



21 October 2016

Mr Gary Swan
Secretary
CSR & Holcim Staff Association
mport@csr.com.au

CC: Murray Richardson, auditor, by email: mricha87@bigpond.net.au

Dear Mr Swan,

**CSR & Holcim Staff Association
Financial Report for the year ended 30 June 2016 - [FR2016/181]**

I acknowledge receipt of the financial report of the CSR & Holcim Staff Association. The documents were lodged with the Fair Work Commission on 28 September 2016.

The financial report has now been filed. You are not required to take any further action in respect of the report lodged.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under s.253, s.265, s.266 and s.268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under s.268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and reporting guidelines have been complied with. A primary review does not examine all disclosure requirements.

Please note that the financial report for the year ending 30 June 2017 may be subject to an advanced compliance review. I make the following comments to assist you when you next prepare a financial report. You are not required to take any further action in respect of the report lodged. The FWC will confirm these concerns have been addressed prior to filing next year's report.

Timescale requirements

As you are aware, an organisation is required under the RO Act to undertake certain steps in accordance with specified timelines. Information about these timeline requirements can be found on the FWC website. In particular, I draw your attention to Financial reporting process and timelines which explains the timeline requirements, and Diagrammatic summary of financial reporting timelines which sets out the timeline requirements in diagrammatical form.

I note that the following timescale requirement was not met:

Reports must be provided to Members at least 21 days before the General Meeting of Members

The Designated Officer's Certificate states that the financial report was provided to members on 27 August 2016, and presented to a General Meeting of members on 16 September 2016. Under section 265(5)(a) of the RO Act, where the report is presented to a General Meeting of members, the report must be provided to members at least 21 days before that meeting.

If these dates are correct, the reporting unit only provided members the financial report 19 days before the General Meeting.

The day that notice is issued and the day that the meeting is held are not counted in the 21 days.

Please note that subsection 265(5) is a civil penalty provision and future failure to meet this timelines may result in an inquiry into the organisation and the General Manager of the FWC may apply under s.310(1) of the RO Act to the Federal Court of Australia for a pecuniary penalty order to be imposed on your organisation and, potentially, an officer whose conduct led to the non-compliance.

Key Management Personnel

Australian Accounting Standard AASB 124 Related Party Disclosures paragraph 17 requires the General Purpose Financial Report to disclose within the statements or the notes compensation paid to key management personnel. Key management personnel is defined as 'those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity'.

This normally includes a listing of the key management personnel for the organisation, the total amount of compensation paid to all key management personnel, and then totals for each of the following categories:

- Short term employee benefits
- Post employment benefits
- Other long term employee benefits
- Termination benefits
- Any share based payments.

The definition for these categories can be found within accounting standard AASB 119: Employee Benefits.

The reporting unit should review the role and function performed by its employee to verify whether they satisfy the definition of key management personnel and if so in future years ensure that the relevant details are appropriately disclosed.

Reporting Requirements

On the FWC website a number of factsheets in relation to the financial reporting process and associated timelines are available. The most recent copy of the Reporting Guidelines and a model set of financial statements can also be found. The FWC recommends reporting units use this model as it will assist in ensuring compliance with the RO Act, the s.253 Reporting Guidelines and the Australian Accounting Standards. Access to this information may be obtained via [this link](#).

If you have any queries regarding this letter, please contact me on (03) 8656 4698 or via email at catherine.bebbington@fwc.gov.au.

Kind regards



CATHERINE BEBBINGTON
Regulatory Compliance Branch

FAIR WORK COMMISSION

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CSR & Holcim Staff Association

s.268 Fair Work (Registered Organisations) Act 2009

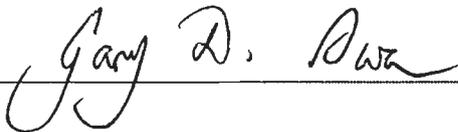
Certificate of Prescribed Designated Officer

Certificate for the period ended 30 June 2016

I, Gary Swan, being the Secretary of the CSR & Holcim Staff Association certify:

- That the documents lodged herewith are copies of the full report for the CSR & Holcim Staff Association for the period ended 30 June 2016 referred to in Section 268 of the *Fair Work (Registered Organisations) Act 2009* (FWRO Act);
- That the full report was provided to members of the reporting unit on Saturday, 27 August 2016; and
- That the full report was presented to a general meeting of members of the reporting unit on Friday, 16 September 2016 in accordance with Section 266 of the FWRO Act.

