

CSIRO STAFF ASSOCIATION

COMMITTEE OF MANAGEMENT CERTIFICATE

On *the 16th of November 2011* the Committee of Management of CSIRO Staff Association passed the following resolution in relation to the general purpose financial report of the reporting unit for the financial year ended 30 June 2011:

The Committee of Management declares in relation to the general purpose financial report that in its opinion:


- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the Reporting Guidelines of the General Manager of Fair Work Australia and other requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the general purpose financial report relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the Fair Work (Registered Organisations) Act 2009 and the Fair Work (Registered Organisations) Regulations 2009; and
 - (iv) where the organisation consists of two or more reporting units, the financial records of the reporting units have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and
 - (v) the information sought in any request of a member of the reporting unit or the General Manager of Fair Work Australia duly made under section 272 of the Fair Work (Registered Organisations) Act 2009 has been furnished to the member or the General Manager of Fair Work Australia ; and
 - (vi) there have been no orders for inspection of financial records made by Fair Work Australia under section 273 of the Fair Work (Registered Organisations) Act 2009 during the period.
- (f) in relation to recovery of wages activity:
 - (i) the financial report on recovery of wages activity has been fairly and accurately prepared in accordance with the requirements of the reporting guidelines of the General Manager of Fair Work Australia; and
 - (ii) the committee of management caused the auditor to include in the scope of the audit required under section 257(1) of the Fair Work (Registered Organisations) Act 2009 all recovery of wages activity by the reporting unit in which revenues had been derived for the financial year in respect of such activity; and

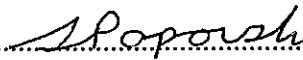
CSIRO STAFF ASSOCIATION

COMMITTEE OF MANAGEMENT CERTIFICATE

- (iii) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from moneys recovered from employers on behalf of workers other than reported in the financial report on recovery of wages activity and the notes to the financial statements; and
- (iv) that prior to engaging in any recovery of wages activity, the organisation has disclosed to members by way of a written policy all fees to be charged or reimbursed of expenses required for recovery of wages activity, and any likely request for donations or other contributions in acting for a worker in recovery of wages activity; and
- (v) no fees or reimbursements of expenses in relation to recovery of wages activity or donations or other contributions were deducted from moneys recovered from employers on behalf of workers until distributions of recovered money were made to the workers.

For the Committee of Management:


.....
MICHAEL BORGAS
Section President


.....
SAM POPOVSKI
Section Secretary

Dated this 16th day of November 2011.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE CSIRO STAFF ASSOCIATION

Report on the Financial Report

We have audited the accompanying financial report of CSIRO Staff Association which comprises the Statement of Financial Position at 30 June 2011, the Statement of Comprehensive Income, Statement of Recognised Income and Expense, Statement of Cash Flows and Statement of Receipts and Payments for Recovery of Wages Activity for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

Committee of Management's responsibility for the Financial Report

The Committee of Management are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including Australian Accounting Interpretations), the Reporting Guidelines of the General Manager of the Fair Work Australia and any other requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009. This responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Audit Responsibility

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

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

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

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE CSIRO STAFF ASSOCIATION

Independence

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

Audit Opinion

In our opinion, under section 257(5) of the Fair Work (Registered Organisations) Act 2009, the general purpose financial report of CSIRO Staff Association for the year ended 30 June 2011 is presented fairly in accordance with any of the following that apply in relation to the reporting unit:

- (a) the Australian Accounting Standards (including Australian Accounting Interpretations);
- (b) in relation to recovery of wages activity;
 - (i) that the scope of the audit encompassed recovery of wages activity;
 - (ii) that the financial statements and notes and recovery of wages activity financial report properly and fairly report all information required by the reporting guidelines of the General Manager of Fair Work Australia, including;
 - 1. any fees charged to or reimbursements of expenses claimed from members and others for recovery of wages activity; and
 - 2. any donations or other contributions deducted from recovered money; and
- (c) any other requirements imposed by these Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

Matters Relating to the Electronic Publication of the Audited Financial Report

This auditor's report relates to the financial report of the CSIRO Staff Association for the year ended 30 June 2011 included on the CSIRO Staff Association's website. The organisation's Committee of Management are responsible for the integrity of the CSIRO Staff Association's website. We have not been engaged to report on the integrity of the CSIRO Staff Association's website. The auditor's report refers only to the subject matter described above. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of the financial report are concerned with the inherent risks arising from publication on a website, they are advised to refer to the hard copy of the audited financial report to confirm the information contained in this website version of the financial report.

