709	18,081	483,537
SDA Queensland	150,248	-	77,164	13,209	6,783	9,612	257,016
SDA South Australia	131,884	-	38,815	11,595	24,389	8,437	215,120
SDA Tasmania	24,361	-	7,407	2,142	899	1,559	36,368
SDA Victoria	238,332	-	121,306	20,954	8,524	15,247	404,363
SDA Western Australia	105,435	-	55,051	9,270	3,960	6,745	180,461
Total	1,000,000	-	478,275	87,918	58,441	63,975	1,688,609
2017	ACTU IR Campaign Levy	Penalty Rate Campaign	No One Deserves A Serve Campaign	IT-Workit App	Other	IT-Intranet	TOTAL
	\$	\$	\$	\$	\$	\$	\$
SDA Newcastle	-	15,697	-	-	164	5,994	21,855
SDA New South Wales	-	15,879	-	-	4,430	25,254	45,563
SDA Queensland	-	15,524	-	-	3,966	13,567	33,057
SDA South Australia	-	30,736	-	-	17,949	11,926	60,611
SDA Tasmania	-	-	-	-	139	2,276	2,415
SDA Victoria	-	28,827	-	-	412	21,185	50,424
SDA Western Australia	-	-	-	-	902	9,798	10,700
Total	-	106,663	-	-	27,962	90,000	224,625

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

	2018 \$	2017 \$
SDA Newcastle		
Meeting expenses	34,352	-
Delegates expenses	114	1,489
Legal costs (litigation)	33,807	-
SDA New South Wales		
Administration expenses (office supplies)	670	1,967
Delegates expenses	16,334	-
Meeting expenses	-	640
Other expenses (motor vehicle running costs)	1,684	2,367
SDA Queensland		
Delegates expenses	16,300	1,595
Meeting expenses	2,020	-
SDA South Australia		
Delegates expenses	-	2,756
SDA Victoria		
Personnel expenses (reimbursement of Victorian payroll tax)	75,351	73,822
Meeting Expenses	-	2,737
SDA Western Australia		
Federal Branch - Delegates expenses	1,098	3,605
State Union - Delegate expenses	10,362	-

The amounts owed to its branches at 30 June 2018 by the Association are included in payables to other reporting units in Note 16.

AFFILIATES

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

	2018 \$	2017 \$
ACTU		
Affiliation fees paid	1,357,551	1,368,911
IR Campaign Levy	2,000,000	-
Legal expenses reimbursed	-	2,000
Meeting expenses - attendance at conferences, forums & training	14,841	4,844
Campaigning - Advertising Campaigns	-	50,000
Union Network International (UNI)		
Affiliation fees paid	776,842	726,128
Donations - UNI-APRO Activities Fund	-	129,546
ALP National Secretariat		
Meeting expenses	100	-
ALP NSW		
Donation - Federal Campaign, Organiser Salaries	69,750	-
WA Labor		
Donation - Federal Swan Campaign	46,500	-

The Association received trust distribution income of \$99,842 (2017: \$149,186) from the ACTU as an affiliate. In accordance with the ACTU "Constitution, Rules and Standing Orders" this was acquitted by the ACTU as additional affiliation fees and is included above.

There were no amounts owed to its affiliates at 30 June 2018 by the Association.

OTHER RELATED PARTIES

Key management personnel

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

Name	Position
Joseph de Bruyn	Officer - National President
Michael Donovan	Officer - National Vice-President
Gerard Dwyer	Officer - National Secretary-Treasurer
Julia Fox	Officer - National Assistant Secretary
Bernie Smith	National Executive Member
Paul Griffin	National Executive Member
Barbara Nebart	National Executive Member
Sonia Romeo	National Executive Member
Chris Gazenbeek	National Executive Member
Peter O'Keefe	National Executive Member

Key management personnel remuneration

The National Secretary-Treasurer and National Assistant Secretary are salaried employees of the Association with contributions made for them to a post-employment defined benefit superannuation fund. The Association also provides motor vehicles and parking to the National President, National Secretary-Treasurer and National Assistant Secretary, and accommodation to the National Secretary-Treasurer when travelling to the registered National Office in Melbourne. The National Vice-President receives an honorarium. 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:

	2018 \$	2017 \$
Short-term employee benefits	563,105	541,927
Post-employment benefits	61,198	59,344
Other long term benefits	7,268	13,604
Total	631,571	614,875

Note 17 discloses liabilities for annual leave and long service leave for office holders.

The remuneration by officer comprised:

	Gerard Dwyer Secretary- Treasurer	Michael Donovan Vice-President	Joseph de Bruyn President	Julia Fox Assistant Secretary	Ian Blandthorn Assistant Secretary	Total
Short-term employee benefits						
Salary (including annual leave taken)	157,470	-	-	135,996	-	293,466
Honorarium & gifts	-	3,500	-	-	-	3,500
Annual leave accrued	4,199	-	-	3,627	-	7,826
REST Director Fees	-	-	153,425	-	-	153,425
Non-monetary (accommodation, motor vehicle & parking)	55,692	-	24,211	24,985	-	104,888
Total short-term employee benefits	217,361	3,500	177,636	164,608	-	563,105
Post-employment benefits						
Superannuation-Defined Benefit	23,621	-	-	20,399	-	44,020
Superannuation (REST SG payments)	-	-	14,575	2,603	-	17,178
Total post-employment benefits	23,621	-	14,575	23,002	-	61,198
Other long-term benefits						
Long-service leave	3,900	-	-	3,368	-	7,268
Total other long-term benefits	3,900	-	-	3,368	-	7,268
Total	244,882	3,500	192,211	190,978	-	631,571

	Gerard Dwyer Secretary- Treasurer	Michael Donovan Vice-President	Joseph de Bruyn President	Julia Fox Assistant Secretary	Ian Blandthorn Assistant Secretary	Total
Short-term employee benefits						
Salary (including annual leave taken)	153,061	-	-	89,578	40,781	283,420
Honorarium & gifts	-	3,500	-	-	4,000	7,500
Annual leave accrued	3,364	-	-	2	3,446	6,812
REST Director Fees	-	-	153,425	-	-	153,425
Non-monetary (accommodation, motor vehicle & parking)	42,700	-	25,255	15,829	6,986	90,770
Total short-term employee benefits	199,125	3,500	178,680	105,409	55,213	541,927
Post-employment benefits						
Superannuation-Defined Benefit	22,959	-	-	13,437	6,117	42,513
Superannuation (REST SG payments)	-	-	14,575	-	2,256	16,831
Total post-employment benefits	22,959	-	14,575	13,437	8,373	59,344
Other long-term benefits						
Long-service leave	7,380	-	-	4,953	1,271	13,604
Total other long-term benefits	7,380	-	-	4,953	1,271	13,604
Total	229,464	3,500	193,255	123,799	64,857	614,875

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.