Signature of prescribed designated officer:



Name of prescribed designated officer:

Mr Gary Swan

Title of prescribed designated officer:

Secretary

Dated: 27/9/2016

Financial Statements 2015-2016

CSR and Holcim Staff Association

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OPERATING REPORT for the period ended 30 June 2016

The committee of management ('Executive Council') presents its report on the reporting unit for the financial year ended 30 June 2016.

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

The principal activity of the economic entity during the financial year was that of an Association of Employees as described in detail in the accompanying attachment "A".

Significant changes in financial affairs

No significant changes in the economic entity's state of affairs occurred during the financial year.

The Executive Council stated that the surplus of the CSR & Holcim Staff Association ("the Association") for the financial year amounted to \$76,921.

Right of members to resign

CSR & Holcim Staff Association Rule 9 provides for the resignation of members in accordance with the Fair Work (Registered Organisations) Act 2009.

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

No officer, member or employee of the Association holds a position as a trustee or a director of a superannuation entity or exempt public sector superannuation scheme or superannuation fund trustee.

Number of members

At 30 June 2016 the number of members recorded for our organisation was 810.

Number of employees

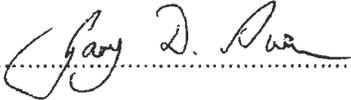
At 30 June 2016 our organisation had one full-time staff employee.

Names of Executive Council members and period positions held during the financial year

Name	No. of meetings attended this financial year	Portion of financial year held office	Length of time held position on Committee of Management
Doug Sockhill	4	Full year	From 28/03/14 on-going
Gary Swan	4	Full year	From 22/07/11 on-going
Philip Carter	3	Full year	From 10/12/09 on-going
Max Priebe	4	Full year	From 19/09/13 on-going
Don McArthur	2	Part year	From 19/09/13 on-going
Geoffrey Ellis	2	Part year	15/09/2015 ongoing
Des Alfred	1	From 24/07/2015 to 31/07/2015	From 24/07/2015 to 31/07/2015
Julie Reynolds	0	To 15/09/2015	From 19/09/13 to 15/09/2015
Crissie Maloney	1	To 15/09/2015	From 19/09/2013 to 15/09/2015

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

No officer or employee of the Association holds a position as a director of a company or a member of a board.

Signature of prescribed designated officer 

Name of prescribed designated officer: Gary Swan
Secretary, CSR & Holcim Staff Association

Dated: 5th day of August 2016

COMMITTEE OF MANAGEMENT STATEMENT

for the period ended 30 June 2016

On the 29th July 2016 the Executive Council of the CSR & Holcim Staff Association passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2016:

The Executive Council declares 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;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the Fair Work (Registered Organisations) RO Act 2009; and
 - (iv) The Association operates as a single reporting unit, and
 - (v) where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act has been provided to the member or General Manager; and
 - (vi) 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.
- (f) 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 Executive Council.

Signature of designated officer



Name of designated officer:

Gary Swan
Secretary, CSR & Holcim Staff Association

Dated:

5th day of August 2016

STATEMENT OF PROFIT OR LOSS AND COMPREHENSIVE INCOME*for the year ended 30 June 2016*

	Notes	2016 \$	2015 \$
Revenue			
Membership subscription *		261,817	285,542
Capitation fees	3A	-	-
Levies	3B	-	-
Interest	3C	7,740	11,013
Rental revenue	3D	-	-
Other revenue		-	58
Total revenue		269,557	296,613
Other Income			
Grants and/or donations	3E	43,800	102,600
Share of net profit from associate	6E	-	-
Net gains from sale of assets	3F	-	-
Total other income		43,800	102,600
Total income		313,357	399,213
Expenses			
Employee expenses	4A	210,420	247,541
Capitation fees	4B	-	-
Affiliation fees	4C	-	-
Administration expenses	4D	21,128	14,877
Grants or donations	4E	-	-
Depreciation and amortisation	4F	173	216
Finance costs		-	-
Legal costs	4G	-3,505	55,604
Audit fees	14	4,450	4,450
Share of net loss from associate	6E	-	-
Write-down and impairment of assets		-	-
Net losses from sale of assets		-	-
Other expenses	4H	3,770	2,413
Total expenses		236,436	325,101
Profit (loss) for the year		76,921	74,112
Other comprehensive income			
Items that will not be subsequently reclassified to profit or loss			
Gain on revaluation of land & buildings		-	-
Total comprehensive income for the year		76,921	74,112

The above statement should be read in conjunction with the notes.