UHY Haines Norton

UHY Haines Norton
Chartered Accountants

R.H. Hutton

R.H. Hutton
Registered Company Auditor

Dated this 16th day of November, 2011.

CSIRO STAFF ASSOCIATION
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$	2010 \$
Revenue	5	1,362,836	1,390,134
Expenses	6	(1,228,324)	(1,092,913)
Impairment of Investments	1(d), 6, 10(a)	<u>(27,047)</u>	<u>(1,669)</u>
Profit before income tax		107,465	295,552
Income tax expense	1(a)	<u>-</u>	<u>-</u>
Profit for the year		107,465	295,552
 Other comprehensive income:			
Other comprehensive income for the year, net of tax		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>107,465</u>	<u>295,552</u>
Profit/(Loss) attributable to members of the entity		<u>107,465</u>	<u>295,552</u>
Total comprehensive income attributable to members of the entity		<u>107,465</u>	<u>295,552</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2011

	Note	2011 \$	2010 \$
EQUITY			
Accumulated Funds		<u>1,621,977</u>	<u>1,514,512</u>
TOTAL EQUITY		<u>1,621,977</u>	<u>1,514,512</u>
Represented by:			
CURRENT ASSETS			
Cash & Cash Equivalents	8	1,464,412	1,723,540
Receivables	9	11,794	17,476
Financial Assets	10	306,062	17,698
Other	11	<u>95</u>	<u>3,883</u>
TOTAL CURRENT ASSETS		<u>1,782,363</u>	<u>1,762,597</u>
NON-CURRENT ASSETS			
Plant & Equipment	12	<u>5,794</u>	<u>6,552</u>
TOTAL ASSETS		<u>1,788,157</u>	<u>1,769,149</u>
CURRENT LIABILITIES			
Payables	13	64,788	169,514
Provisions	14	<u>101,392</u>	<u>85,123</u>
TOTAL CURRENT LIABILITIES		<u>166,180</u>	<u>254,637</u>
TOTAL LIABILITIES		<u>166,180</u>	<u>254,637</u>
NET ASSETS		<u>1,621,977</u>	<u>1,514,512</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2011