Superannuation

No Contributions (2017: \$90,327) were made to a post-employment defined benefit fund managed by the Retail Employees' Superannuation Trust ("REST") on behalf of salaried office holders and employees other than office holders. The Association received director fees of \$54,795 (2017: \$126,027) from REST for the services performed by nominated office holders and employees employed by the Association. These director fees are included in Other Income in note 6. Mr Joe de Bruyn on being elected National President in October 2014 no longer receives a salary from the Association, therefore is entitled to personally receive director fees for services as a REST director from November 2014, these are disclosed in short-term employee benefits in key management personnel in Note 21. The directors personally receive Superannuation Guarantee (SG) payments from REST for the above director fees, these are disclosed in post-employment benefits for key management personnel in Note 21.

Transactions with key management personnel and their close family members

	2018 \$	2017 \$
Loans/to from key management personnel		
Other transactions with key management personnel		
Information communications technology expenses paid to ITO Australia, a company owned by the brother-in-law of the National Secretary	6,774	120,000
Total	6,774	120,000

NOTE 22: AUDITOR'S REMUNERATION

Audit services

Auditors of the Association
KPMG Australia:
Audit and review of financial reports

	2018 \$	2017 \$
	30,986	30,709
	30,986	30,709

Other services

Auditors of the Association
KPMG Australia:
Other assurance services

	2018 \$	2017 \$
	2,755	2,693
	2,755	2,693
Total	33,741	33,402

TOTAL AUDITORS' REMUNERATION

NOTE 23: FINANCIAL INSTRUMENTS

23A. CATEGORIES OF FINANCIAL INSTRUMENTS

Financial assets

Held-to-maturity:

Other financial assets

Total held-to-maturity financial assets

Loans and receivables:

Cash and cash equivalents

Receivables

Total loans and receivables

Carrying amount of financial assets

Financial liabilities

Other liabilities:

Trade and other payables

Carrying amount of financial liabilities

23B. NET INCOME AND EXPENSE FROM FINANCIAL ASSETS

Held-to-maturity financial assets

Interest revenue - other financial assets

Total income from held-to-maturity financial assets

Loans and receivables:

Interest revenue - cash and cash equivalents

Total income from loans and receivables

Total income from financial assets

	2018 \$	2017 \$
Other financial assets	26,700,000	27,500,000
Total held-to-maturity financial assets	26,700,000	27,500,000
Cash and cash equivalents	1,253,269	925,867
Receivables	620,672	691,153
Total loans and receivables	1,873,941	1,617,020
Carrying amount of financial assets	28,573,941	29,117,020
Trade and other payables	396,986	318,372
Carrying amount of financial liabilities	396,986	318,372
Interest revenue - other financial assets	594,821	645,753
Total income from held-to-maturity financial assets	594,821	645,753
Interest revenue - cash and cash equivalents	6,455	6,566
Total income from loans and receivables	6,455	6,566
Total income from financial assets	601,276	652,319

23C. 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.

Credit quality of financial instruments not past due or individually determined as impaired

	Not past due nor impaired 2018 \$	Past due or impaired 2018 \$	Not past due nor impaired 2017 \$	Past due or impaired 2017 \$
<i>Held-to-maturity:</i>				
Other financial assets	26,700,000	-	27,500,000	-
<i>Loans and receivables:</i>				
Cash and cash equivalents	1,253,269	-	925,867	-
Receivables	620,672	-	691,153	-

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 Association's receivables are past due (2017: nil) and based on historic default rates and the minimal credit risk, the Association believes no impairment allowance is necessary. 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 (2017: no impairment loss).

Cash and cash equivalents

The Group held cash and cash equivalents of \$1,253,269 at 30 June 2018 (2017: \$925,867), 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, currently the CBA with a current long term credit rating of Aa3 (Moody's Investor Services).

Other financial assets

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.

23D. 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.

The carrying amount of the Association's financial liabilities is represented by trade and other payables (note 16). The carrying amounts approximate contractual cash flows and all are due in 3 months or less (2017: 3 months or less). The Association has adequate financial assets to meet these liabilities and assesses liquidity risk as minimal.

Contractual maturities for financial liabilities 2018

	On Demand	<1 year	1- 2 years	2- 5 years	>5 years	Total
Trade and other payables	-	396,986	-	-	-	396,986
Total	-	396,986	-	-	-	396,986

Contractual maturities for financial liabilities 2017

	On Demand	<1 year	1- 2 years	2- 5 years	>5 years	Total
Trade and other payables	-	318,372	-	-	-	318,372
Total	-	318,372	-	-	-	318,372

23E. 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.

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), Singapore dollars (SGD) and American dollars (USD). 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.

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.

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

Sensitivity analysis of the interest rate risk that the Association is exposed to for 2018

Risk variable	Change in risk variable %	Effect on	
		Profit and loss \$	Equity \$
Financial assets			
Cash and cash equivalents	Interest rate 100bp increase	12,413	12,413
Other financial assets	Interest rate 100bp increase	239,847	239,847

Sensitivity analysis of the interest rate risk that the Association is exposed to for 2017

Risk variable	Change in risk variable %	Effect on	
		Profit and loss \$	Equity \$
Financial assets			
Cash and cash equivalents	Interest rate 100bp increase	10,764	10,764
Other financial assets	Interest rate 100bp increase	270,190	270,190

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.

NOTE 24: CONTROLLED ENTITIES

Parent entity

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

Controlled Entity

Ordinary shares
WT Travel Pty Ltd

	2018 %	2017 %
	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 Association. Given WT Travel is a dormant Association and its results and financial position at 30 June 2018 are nil, consolidated accounts are not prepared.