* As required by the Reporting Guidelines. Item to remain even if 'nil'

The above statement should be read in conjunction with the notes.

STATEMENT OF FINANCIAL POSITION

as at 30 June 2016

	Notes	2016 \$	2015 \$
ASSETS			
Current Assets			
Cash and cash equivalents	5A	149,907	89,786
Trade and other receivables	5B	581	64,672
Other Assets – Term Deposits	5C	323,557	315,890
Trust Bank, CSR Past Employees Association	19	0	78,497
Total current assets		474,045	548,845
Non-Current Assets			
Land and buildings	6A	-	-
Plant and equipment	6B	692	865
Investment Property	6C	-	-
Intangibles	6D	-	-
Investments in associates	6E	-	-
Other investments	6F	-	-
Other non-current assets	6G	-	-
Total non-current assets		692	865
Total assets		474,737	549,710
LIABILITIES			
Current Liabilities			
Trade payables	7A	4,751	5,147
Other payables	7B	13,747	66,299
Employee provisions	8A	24,080	44,529
Trust Fund, CSR Past Employees Association	19	0	78,497
Total current liabilities		42,578	194,472
Non-Current Liabilities			
Employee provisions LT	8A	-	-
Other non-current liabilities	9A	-	-
Total non-current liabilities		-	-
Total liabilities		42,578	194,472
Net assets		432,159	355,238
EQUITY			
Accumulated funds	10A	432,159	355,238
Total equity		432,159	355,238

The above statement should be read in conjunction with the notes.

STATEMENT OF CHANGES IN EQUITY
for the year ended 30 June 2016

	Notes	General funds \$	Retained earnings \$	Total equity \$
Balance as at 1 July 2014			281,126	281,126
Profit/(Loss)for the year		-	74,112	74,112
Other comprehensive income for the year		-	-	-
Transfer to/from [Nil]	10A	-	-	-
Closing balance as at 30 June 2015		-	355,238	355,238
Adjustment for errors		-	-	-
Adjustment for changes in accounting policies		-	-	-
Profit/(Loss)for the year		-	76,921	76,921
Other comprehensive income for the year		-	-	-
Transfer to/from [Nil]	10A	-	-	-
Transfer from retained earnings		-	76,921	76,921
Closing balance as at 30 June 2016		-	432,159	432,159

The above statement should be read in conjunction with the notes.

Statement of Cash Flows for the year ended 30th June 2016

	Note	2016 \$	2015 \$
Cash Flows from Operating Activities			
Cash received			
Receipts from Members Fees		293,284	308,242
Interest Received	B	7,740	11,013
Other Income	C	43,800	102,658
Cash used			
Employees	D	(169,782)	(525,234)
Suppliers	D	(107,254)	(115,579)
Payment to other reporting units/controlled entity(s)	11B	-	-
Net cash from (used in) Operating Activities		67,788	(218,900)
Cash Flows from Investing Activities			
Proceeds from Investments		-	264,607
Payments to investments		-7,667	-
Net Cash from Investing Activities		-7,667	264,607
Net Increase (Decrease) in cash held		60,121	45,707
Cash at beginning of financial year		89,786	44,079
Cash at end of financial year	5A	143,907	89,786

The above statement should be read in conjunction with the notes.

RECOVERY OF WAGES ACTIVITY*

	2016	2015
	\$	\$
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 of:	-	-
Nil		
Name of other reporting unit of the organisation:		
Nil	-	-
Name of other entity:		
Nil	-	-
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 Association has not recovered any wages during the year ended 30 June 2016	-	-

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

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Note 1 Summary of significant accounting policies

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Association is a not-for-profit entity.