	Accumulated Funds	Total
	\$	\$
Balance at 1 July 2009	1,218,960	1,218,960
Profit for the year	295,552	295,552
Total other comprehensive income for the year	<u>-</u>	<u>-</u>
Balance at 30 June 2010	1,514,512	1,514,512
Profit for the year	107,465	107,465
Total other comprehensive income for the year	<u>-</u>	<u>-</u>
Balance at 30 June 2011	<u>1,621,977</u>	<u>1,621,977</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$	2010 \$
INCOME			
Membership Subscriptions		1,238,229	1,220,305
Interest Received		103,752	52,424
Sundry Income		612	319
Investment Income		20,243	18,424
Investment Realised Gains		-	98,662
		<u>1,362,836</u>	<u>1,390,134</u>
EXPENDITURE			
Salaries and Related Expenditure			
Elected Officials		96,003	91,337
Industrial & Administrative Staff		527,385	450,384
<i>Total Salaries</i>		<u>623,388</u>	<u>541,721</u>
Payroll Tax		36,272	30,743
Workers Compensation Insurance		5,904	13,462
Superannuation		103,574	86,972
Staff Amenities & Training		12,993	14,931
Annual Leave Provided		16,869	13,675
Long Service Leave Provided & Paid		14,869	17,922
Recruitment		-	45
Total Salaries & Related Expenditure		<u>813,869</u>	<u>719,471</u>
Administrative & Equipment Overheads			
Accounting & Audit Fees		9,750	9,300
Bank Charges		1,126	1,021
Depreciation		2,801	3,106
Electricity		3,600	3,600
Financial Planning		1,177	-
Furniture & Computer Equipment (less than \$1,000)		426	326
Impairment of Investments		27,047	1,669
Investment Management Fees		-	7,249
Loss on Sale of Equipment		414	-
National Office Charge		86,674	85,421
Postage & Freight		3,050	7,885
Printing & Stationary		4,621	11,558
Rent & Outgoings		103,082	106,224
Sundry Expenses		11,800	8,041
Telephone		23,628	16,375
Website Service Agreement		4,080	1,097
Total Administrative & Equipment Overheads		<u>283,276</u>	<u>262,872</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$	2010 \$
EXPENDITURE <i>continued</i>			
Industrial Expenditure			
Affiliation Fees	1(h)	21,376	4,802
Carbon Offset		1,935	1,813
Cabcharge		1,328	1,053
Council & Executive Meeting Expenses		44,322	42,613
CSIRO Consultative Council		-	7
Donations		250	-
Enterprise Bargaining Agreement		57,699	-
FASTS Board Meetings		2,335	1,276
Family Bereavement Support		3,000	1,000
Industrial Support & Representation		-	4,199
Legal Costs		848	-
Library & Publications		537	2,521
National Campaigns, Events & Meetings		1,032	3,774
Presidential Expenses		-	55
Promotions & Merchandising		109	396
CPSU Matters		352	550
Research Policy Committee		3,612	1,111
Science Meets Parliament		4,443	3,189
Scholarship Awards		750	-
Site Visits		10,415	36,730
Sub-Section Activities		1,086	1,144
Special Events		406	-
Training & Conferences		-	4,097
Travelling Expenses		2,391	1,909
Total Industrial Expenditure		<u>158,226</u>	<u>112,239</u>
Total Expenditure		<u>1,255,371</u>	<u>1,094,582</u>
NET PROFIT/(LOSS)		<u>107,465</u>	<u>295,552</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$	2010 \$
CASHFLOWS FROM OPERATING ACTIVITIES			
Membership Subscriptions		1,362,423	1,342,786
Interest Received		105,793	44,869
Other Income		612	319
Payments to Suppliers & Employees		(157,181)	(153,191)
Payments to CPSU National Office		<u>(1,273,150)</u>	<u>(1,005,854)</u>
Net Cash Provided by Operating Activities	16 (b)	<u>38,497</u>	<u>228,929</u>
 CASH FLOW FROM INVESTING ACTIVITIES			
Payment for Office Furniture and Equipment		(2,457)	(3,926)
Redemption of Investments		4,832	757,776
Payment for Investments		<u>(300,000)</u>	<u>-</u>
Net Cash Provided by/(Used in) Investing Activities		<u>(297,625)</u>	<u>753,850</u>
Net Increase/(Decrease) in cash held		(259,128)	982,779
Cash & Cash Equivalents at Beginning of Year		<u>1,723,540</u>	<u>740,761</u>
Cash & Cash Equivalents at End of Year	16 (a)	<u>1,464,412</u>	<u>1,723,540</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

STATEMENT OF RECEIPTS AND PAYMENTS FOR RECOVERY OF WAGES ACTIVITY - CASH BASIS FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$	2010 \$
Cash Assets in respect of recovered money at beginning of the year		-	-
Receipts			
Membership Subscriptions		-	-
Interest Received		-	-
Total Receipts		<u>-</u>	<u>-</u>
Payments			
Deductions of amounts due in respect of membership		-	-
Deductions of donations or other contributions to accounts or funds		-	-
Deductions of fees or reimbursements of expenses		-	-
Payments to workers in respect of recovered money		-	-
Total Payments		<u>-</u>	<u>-</u>
Cash assets in respect of recovered money at the end of the year		<u>-</u>	<u>-</u>

The accompanying notes form part of this financial report.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2011

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards (including Australian Accounting Interpretations), the Reporting Guidelines of the General Manager of Fair Work Australia and any other requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

The following is a summary of the significant accounting policies adopted by the entity in the preparation of the financial report.

Basis of Preparation

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis using historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets. The accounting policies have been consistently applied, unless otherwise stated.

Accounting Policies

(a) Income Tax

No provision for income tax is required as the Section is exempt from income tax under Section 50-15 (3.2) of the Income Tax Assessment Act 1997.