NOTE 25: FAIR VALUE MEASUREMENT

25A. FINANCIAL ASSETS AND LIABILITIES

Management of the Association assessed that the fair values of cash, receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short term maturities of these instruments.

25B. FINANCIAL AND NON-FINANCIAL ASSETS AND LIABILITIES FAIR VALUE HIERARCHY

The following table provides an analysis of financial and non-financial assets and liabilities that are measured at fair value, by fair value hierarchy.

Fair value hierarchy - 30 June 2018

Assets measured at fair value	Date of valuation	Level 1 \$	Level 2 \$	Level 3 \$
Investment property	30 June 2018	-	-	24,000,000
Total assets measured at fair value		-	-	24,000,000

Fair value hierarchy - 30 June 2018

Assets measured at fair value	Date of valuation	Level 1 \$	Level 2 \$	Level 3 \$
Investment property	30 June 2017	-	-	19,750,000
Total assets measured at fair value		-	-	19,750,000

Refer to note 15(b) for further detail over fair value measurement of the investment property.

NOTE 26: SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

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

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

OPINION

We have audited the **Financial Report** of the Shop, Distributive and Allied Employees' Association (the Association).

In our opinion, the accompanying Financial Report of the Association is in accordance with the *Fair Work (Registered Organisations) Act 2009*, including:

- giving a true and fair view of the Association's financial position as at 30 June 2018 and of its financial performance for the year then ended,
 - complying with *Australian Accounting Standards*; and
 - complying with other reporting requirements imposed by Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009*.
- The **Financial Report** comprises:
- Statement of financial position as at 30 June 2018
 - Statement of profit or loss and other comprehensive income, Statement of changes in equity, and Statement of cash flows for the year then ended
 - Notes including a summary of significant accounting policies
 - Other explanatory information including the Committee of Management Statement, Certificate by National Secretary-Treasurer, Expenditure Report Required under Subsection 255(2A) and Officer Declaration Statement.

BASIS FOR OPINION

We conducted our audit in accordance with *Australian Auditing Standards* and the *Fair Work (Registered Organisations) Act 2009*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Association in accordance with the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the Financial Report in Australia. We have fulfilled our other ethical responsibilities in accordance with the Code.

RESTRICTION ON USE

The Financial Report has been prepared to assist the members of the Association in complying with the financial reporting requirements of the *Fair Work (Registered Organisations) Act 2009*.

As a result, the Financial Report and this Auditor's Report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Our report is intended solely for the members of Shop, Distributive and Allied Employees' Association and should not be used by parties other than the members of Shop, Distributive and Allied Employees' Association. We disclaim any assumption of responsibility for any reliance on this report, or on the Financial Report to which it relates, to any person other than the members of Shop, Distributive and Allied Employees' Association or for any other purpose than that for which it was prepared.

OTHER INFORMATION

Other Information is financial and non-financial information in Shop, Distributive and Allied Employees' Association's annual reporting which is provided in addition to the Financial Report and the Auditor's Report. The National Executive are responsible for the Other Information.

The Other Information we obtained prior to the date of this Auditor's Report was the Operating Report.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

RESPONSIBILITIES OF NATIONAL EXECUTIVE FOR THE FINANCIAL REPORT

The National Executive is responsible for:

- preparing the Financial Report that gives a true and fair view in accordance with *Australian Accounting Standards and the Fair Work (Registered Organisations) Act 2009*,
- implementing necessary internal control to enable the preparation of a Financial Report that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- assessing the Association's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate Association or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL REPORT

Our objective is:

- to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error;
- to issue an Auditor's Report that includes our opinion; and
- to conclude on the appropriateness of the National Executive's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* and the *Fair Work (Registered Organisations) Act 2009* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Financial Report.

A further description of our responsibilities for the audit of the Financial Report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_files/ar4.pdf. This description forms part of our Auditor's Report.

I declare that I am an auditor registered under the RO Act.

GOING CONCERN

I declare that, as part of the audit of the financial report for the financial year ended 30 June 2018, the National Executive's use of the going concern basis of accounting in the preparation of the Shop, Distributive and Allied Employees' Association's financial statements is appropriate.

KPMG

Antoni Cinanni

Partner

Tower Two, Collins Square,

727 Collins Street, Melbourne

23 August 2018

Member of Institute of Chartered Accountants #46581, dated 21 May 2002

Registered Company Auditor - #394346, dated 1 February 2011

Certificate of Public Practice with ICAA, dated 25 August 2010

Registered Auditor - Fair Work (Registered Organisations) Act 2009, #AA2017/167

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 of Shop, Distributive and Allied Employees' Association for the financial year ended 30 June 2018 there have been:

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

KPMG

Antoni Cinanni

Partner

Tower Two, Collins Square,

727 Collins Street, Melbourne

23 August 2018

Member of Institute of Chartered Accountants #46581, dated 21 May 2002

Registered Company Auditor - #394346, dated 1 February 2011

Certificate of Public Practice with ICAA, dated 25 August 2010

Registered Auditor - Fair Work (Registered Organisations) Act 2009, #AA2017/167

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.

SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH ANNUAL FINANCIAL REPORT YEAR ENDED 30 JUNE 2018

OPERATING REPORT

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

We have audited the financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch (the "Association"), which comprises the statement of financial position as at 30 June 2018, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, the recovery of wages activity, notes to the financial statements, including a summary of significant accounting policies and other explanatory information, and the declaration by State Council.

In our opinion, the accompanying financial report presents fairly, in all material respects, the Association's financial position as at 30 June 2018 and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and the Association's constitution and the requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Other Information

State Council are responsible for the other information. The other information comprises the information included in the Association's annual financial report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of State Council for the Financial Report

State Council are responsible for the preparation of the financial report in accordance with Australian Accounting Standards, the Association's 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 State Council determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, State Council are responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless State Council either intend to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Members of the State Council are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by State Council.
- Conclude on the appropriateness of State Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with State Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Stuart Dare is an approved auditor under section 256 of the Fair Work (Registered Organisations) Act 2009. He is a member of the Chartered Accountants Australia and New Zealand (CA ANZ) and holds a current Public Practice Certificate.

DELOITTE TOUCHE TOHMATSU

S Dare

Partner

Chartered Accountants

Launceston, 20 September 2018

Liability limited by a scheme approved under Professional Standards Legislation.