The Financial Statements were authorised for issue on 11th August 2016 by the Secretary of the Association.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

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

Future Australian Accounting Standards Requirements

No new standards, amendments to standards or interpretations were issued prior to the sign-off date or are applicable to the future reporting period that are expected to have a future financial impact on the Association.

1.5 Basis of consolidation

The Association is not required to prepare consolidated financial statements. The organisation operates as a single entity. The Association has no other units.

1.6 Investment in associates and joint arrangements

The Association has no investments in associates or joint arrangements.

1.7 Business combinations

There are no business acquisitions for the Association

1.8 Acquisition of assets and or liabilities that do not constitute a business combination

No assets and liabilities have been transferred to the reporting unit during the year for consideration or for no consideration.

The assets and liabilities are recognised as at the date of transfer.

1.9 Revenue

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

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

Revenue from the sale of goods is recognised when, the risks and rewards of ownership have been transferred to the buyer, the entity retains no managerial involvement or effective control over the goods, the revenue and transaction costs incurred can be reliably measured, and it is probable that the economic benefits associated with the transaction will flow to the entity.

Donation income is recognised when it is received.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

Interest revenue is recognised on an accrual basis using the effective interest rate.

Rental revenue from operating leases is recognised on a straight-line basis over the term of the relevant lease.

1.10 Government grants¹

The Association receives no Government grants.

1.11 Gains

Sale of assets

There have been no asset sales in the financial year ended 30 June 2016

1.12 Capitation fees and levies

There have been no capitation fees or levies, received or paid.

¹ Policy relevant for for-profit reporting units. Not-for-profit reporting units must comply with AASB1004 Contributions.

1.13 Employee benefits

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

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the reporting unit in respect of services provided by employees up to reporting date.

The Association makes no payments to defined contribution retirement benefit.

Provision is made for separation and redundancy benefit payments. Reporting Unit recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

1.14 Leases

The Association holds no finance leases.

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

1.15 Borrowing costs

All borrowing costs are recognised in profit and loss in the period in which they are incurred.

1.16 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 consolidated statement of financial position.

1.17 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.

1.18 Financial assets

Financial assets are classified into the following specified categories: financial assets at fair value through profit or loss, held-to-maturity investments, available-for-sale financial assets 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. All regular way purchases or sales of financial assets are recognised and derecognised upon trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Fair value through profit or loss

Financial assets are classified as at fair value through profit or loss when the financial asset is either held for trading or it is designated as at fair value through profit or loss.

A financial asset is classified as held for trading if:

- it has been acquired principally for the purpose of selling it in the near term; or
- on initial recognition it is part of a portfolio of identified financial instruments that the reporting unit manages together and has a recent actual pattern of short-term profit-taking; or
- it is a derivative that is not designated and effective as a hedging instrument.

A financial asset other than a financial asset held for trading may be designated as at fair value through profit or loss upon initial recognition if:

- such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- the financial asset forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with the reporting units documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- it forms part of a contract containing one or more embedded derivatives, and AASB 139 'Financial Instruments: Recognition and Measurement' permits the entire combined contract (asset or liability) to be designated as at fair value through profit or loss.

Financial assets at fair value through profit or loss are stated at fair value, with any gains or losses arising on re-measurement recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any dividend or interest earned on the financial asset and is included in the 'other gains and losses' line item in the statement of comprehensive income.

Held-to-maturity investments

Financial assets with fixed or determinable payments and fixed maturity dates that the reporting unit has the positive intent and ability to hold to maturity are classified as held-to-maturity investments. Held-to-maturity investments are measured at amortised cost using the effective interest method less any impairment.

Available-for-sale

Listed shares and listed redeemable notes held by the reporting unit that are traded in an active market are classified as available-for-sale and are stated at fair value. The reporting unit also has investments in unlisted shares that are not traded in an active market but that are also classified as available-for-sale financial assets and stated at fair value. Gains and losses arising from changes in fair value are recognised in other comprehensive income and accumulated in the investments revaluation reserve, with the exception of impairment losses, interest calculated using the effective interest method, and foreign exchange gains and losses on monetary assets, which are recognised in profit or loss. Where the investment is disposed of or is determined to be impaired, the cumulative gain or loss previously accumulated in the investments revaluation reserve is reclassified to profit or loss.