(b) Plant & Equipment

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

Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets including property, but excluding artworks, are depreciated on a straight line or diminishing value basis over their useful lives to the entity commencing from the time the asset is held ready for use.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2011

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(b) Plant & Equipment *continued*

The depreciation rates used for each class of depreciable assets are:

Leasehold Improvements	16.7%
Furniture & Equipment	20-40%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

(c) Financial Assets

Investments classified as available for sale are measured at fair value. Gains or losses on these investments are recognised directly to equity in a net unrealised gain reserve until the investment is sold or until the investment is determined to be impaired, at which time the cumulative gain or loss previously reported in equity for that asset is included in the Income Statement.

(d) Impairment of Assets

At each reporting date, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Income Statement.

(e) Employee Benefits

Provision is made 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.

The provision for long service leave represents only employee on-costs related to benefits, with the liability for employee benefits being met by the National Office.

Employees are entitled to long service leave from 1 July 2002 at the rate of 7.2 days per year of service, pro-rata after 5 years service with the Section. Previously up to 30 June 2002, the entitlement was 10.8705 days per year of service, pro-rata after 3 years service with the Section. The movement in the provision for long service leave during the year is paid to the National Office and is expensed in these accounts.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(e) Employee Benefits *continued*

Measurement of short-term and long-term employee benefits

Short-term employee benefits are those benefits that are expected to be settled within 12 months, and are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. They include wages and salaries, annual leave and long service leave that are expected to be settled within 12 months.

Long-term employee benefits are those benefits that are not expected to be settled within 12 months, and are measured at the present value of the estimated future cash outflows to be made by the entity in respect to services provided by employees up to the reporting date. They include long service leave not expected to be settled within 12 months.

The present value of long-term employee benefits is calculated in accordance with AASB 119: Employee Benefits. Long-term employee benefits are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using interest rates on national Government guaranteed securities with terms to maturity that match, as closely as possible, the estimate future cash outflows.

Classification of employee benefits as current and non-current liabilities

Employee benefit provisions are reported as current liabilities where the entity does not have an unconditional right to defer settlement for at least 12 months. Employee benefit provisions that are reported as non-current liabilities include long term benefits that do not qualify for recognition as a current liability, and are measured at present value.

Superannuation

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

(f) Leases

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

(g) Revenue

Contributions from members are shown net of refunds and are accounted for on a cash basis.

Interest revenue is recognised on an accruals basis.

Revenue arising from the disposal of non-current assets is recognised when the organisation and the buyer are both committed to a contract.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(h) Comparative Figures

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

- (i) The following affiliation fees were paid during the year: FASTS \$4,258, The Union Shopper \$1,059, ACTU \$11,806 and State Labour Council \$4,254.

(j) Adoption of New and Revised Accounting Standards

During the current year, the entity has adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory.

The impact of these Accounting Standards are assessed as having no material impact on this financial report.

(k) New Accounting Standards for Application in Future Periods

The AASB has issued new, revised and amended Standards and Interpretations that have mandatory application dates for future reporting periods and which the company has decided not to early adopt.

The expected impact of these Accounting Standards issued but not yet operative at 30 June 2009 are assessed as having no material impact on this financial report.

NOTE 2: INFORMATION TO BE PROVIDED TO MEMBERS OR THE GENERAL MANAGER OF FAIR WORK AUSTRALIA

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of sub-sections (1), (2) and (3) of section 272 which reads as follows:

- (1) A member of a reporting unit, or the General Manager of Fair Work Australia, 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).

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2011

NOTE 3: RELATED PARTY INFORMATION

(a) The names of persons who formed part of the Section Executive at any time during the year were:-

Section President -	Michael Borgas
Section Deputy Presidents -	Steve McEvoy
	Christiane Ludwig
Section Secretary -	Sam Popovski
Section Treasurer -	Phil Hendry

Committee of Management-

ACT	- Janet Anstee
NA	- Scott Wilkinson
SA	- Sonia Grocke
VIC	- Carl Braybrook
NSW	- Suzy Jackson
QLD	- Ian McLeod
TAS	- Ann Thresher
WA	- Elizabeth Hulm

(b) Key Management Personnel

Key Management Personnel includes only the members of the Committee of Management named above.