Member of Deloitte Touche Tohmatsu Limited

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

s.268 Fair Work (Registered Organisations) Act 2009 (RO Act)

Certificate for the period ended 30 June 2018

I, Paul Orlando Griffin, being the General Secretary of Shop, Distributive and Allied Employees Association, Tasmanian Branch certify:

- that the documents lodged herewith are copies of the full report for Shop, Distributive and Allied Employees Association, Tasmanian Branch for the period ended 30 June 2018 referred to in s.268 of the RO Act; and
- that the full report was provided to the State Council on 18 September 2018; and
- that the full report was presented to a general meeting of the State Council of the reporting unit on 18 September 2018 in accordance with s.266 of the RO Act.

Name and title of designated officer: Paul Orlando Griffin – General Secretary
Dated 18 September 2018

The State Council presents its report on the reporting unit for the financial year ended 30 June 2018.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

The principal activities of the Shop, Distributive and Allied Employees Association - Tasmanian Branch (the Association) during the year were 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 Association had members, to attain eventual 100% membership with a calendar year goal in excess of 6,000 members.

Significant changes in financial affairs

There were no significant changes in the financial affairs of the Association.

Right of members to resign

A member may resign in accordance with Branch Rule 12.

Officers or members who are superannuation fund trustee(s) 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 4,924 members as at 30 June 2018 (2017: 5,169) which included both honorary and life members, with the highest number of members throughout the 2018 financial year reaching 5,253.

Number of employees

The Association employed fourteen staff which includes two part-time and six casual staff.

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

All members held these positions for the entire reporting period unless indicated otherwise.

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

Name and title of designated officer: Paul Orlando Griffin – General Secretary
Dated 18 September 2018

DECLARATION BY STATE COUNCIL FOR THE YEAR ENDED 30 JUNE 2018

On the 18 September 2018 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 30 June 2018: 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 any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);
- 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 State Council 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 Commissioner duly made under section 272 of the RO Act has been provided to the member or Commissioner; 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 State Council.

Name and title of designated officer: Paul Orlando Griffin – General Secretary
Dated 18 September 2018

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
Continuing Operations			
Revenue			
Membership dues	4(a)	1,745,234	1,828,535
Capitation fees	4(b)	-	-
Levies	4(c)	-	-
Grants or donations	4(d)	-	-
Interest	4(e)	59,318	40,432
Other revenue	4(f)	50,995	76,900
		1,855,547	1,945,867
Expenditure			
Direct member benefits expenses		249,415	212,378
Affiliation fees	5(a)	13,605	14,271
Capitation fees	5(b)	204,856	205,747
Marketing expenses		157,066	102,453
Occupancy expenses		75,706	39,588
Administration expenses	5(c)	342,103	524,561
Employee benefits expenses	5(d)	593,945	626,902
Grants or donations	5(e)	5,395	8,170
Motor vehicle expenses		51,918	49,643
Depreciation	5(f)	29,363	35,524
Legal costs	5(g)	-	-
Other expenses	5(h)	-	-
Profit/(Loss) before tax		132,175	126,630
Income tax expense		-	-
Profit/(Loss) from the year from continuing operations		132,175	126,630
Other comprehensive income, net of income tax			
Items that will not be reclassified subsequently to profit or loss		-	-
Gain on revaluation of land and buildings		1,132,446	-
Items that may be reclassified subsequently to profit or loss		-	-
Other comprehensive income, net of income tax		1,132,446	-
Total comprehensive income/(loss) for the year		1,264,621	126,630

The Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the notes to the financial statements.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

	Note	2018 \$	2017 \$
Current assets			
Cash and bank balances	17(a)	2,451,221	2,312,487
Trade and other receivables	6	288,785	277,992
Inventories	7	8,565	9,171
Total current assets		2,748,571	2,599,650
Non-current assets			
Property, plant and equipment	8	1,539,313	425,946
Total non-current assets		1,539,313	425,946
Total assets		4,287,884	3,025,596
Current liabilities			
Trade and other payables	9	117,389	98,187
Provisions	10	163,051	185,845
Total current liabilities		280,440	284,032
Non-current liabilities			
Provisions	10	8,099	6,840
Total non-current liabilities		8,099	6,840
Total liabilities		288,539	290,872
Net assets		3,999,345	2,734,724
Equity			
Retained earnings	11	2,703,683	2,571,508
Reserves	12	1,295,662	163,216
Total equity		3,999,345	2,734,724

The Statement of Financial Position should be read in conjunction with the notes to the financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE FINANCIAL YEAR ENDED 30 JUNE 2018

	Reserves \$	Retained earnings \$	Total \$
Balance at 1 July 2016	163,216	2,444,878	2,608,094
Profit / (Loss) for the year	-	126,630	126,630
Other comprehensive income for the year	-	-	-
Balance at 30 June 2017	163,216	2,571,508	2,734,724
Balance at 1 July 2017	163,216	2,571,508	2,734,724
Profit / (Loss) for the year	-	132,175	132,175
Other comprehensive income for the year	1,132,446	-	1,132,446
Balance at 30 June 2018	1,295,662	2,703,683	3,999,345

The Statement of Changes in Equity should be read in conjunction with the notes to the financial statements.

STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
Cash flows from operating activities			
Receipts from members and other third parties		3,124,136	2,215,522
Payment to suppliers and employees		(3,034,436)	(2,098,235)
Net cash provided by/(used in) operating activities	17(b)	89,700	117,287
Cash flows from investing activities			
Interest received		59,318	19,100
Payments for property, plant and equipment		(10,284)	(21,247)
Proceeds from sale of property, plant and equipment		-	-
Net cash (used in)/provided by investing activities		49,034	(2,147)
Net increase in cash and cash equivalents		138,734	115,140
Cash and cash equivalents at the beginning of the financial year		2,312,487	2,197,347
Cash and cash equivalents at the end of the financial year	17(a)	2,451,221	2,312,487

The Statement of Cash Flows should be read in conjunction with the notes to the financial statements.

RECOVERY OF WAGES ACTIVITY FOR THE FINANCIAL YEAR ENDED 30 JUNE 2018

	2018 \$	2017 \$
Cash assets in respect of recovered money at beginning of year	-	-
Receipts		
Amounts recovered from employers in respect of wages etc.	-	-
Interest received on recovered money	-	-
Total receipts	-	-
Payments		
Deductions of amounts due in respect of membership for:		
12 months or less	-	-
Greater than 12 months	-	-
Deductions of donations or other contributions to accounts or funds:		
Deductions of fees or reimbursement of expenses	-	-
Payments to workers in respect of recovered money	-	-
Total payments	-	-
Cash assets in respect of recovered money at end of year	-	-
Number of workers to which the monies recovered relates	-	-
Aggregate payables to workers attributable to recovered monies but not yet distributed		
Payable balance	-	-
Number of workers the payable relates to	-	-
Fund or account operated for recovery of wages	-	-

The Statement of Recovery of Wages Activity should be read in conjunction with the notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2018

NOTE 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 Association'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

NOTE 2. ADOPTION OF NEW AND REVISED ACCOUNTING STANDARDS

2.1 NEW AND REVISED AASBS AFFECTING AMOUNTS REPORTED AND/OR DISCLOSURES IN THE FINANCIAL STATEMENTS

In the current year, the Association has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective for the current annual reporting period. The adoption of these new and revised Standards and Interpretations has not had a material impact on the current or prior periods.

2.2 STANDARDS AND INTERPRETATIONS IN ISSUE BUT NOT YET EFFECTIVE

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

AASB 9 'Financial Instruments', and the relevant amending standards	Effective for annual reporting periods beginning on or after 1 January, 2018
AASB 15 'Revenue from Contracts with Customers' and AASB 2014-5 'Amendments to Australian Accounting Standards arising from AASB 15' and AASB 2015-8 'Amendments to Australian Accounting Standards - Effective Date of AASB 15' and AASB 2016-3 'Amendments to Australian Accounting Standards - Clarifications to AASB 15'	Effective to annual reporting periods beginning on or after 1 January, 2018
AASB 16 'Leases'	Effective to annual reporting periods beginning on or after 1 January, 2019

AASB 1058 Income of Not-for-Profit Entities, AASB 1058 Income of Not-for-Profit Entities (Appendix D), AASB 2016-8 Amendments to Australian Accounting Standards - Australian Implementation Guidance for Not-for-Profit Entities

The Association has assessed the future impact of the Australian Accounting Standards and Interpretations in issue but are not effective for the current year end, and they are not expected to have a material impact on financial statements. The Association does not intend to adopt any of these pronouncements before their effective dates.

NOTE 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, Australian Accounting Standards and Interpretations, and complies with other requirements of the law. The financial report includes the financial statements of the Association. For the purposes of preparing the financial statements, the Association is a not-for-profit entity. The financial statements were authorised for issue by the State Council on 18 September 2018.

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:

- has been acquired principally for the purpose of selling in the near future;
- 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
- is a derivative that is not designated and effective as a hedging instrument.

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 Association is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

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

(G) INVENTORIES

Inventories are valued at the lower of cost and net realisable value. Costs, 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

Purchases of land, buildings, plant and equipment are recognised initially at cost in the Statement of Financial Position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

(I) REVENUE RECOGNITION

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

Member subscriptions

Revenue from subscriptions is accounted for on an accrual basis and is recorded as revenue in the year to which it relates.

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 Association's accounting policies, which are described above, management is required to make judgments, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The State Council has engaged a third party property valuer, to determine the appropriate valuation techniques and inputs for fair value measurements. In estimating the fair value of these assets, the property valuer uses market-observable data to the extent available, to establish an appropriate fair value of the assets.

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.

(L) CAPITATION FEES AND LEVIES

Capitation fees and levies are recognised on an accrual basis and recorded as a revenue and/or expense in the year to which it relates.

(M) CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

(N) GOING CONCERN

The Association is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

The Association has not agreed to provide financial supporting to ensure another reporting unit has the ability to continue as a going concern.

NOTE 4. REVENUE

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

	2018 \$	2017 \$
(a) Revenue from member subscriptions	1,745,234	1,828,535
(b) Capitation fees	-	-
(c) Levies	-	-
(d) Grants or donations	-	-
(e) Interest	59,318	40,432
(f) Other revenue		
Movie ticket sales	33,878	47,111
Car park rent	8,837	9,710
Other	8,280	20,079
	50,995	76,900
	1,855,547	1,945,867

NOTE 5. PROFIT FOR THE YEAR

Profit for the year has been arrived at after recognising the following gains and losses:

(A) AFFILIATION FEES

Australian Labour Party - Tasmania	13,605	14,271
------------------------------------	--------	--------

(B) CAPITATION FEES

Unions Tasmania	30,962	31,996
SDAEA National Account	151,212	151,088
SDAEA International Fund	22,682	22,663
	204,856	205,747

(C) ADMINISTRATION FEES

Consideration to employers for payroll deductions

Commissions paid to employers	28,770	165,205
Compulsory levies	-	-
Delegate meetings and training	44,356	51,183
Fees/allowances - meetings and conferences	-	-
Meeting expenses	817	29
Other administration costs	268,160	308,144
	342,103	524,561

(D) EMPLOYEE EXPENSES

Holders of office:

Wages and salaries	71,588	71,276
Superannuation	7,843	7,688
Leave and other entitlements	10,971	10,738
Separation and redundancies	-	-
Other employee expenses	6,681	10,150
	97,083	99,852

Employees other than office holders:

Wages and salaries	347,773	373,496
Superannuation	37,827	39,094
Leave and other entitlements	69,276	45,322
Separation and redundancies	-	-
Other employee expenses	41,986	69,138
	496,862	527,050
	593,945	626,902

Total employee expenses

(E) GRANTS OR DONATIONS

Grants:

Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Donations:		
Total paid that were \$1,000 or less	5,395	8,170
Total paid that exceeded \$1,000	-	-
	5,395	8,170

(F) DEPRECIATION AND AMORTISATION

Depreciation of non-current assets

	29,363	35,524
	29,363	35,524

(G) LEGAL COSTS

Litigation	-	-
Other legal matters	-	-
	-	-

(H) OTHER EXPENSES

Penalties - via RO Act or RO Regulations	-	-
	-	-

NOTE 6. TRADE AND OTHER RECEIVABLES

Subscriptions in arrears	145,120	155,648
Sundry debtors and prepayments	53,566	40,673
Car park debtors	960	900
Member and employee loans	67,807	59,439
Accrued interest income	21,332	21,332
Receivables from other reporting units	-	-
	288,785	277,992
Less provision for doubtful debts	-	-
	288,785	277,992

Net trade and other receivables

The average credit period on sales is 60 days. No interest is charged on outstanding trade receivables. Included in the Association's trade receivables are an immaterial amount of debtors greater than 90 days. The Association has not recognised an allowance for doubtful debts because there has not been a significant change in credit quality and amounts receivable are still considered recoverable.