(c) Key Management Personnel Compensation

	Total	Short-term Employee Benefits	Post- Employment Benefits	Other Long-term Benefits	Termination Benefits	Share Based Payment
	\$	\$	\$	\$	\$	\$
2011						
Total Compensation	112,661	95,616	13,882	3,163	-	-
2010						
Total Compensation	107,858	91,145	12,244	4,469	-	-

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2011

NOTE 3: RELATED PARTY INFORMATION *continued*

- (d) Amounts were paid for and recovered from the National Office of the CPSU and other Branches and Sections on receipt of invoices during the year.
- (e) Transactions between the Council and the Section were conducted on normal commercial terms in respect of membership fees and reimbursements.

NOTE 4: EMPLOYEE BENEFITS

Year Ended 30 June 2011:	Elected Officials \$	Administrative & Industrial Staff \$	Total \$
Employee benefits paid to employees during the year:			
Wages & Salaries	\$ 93,277	\$ 472,677	\$ 565,954
Annual Leave and Sick Leave	\$ 2,726	\$ 54,708	\$ 57,434
Long Service Leave (Refer Note 1(e))	\$ -	\$ -	\$ -
Superannuation	\$ 13,882	\$ 89,694	\$ 103,576
Employee benefits paid or payable to the CPSU National Office in respect to employees during the year (Refer Note 1(e)):			
Long Service Leave	\$ 3,163	\$ 12,306	\$ 15,469
Year Ended 30 June 2010:	Elected Officials \$	Administrative & Industrial Staff \$	Total \$
Employee benefits paid to employees during the year:			
Wages & Salaries	\$ 83,457	\$ 398,481	\$ 481,938
Annual Leave and Sick Leave	\$ 7,880	\$ 51,903	\$ 59,783
Long Service Leave (Refer Note 1(e))	\$ -	\$ 10,942	\$ 10,942
Superannuation	\$ 12,244	\$ 74,931	\$ 87,175
Employee benefits paid to the CPSU National Office in respect to employees during the year (Refer Note 1(e)):			
Long Service Leave	\$ 4,469	\$ (488)	\$ 3,981

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011

	2011	2010
	\$	\$
NOTE 5: REVENUE		
Operating activities:-		
- Contributions Received	1,238,229	1,220,305
- Interest (other persons/corporations)	103,752	52,424
- Investment Income	20,243	18,424
- Investment Realised Gains	-	98,662
- Other Revenue	612	319
	<u>1,362,836</u>	<u>1,390,134</u>
Total Revenue		

NOTE 6: PROFIT FROM ORDINARY ACTIVITIES

Profit from ordinary activities has been determined after:-

(a) Expenses:

Depreciation of office furniture and equipment	2,801	3,106
Impairment of Investments	27,047	1,669
Loss on Disposal of Investments	414	-
Amounts set aside to Provisions:		
- Long Service Leave	(600)	3,000
- Annual Leave	16,869	13,675

NOTE 7: AUDITING EXPENSES

Amounts receivable or due and receivable by the auditors in respect of:

Auditing the financial report	6,500	6,200
Other services	3,250	3,100
	<u>9,750</u>	<u>9,300</u>

Other services provided by the Auditor are in the nature of other audit procedures, taxation advice and assistance with accounting disclosure.

The auditors do not receive any other benefit from the Section.

CSIRO STAFF ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011**

	2011	2010
	\$	\$
NOTE 8: CASH & CASH EQUIVALENTS		
Cash on Hand	270	87
Cash Held at Call:		
Cash with Members Australia Credit Union	44,068	957,800
Cash with Laboratories Credit Union	70,074	16,333
Cash on Deposit:		
Deposits with Members Australia Credit Union	450,000	239,767
Deposits with Laboratories Credit Union	450,000	509,553
Deposits with ME Bank	450,000	-
	<u>1,464,412</u>	<u>1,723,540</u>

NOTE 9: RECEIVABLES

Sundry Debtors	1,558	5,199
Accrued Interest	10,236	12,277
	<u>11,794</u>	<u>17,476</u>

NOTE 10: FINANCIAL ASSETS

Available for Sale Financial Assets:		
Shares in Members Australia Credit Union	10	10
Managed Funds Investments	306,052	17,688
	<u>306,062</u>	<u>17,698</u>