NOTE 7. INVENTORIES

Movie tickets	8,565	9,171
---------------	-------	-------

NOTE 8. PROPERTY, PLANT AND EQUIPMENT

	Freehold land at fair value	Buildings at fair value	Plant and equipment at cost	Low value pool	Total
	\$	\$	\$	\$	\$
Gross carrying amount					
Balance at 30 June 2016*	150,000	302,204	382,981	132,149	967,334
Additions	-	-	21,247	-	21,247
Disposals	-	-	-	-	-
Balance at 30 June 2017*	150,000	302,204	404,228	132,149	988,581
Additions	-	-	10,286	-	10,286
Disposals	-	-	-	-	-
Revaluation	500,000	534,994	-	-	1,034,994
Balance at 30 June 2018	650,000	837,198	414,514	132,149	2,033,861
Accumulated depreciation					
Balance at 30 June 2016*	-	(92,293)	(306,055)	(128,763)	(527,111)
Depreciation expense	-	(6,072)	(28,182)	(1,270)	(35,524)
Disposals	-	-	-	-	-
Balance at 30 June 2017*	-	(98,365)	(334,237)	(130,033)	(562,635)
Depreciation expense	-	(5,954)	(22,615)	(794)	(29,363)
Disposals	-	-	-	-	-
Revaluation	-	97,450	-	-	97,450
Balance at 30 June 2018	-	(6,869)	(356,852)	(130,827)	(494,548)
Net book value					
As at 30 June 2017	150,000	203,839	69,991	2,116	425,946
As at 30 June 2018	650,000	830,329	57,662	1,322	1,539,313

The following estimated useful lives are used in the calculation of depreciation:

Class of asset	Depreciation rate
Buildings	2% - 2.5%
Plant and equipment	10% - 67%
Low value pool	19% - 38%

Aggregate depreciation allocated, whether recognised as an expense or capitalised as part of the carrying amount of other assets during the year:

	2018 \$	2017 \$
Buildings	5,954	6,072
Plant and equipment	22,615	28,182
Low value pool	794	1,270
	29,363	35,524

* Refer to note 12

NOTE 9. TRADE AND OTHER PAYABLES

Trade payables	73,308	33,269
Accruals	684	14,343
Other payables	11,995	12,965
Net GST payable	31,402	37,610
Payables to other reporting units	-	-
Consideration to employers for payroll deductions	-	-
Legal costs	-	-
	117,389	98,187

The average credit period for purchases of goods and services is 30 days. No interest is charged on trade payables.

NOTE 10. PROVISIONS**Employee Provisions**

Office Holders		
Annual Leave	12,287	15,724
Long Service Leave	68,464	66,230
Separation and redundancies	-	-
Other	-	-
	80,751	81,954

Employees other than office holders:

Annual Leave	39,716	49,883
Long Service Leave	50,683	60,848
Separation and redundancies	-	-
Other	-	-
	90,399	110,731
	171,150	192,685
Current	163,051	185,845
Non Current	8,099	6,840
	171,150	192,685

NOTE 11. RETAINED EARNINGS

Balance at beginning of financial year	2,571,508	2,444,878
Net profit/(loss) attributable to members of the Association	132,175	126,630
Balance at end of financial year	2,703,683	2,571,508

NOTE 12. RESERVES

Asset revaluation reserve		
Balance at beginning of financial year	163,216	163,216
Movements	1,132,446	-
Balance at end of financial year	1,295,662	163,216

The asset revaluation reserve relates to land and buildings. In comparative information, the land and buildings were carried at deemed cost, however have previously been carried at valuation. In the 2018 financial year the Association decided that it was appropriate to carry land and buildings at fair value. The balance of the asset revaluation reserve is available to absorb future write-downs or decrements in the carrying value of land and buildings.

The fair value of the freehold land and buildings was determined by independent valuation. The valuation of 75 Patrick Street, Hobart was carried out on 5 June 2018 and of 72 York Street, Launceston on 14 June 2018 by Opteon, independent valuers unrelated to the entity. Opteon have appropriate qualifications and recent experience in the valuations of properties in the Hobart and Launceston areas. The fair value was determined based on the market comparable approach that reflects recent transactions for similar properties and the capitalisation of net income method, where the market rentals of all lettable units of the properties are assessed by reference to the rentals achieved in the lettable units as well as the other lettings of similar properties in the neighborhood. The capitalisation rate adopted is made by reference to the yield rates, observed by the valuers for similar properties in the locality and adjusted based on the valuers' knowledge of the factors specific to the respective properties.

In estimating the fair value of the properties, the highest and best use of the properties is their current use.

NOTE 13. EQUITY**Other specific disclosures - Funds**

	2018 \$	2017 \$
Compulsory levy/voluntary contribution fund - if invested in assets	-	-
Other funds required by rules	-	-

NOTE 14. COMMITMENTS FOR EXPENDITURE

There are no capital or other expenditure commitments contracted for as at reporting date.

NOTE 15. KEY MANAGEMENT PERSONNEL REMUNERATION**Details of key management personnel**

The members of the State Council and other members of key management personnel of the Association during the year were:

General President:	Karyn Symnott
Branch Vice President:	James Fitzpatrick
General Secretary:	Paul Griffin
State Committee:	Tania Venn Aniela Harris Leanne Porter Isabell Wells Katrina Barr Katrina Riseley

The aggregate compensation made to directors and other members of key management personnel of the Association is set out below:

Short-term employee benefits	82,559	82,014
Post-employment benefits	7,843	7,688
Other long term employee benefits	-	-
Termination benefits	-	-
Share based benefits	-	-
	90,402	89,702

(A) TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL

During the year State Councillors and their related entities purchased goods, which were trivial in nature, from the association on the same terms and conditions available to other members.