(a) Impairment of Available-for-Sale Financial Instruments

There has been a significant or prolonged decline in the fair value of Available for Sale Financial Instruments resulting in the initial investment amounts being impaired. In accordance with AASB 139 "Financial Instruments: Recognition and Measurement" the Association recorded impairment losses in the income statement as follows:

Current year impairment of investments	(27,047)	(1,669)
Net impairment of investments	<u>(27,047)</u>	<u>(1,669)</u>

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$	2010 \$
NOTE 11: OTHER ASSETS		
Prepayments	<u>95</u>	<u>3,883</u>
	<u>95</u>	<u>3,883</u>

NOTE 12: PLANT & EQUIPMENT

Office Furniture & Equipment	17,956	57,391
Less: Accumulated Depreciation	<u>(12,162)</u>	<u>(50,839)</u>
	<u>5,794</u>	<u>6,552</u>

a. Movements in Carrying Amounts

Movements in carrying amounts for each class of plant & equipment between the beginning and end of the current financial year:

	Office Furniture & Equipment	Total
Year Ended 30 June 2011:		
Balance at the beginning of year	\$ 6,552	\$ 6,552
Additions	2,457	2,457
Disposals	(414)	(414)
Depreciation/Amortisation	<u>(2,801)</u>	<u>(2,801)</u>
Carrying amount at end of year	<u>\$ 5,794</u>	<u>\$ 5,794</u>
 Year Ended 30 June 2010:		
Balance at the beginning of year	\$ 5,732	\$ 5,732
Additions	3,926	3,926
Disposals	-	-
Depreciation/Amortisation	<u>(3,106)</u>	<u>(3,106)</u>
Carrying amount at end of year	<u>\$ 6,552</u>	<u>\$ 6,552</u>

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2011

	2011	2010
	\$	\$
NOTE 13: ACCOUNTS PAYABLE		
CPSU National Office	43,502	150,317
Sundry Creditors	<u>21,286</u>	<u>19,197</u>
	<u>64,788</u>	<u>169,514</u>
 NOTE 14: PROVISIONS		
Current		
Employee Benefits - short term benefits at nominal value:		
Provision for Annual Leave	81,992	65,123
Provision for Long Service Leave Oncosts	<u>19,400</u>	<u>20,000</u>
	<u>101,392</u>	<u>85,123</u>
(a) Provision for Annual Leave in respect to:		
Elected Officials	26,100	18,672
Administrative and Industrial Staff	<u>55,892</u>	<u>46,451</u>
	<u>81,992</u>	<u>65,123</u>
(b) Provision for Long Service Leave Oncosts in respect to:		
Elected Officials	3,675	3,280
Administrative and Industrial Staff	<u>15,725</u>	<u>16,720</u>
	<u>19,400</u>	<u>20,000</u>

Refer to Note 1(e) for accounting policy in respect to these provisions for employee benefits.

NOTE 15: CAPITAL AND LEASING COMMITMENTS

Rental Commitments

Non-cancellable operating leases contracted for but not capitalised in the financial statements:

Payable:

- not later than one year	64,090	64,584
- later than one year but not later than five years	252,900	258,336
- later than five years	<u>89,590</u>	<u>156,100</u>
	<u>406,580</u>	<u>479,020</u>

The lease relates to the premises at Level 10, 440 Collins Street, Melbourne which commenced on 1 December 2007 for a term of 10 years.

CSIRO STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2011

2011 2010
\$ \$

NOTE 16: CASH FLOW INFORMATION

(a) Reconciliation of Cash & Cash Equivalents

For the purposes of the Statement of Cash Flows, cash and cash equivalents includes cash on hand and cash held at call and on deposit with financial institutions.