(B) TRANSACTIONS WITH OTHER RELATED PARTIES

Other related parties include:

SDAEA National Office	
SDAEA International Fund	

(C) LOANS TO RELATED PARTIES

Loans to related parties include the following

Matthew and Katrina Barr	17,360	18,400
James Fitzpatrick	-	150

The above loans relate to financial assistance provided to Matthew and Katrina Barr, and James Fitzpatrick. The loans have been provided interest free and have an undefined term.

(D) TRANSACTIONS BETWEEN SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES ASSOCIATION, TASMANIAN BRANCH AND ITS RELATED PARTIES

During the financial year, the following material transactions occurred between the association and its other related parties:

- Shop, Distributive and Allied Employees Association, Tasmanian Branch paid annual capitation fees to SDAEA National Office of \$151,212 (2017: \$151,088)
- Shop, Distributive and Allied Employees Association, Tasmanian Branch paid annual capitation fees to SDAEA International Fund of \$22,682 (2017: \$22,663)
- Shop, Distributive and Allied Employees Association, Tasmanian Branch paid annual affiliation fees to ALP Tasmania of \$13,605 (2017: \$14,271)
- Shop, Distributive and Allied Employees Association, Tasmanian Branch paid annual capitation fees to Unions Tasmania \$30,962 (2017: \$31,996)

NOTE 16. REMUNERATION OF AUDITORS**Auditor of the Association:**

Audit of the financial report	10,280	10,055
Taxation services	16,100	15,530
	26,380	25,585

The auditor of Shop, Distributive and Allied Employees Association, Tasmanian Branch is Deloitte Touche Tohmatsu.

NOTE 17. NOTES TO THE STATEMENT OF CASH FLOWS**(A) RECONCILIATION OF CASH AND CASH EQUIVALENTS**

For the purposes of the statement of cash flow, cash and cash equivalents includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts. Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

Petty cash - Launceston	100	100
Petty cash - Hobart	100	100
Undeposited Funds	-	-
Cash at bank - trading account	495,995	416,504
CBA Term Deposit	1,902,327	1,843,340
CBA Online saver	52,699	52,443
	2,451,221	2,312,487

(B) RECONCILIATION OF PROFIT FOR THE YEAR TO NET CASH FLOWS FROM OPERATING ACTIVITIES:

Profit/(loss) from the year	1,264,621	126,630
Depreciation and amortisation	29,363	35,524
Gain on revaluation	(1,132,446)	-
Interest income received and receivable	(59,318)	(40,432)

(Increase)/decrease in assets:

Trade and other receivables	(10,793)	(30,382)
Inventories	606	(1,646)

Increase/(decrease) in liabilities:

Trade and other payables	19,202	25,069
Provisions	(21,535)	2,524

Net cash generated by operating activities

	89,700	117,287
--	--------	---------

(C) CASH FLOW INFORMATION:

Cash inflows from another reporting unit or controlled entity	-	-
Cash outflows to another reporting unit or controlled entity	-	-

NOTE 18. FINANCIAL INSTRUMENTS**(A) SIGNIFICANT ACCOUNTING POLICIES**

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument are disclosed in Note 3 to the financial statements.

(B) LIQUIDITY RISK MANAGEMENT

Ultimate responsibility for liquidity risk management rests with the State Council, who has built an appropriate liquidity risk management framework for the management of the Association's short, medium, and long-term funding and liquidity management requirements. The Association manages liquidity risk by maintaining adequate reserves, by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities.

Liquidity and interest risk tables

The following tables detail the Association's remaining contractual maturity from its non-derivative financial liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the Association can be required to pay. The table includes both interest and principal cash flows:

	Weighted average effective interest rate	Less than 1 month	1-3 months	3 months to 1 year	1-5 years	Total
	%	\$	\$	\$	\$	\$
2018						
Non-interest bearing	-	117,389	-	-	-	117,389
		117,389	-	-	-	117,389
2017						
Non-interest bearing	-	98,187	-	-	-	98,187
		98,187	-	-	-	98,187

The following tables detail the Association's expected maturity from its non-derivative financial assets. The tables have been drawn up based on the undiscounted cash flows of financial assets including interest that will be earned on those assets except where the Association anticipates that the cash flow will occur in a different period.

	Weighted average effective interest rate	Less than 1 month	1-3 months	3 months to 1 year	1-5 years	Total
	%	\$	\$	\$	\$	\$
2018						
Non-interest bearing	-	784,980	-	-	-	784,980
Fixed interest rate instruments	3.20%	-	-	1,902,327	-	1,902,327
Variable interest rate instruments	0.54%	52,699	-	-	-	52,699
		837,679	-	1,902,327	-	2,740,006
2017						
Non-interest bearing	-	694,696	-	-	-	694,696
Fixed interest rate instruments	2.27%	-	-	1,843,340	-	1,843,340
Variable interest rate instruments	0.69%	52,443	-	-	-	52,443
		747,139	-	1,843,340	-	2,590,479

(C) FAIR VALUE OF FINANCIAL INSTRUMENTS

The fair values of financial assets and financial liabilities are determined as follows:

- the fair value of financial assets and financial liabilities with standard terms and conditions and traded on active liquid markets are determined with reference to quoted market prices.
- the fair value of other financial assets and financial liabilities (excluding derivative instruments) are determined in accordance with generally accepted pricing models based on discounted cash flow analysis using prices from observable current market transactions.

The State Council considers that the carrying amounts of financial assets and financial liabilities recorded at amortised cost in the financial statements approximates their fair values.

(D) CREDIT RISK MANAGEMENT

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Association. The Association has adopted a policy of only dealing with creditworthy counterparties and obtaining sufficient collateral where appropriate, as a means of mitigating the risk of financial loss from defaults.

(E) INTEREST RATE SENSITIVITY ANALYSIS

The Association holds both fixed interest rate and variable interest rate investments.

As at 30 June 2018, the Association holds \$1,902,327 in a fixed rate term deposit. Interest rate exposure is minimal.

As at 30 June 2018, the Association holds \$52,699 in a variable rate account at 0.50% interest rate. Interest income on this account was less than \$2,000 for the financial year, therefore, interest rate exposure is considered minimal.

NOTE 19. SUBSEQUENT EVENTS

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

NOTE 20. SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or Commissioner:

- A member of a reporting unit, or the Commissioner, 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).