Cash and cash equivalents at the end of the reporting period is reconciled to the related items in the balance sheet as follows:

Cash on Hand	270	87
Cash Held at Call with Credit Unions	114,142	974,133
Cash on Deposits with Credit Unions	<u>1,350,000</u>	<u>749,320</u>
	<u>1,464,412</u>	<u>1,723,540</u>

(b) Reconciliation of Net Cash Provided by Operating Activities to Operating Profit

Operating profit/(loss) for year	107,465	295,552
Non-cash flows in operating profit		
Depreciation & Amortisation	2,801	3,106
Loss on Disposal of Plant and Equipment	414	-
(Profit)/Loss on Disposal of Investments	-	(98,662)
Impairment Loss	27,047	1,669
Changes in assets and liabilities		
(Increase)/Decrease in Receivables	5,682	(10,289)
(Increase)/Decrease in Other Assets	3,788	(1,582)
(Increase)/Decrease in Other Financial Assets	(20,243)	(10,450)
Increase/(Decrease) in Accounts Payable	(104,726)	32,910
Increase/(Decrease) in Employee Provisions	<u>16,269</u>	<u>16,675</u>
Net Cash Provided by/(Used in) Operating Activities	<u>38,497</u>	<u>228,929</u>

(c) Financing Facilities

The Section has no overdraft facilities.

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011

NOTE 17: FINANCIAL INSTRUMENTS

(a) Terms, conditions and accounting policies

The Section's terms, conditions and accounting policies of financial instruments are those adopted by businesses in Australia generally.

(b) Interest rate risk

The Section's exposure to interest rate risks and the effective interest rates of financial assets and financial liabilities, both recognised and unrecognised are as follows:

Economic Entity	Total Carrying Value		Weighted Average Interest Rates		Non Interest Bearing		Floating Interest Rate		Fixed Interest Rate	
	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010
	\$	\$	%	%	\$	\$	\$	\$	\$	\$
Financial Assets										
Cash and Bank Deposits	1,464,412	1,723,540	6.02	4.64	270	87	114,142	974,133	1,350,000	749,320
Managed Funds	306,052	17,676	-	-	306,052	17,676	-	-	-	-
Receivables	11,794	17,476	-	-	11,794	17,476	-	-	-	-
Total Financial Assets	1,782,258	1,758,692			318,116	35,239	114,142	974,133	1,350,000	749,320
Financial Liabilities										
Accounts Payable	64,788	169,514	-	-	64,788	169,514	-	-	-	-
Total Financial Liabilities	64,788	169,514			64,788	169,514	-	-	-	-

(c) Market Risk

The Section's sensitivity to market risk is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates, changes in price indexes such as the Australian Stock Exchange or changes in returns on managed fund investments. The Section manages this risk through diversity in the investment portfolio and by obtaining professional investment advice. Taking into account past performance, future expectations, economic forecasts and experience of the financial markets, the possible impact on net operating result and equity over the next 12 months is as follows:

CSIRO STAFF ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011**

NOTE 17: FINANCIAL INSTRUMENTS *continued*

(c) Market Risk *continued*

2011	Total Carrying Value	Interest Rate Risk				Price Risk				Return Risk							
		-1%		+1%		-20%		+20%		-2%		+2%					
		Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity				
Financial Assets																	
Cash and Bank Deposits	1,464,412	(14,473)	(14,473)	14,473	14,473	-	-	-	-	-	-	-	-	-	-	-	-
Managed Funds	306,052	-	-	-	-	(61,210)	(61,210)	-	-	61,210	61,210	(6,121)	(6,121)	-	-	6,121	6,121
Receivables	11,794	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial Liabilities																	
Accounts Payable	64,788	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

2010	Total Carrying Value	Interest Rate Risk				Price Risk				Return Risk							
		-1%		+1%		-20%		+20%		-2%		+2%					
		Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity				
Financial Assets																	
Cash and Bank Deposits	1,723,540	(17,015)	(17,015)	17,015	17,015	-	-	-	-	-	-	-	-	-	-	-	-
Managed Funds	17,676	-	-	-	-	(3,538)	(3,538)	-	-	3,538	3,538	(354)	(354)	-	-	354	354
Receivables	17,476	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial Liabilities																	
Accounts Payable	169,514	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

CSIRO STAFF ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2011

NOTE 17: FINANCIAL INSTRUMENTS *continued*

(d) Credit Risk

The Section has no significant exposure to credit risk.

(e) Net Fair values

The net fair values of the Section's financial assets and financial liabilities are not expected to be significantly different from each class of asset and liability as disclosed above and recognised in the balance sheet as at 30 June 2011.

(f) Liquidity Risk

The Section manages liquidity risk by monitoring forecast cash flows and ensuring that adequate cash funds are maintained.