NOTE 21. SEGMENT INFORMATION

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

DETAILED STATEMENT OF PROFIT OR LOSS (UNAUDITED) FOR THE YEAR ENDED 30 JUNE 2018

	2018 \$	2017 \$
Revenue	1,855,547	1,945,867
Commissions paid to employers	28,770	165,205
Affiliation fees	218,461	220,018
Marketing expenses	157,066	102,453
Campaigns	32,971	7,056
Promotional and presentations	38,538	22,831
Accident insurance - members	23,561	23,020
Movie Tickets	39,883	53,353
Presidential Card	54,798	50,838
Scholarship Vouchers	59,664	55,280
Direct member benefits expenses	249,415	212,378
Contractors	733	-
Insurance - Building & Content	6,483	6,251
Light & Power	5,648	5,697
Rates & Land Tax	17,333	17,102
Repairs & Maintenance - Building	39,429	5,105
Repairs & Maintenance - Office	6,080	5,433
Occupancy expenses	75,706	39,588
Audit fees	10,280	10,055
Bad Debts	-	-
Bank Fees	1,999	793
Computer Expenses	16,204	26,803
Consulting	10,000	10,000
Delegate Expenses	18,389	7,135
Delegates Meetings & Training	44,356	51,183
Fees/allowances - meetings and conferences	-	-
Fines	145	268
Meeting Expenses	817	29
Members Financial Assistance	66,310	86,114
Merchant Fees	764	1,704
National Council/Exec Expenses	15,233	57,133
Office Expenses	6,371	3,307
Postage & Freight	35,193	36,035
Printing & Stationery	34,097	27,588
Professional Fees	16,100	15,530
State Council Expenses	3,045	2,036
Subscriptions	3,365	4,158
Sundry Expenses	12,142	2,536
Telephone	15,889	16,949
Valuation fees	2,635	-
Administration expenses	313,333	359,356
Fares & Organisers expenses	2,013	2,288
Fares & Organising Interstate	29,073	28,105
FBT	19,001	28,004
Functions	13,928	14,509
Movement in provision for Annual Leave	(13,604)	1,971
Movement in provision for Long Service Leave	(7,931)	556
Staff Amenities	-	-
Staff Training	2,203	-
Workers Comp Insurance Staff	3,984	3,855
Indirect employee Costs	48,667	79,288
Employees - Salaries	344,473	370,136
Employees - Superannuation	37,827	39,094
Employees - Annual/Sick Leave	47,311	38,320
Employees - Long Service Leave	21,965	7,002
Employees - Allowance	3,300	3,360
Employees - Workers Comp Invoices - Staff	-	-
Employees - Parental/Maternity	-	-
Direct Employee Expenses - Employees	454,876	457,912
Officials - Salaries	71,588	71,276
Officials - Superannuation	7,843	7,688
Officials - Annual/Sick Leave	10,971	7,314
Officials - Long Service Leave	-	3,424
Officials - Allowance	-	-
Officials - Parental/Maternity	-	-
Direct Employee Expenses - Officials	90,402	89,702
Motor vehicle expenses	51,918	49,643
Depreciation	29,363	35,524
Loss on sale of fixed assets	-	-
Donations	5,395	8,170
Profit/(Loss) before tax	132,175	126,630
Income tax expense	-	-
Profit/(Loss) for the year	132,175	126,630

GENERAL RETAIL INDUSTRY AWARD 2010

MINIMUM WAGE RATES EFFECTIVE 1 JULY 2018

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 \$26.70

SUNDAY RATES

NORMAL RATE + 95% (195%) FROM 1 JULY 2017
NORMAL RATE + 80% (180%) FROM 1 JULY 2018

Ordinary Hours

38 HOUR WEEKLY RATE	Ordinary Hours						17.5% annual leave loading on four weeks' leave		
	7am to 9pm Monday to Friday		6pm to 9pm Monday to Friday		7am to 6pm Saturday				
	Hourly Rate		Hourly Rate		Hourly Rate				
	Full-time and part- time up to 38 hours a week	Casual loading of 25%	Full-time and part- time loading of 25%	Casual loading of 25% only	Full-time and part- time loading of 25%	Casual loading of 35%			
RETAIL EMPLOYEE	\$	\$	\$	\$	\$	\$	\$	\$	
Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	789.90	20.79	26.00	26.00	26.00	26.00	28.07	552.93	
Level 2 Forklift Operator	808.70	21.28	26.60	26.60	26.60	26.60	28.73	566.10	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	821.30	21.61	27.02	27.02	27.02	27.02	29.17	574.92	
Level 4 Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	837.50	22.04	27.55	27.55	27.55	27.55	29.75	586.25	
Level 5 Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	871.80	22.94	28.68	28.68	28.68	28.68	30.97	610.26	
Level 6 Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr	884.50	23.28	29.10	29.10	29.10	29.10	30.97	610.26	
Level 7 Visual Merchandiser, Clerical Officer Level 4	928.80	24.44	30.55	30.55	30.55	30.55	32.99	615.16	
Level 8 Shop Manager, Clerical Officer Level 5	966.50	25.44	31.79	31.79	31.79	31.79	34.34	676.56	
JUNIOR RATES									
<i>Age</i>		<i>% of weekly rate of pay</i>							
Under 16 years of age	45		355.50	9.36	11.69	11.69	11.69	12.64	248.85
16 years of age	50		395.00	10.39	12.99	12.99	12.99	14.03	276.50
17 years of age	60		474.00	12.47	15.59	15.59	15.59	16.83	331.80
18 years of age	70		552.90	14.55	18.19	18.19	18.19	19.64	387.03
19 years of age	80		631.90	16.63	20.79	20.79	20.79	22.45	442.33
20 years of age	100 (from 1 July 2015, after six months' employment with employer)		789.90	20.79	26.00	26.00	26.00	28.07	552.93
APPRENTICES									
<i>Apprenticeship Year</i>		<i>% of Level 4</i>							
1st Year	50		418.80	11.02					
2nd Year	60		502.50	13.22					
3rd Year	80		670.00	17.63					
4th Year	90		753.70	19.84					

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**

your union: with you at work... and at home

free to all
members

plus

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

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

for more
info,
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



**THE UNION FOR WORKERS IN
RETAIL.FAST FOOD.WAREHOUSING.**