Dividends on available-for-sale equity instruments are recognised in profit or loss when the reporting unit right to receive the dividends is established. The fair value of available-for-sale monetary assets denominated in a foreign currency is determined in that foreign currency and translated at the spot rate at the end of the reporting period. The foreign exchange gains and losses that are recognised in profit or loss are determined based on the amortised cost of the monetary asset. Other foreign exchange gains and losses are recognised in other comprehensive income.

Loan 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, except for short-term receivables when the recognition of interest would be immaterial.

Effective interest method

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.

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.

Impairment of financial assets

Financial assets, other than those at fair value through profit or loss, are assessed for impairment at the end of each reporting period. Financial assets are considered to be impaired when 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 affected.

For certain categories of financial asset, such as trade receivables, assets that are assessed not to be impaired individually are, in addition, assessed for impairment on a collective basis. Objective evidence of impairment for a portfolio of receivables could include the reporting units past experience of collecting payments, an increase in the number of delayed payments in the portfolio past the average credit period of 60 days, as well as observable changes in national or local economic conditions that correlate with default on receivables.

For financial assets carried at amortised cost, the amount of the impairment loss recognised is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

For financial assets carried at cost, the amount of the impairment loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the current market rate of return for a similar financial asset. Such impairment loss will not be reversed in subsequent periods.

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 considered uncollectible, 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.

When an available-for-sale financial asset is considered to be impaired, cumulative gains or losses previously recognised in other comprehensive income are reclassified to profit or loss in the period.

For financial assets measured at amortised cost, 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 that 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 securities, impairment losses previously recognised in profit or loss are not reversed through profit or loss. Any increase in fair value subsequent to an impairment loss is recognised in other comprehensive income and accumulated under the heading of investments revaluation reserve. In respect of available-for-sale debt securities, impairment losses are subsequently reversed through profit or loss if an increase in the fair value of the investment can be objectively related to an event occurring after the recognition of the impairment loss.

De-recognition of financial assets

The reporting unit derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. The difference between the asset's carrying amount and the sum of the consideration received and receivable and the cumulative gain or loss that had been recognised in other comprehensive income and accumulated in equity is recognised in profit or loss.

1.19 Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Fair value through profit or loss

Financial liabilities are classified as at fair value through profit or loss when the financial liability is either held for trading or it is designated as at fair value through profit or loss.

A financial liability is classified as held for trading if:

- it has been acquired principally for the purpose of repurchasing it in the near term; or
- on initial recognition it is part of a portfolio of identified financial instruments that the reporting unit manages together and has a recent actual pattern of short-term profit-taking; or
- it is a derivative that is not designated and effective as a hedging instrument.

A financial liability other than a financial liability held for trading may be designated as at fair value through profit or loss upon initial recognition if:

- such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- the financial liability forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with the reporting units documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- it forms part of a contract containing one or more embedded derivatives, and AASB 139 'Financial Instruments: Recognition and Measurement' permits the entire combined contract (asset or liability) to be designated as at fair value through profit or loss.

Financial liabilities at fair value through profit or loss are stated at fair value, with any gains or losses arising on re-measurement recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability and is included in the 'other gains and losses' line item in the statement of comprehensive income.

Other financial liabilities

Other financial liabilities, including borrowings and trade and other payables, are initially measured at fair value, net of transaction costs.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

De-recognition of financial liabilities

The reporting unit derecognises financial liabilities when, and only when, the reporting units obligations are discharged, cancelled or they expire. The difference between the carrying amounts of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

1.20 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.

1.21 Land, Buildings, Plant and Equipment

The Association held no land or buildings during the year ended 30 June 2016

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the diminishing line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Land, Buildings, Plant and Equipment cont.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2016	2015
Plant and equipment	20%	20%

De-recognition

An item of land, buildings, plant and equipment is de-recognised 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.

1.22 Investment property

The Association held no investment properties during the year ended 30 June 2016.

1.23 Intangibles

The Association held no intangible assets during the year ended 30 June 2016.

1.24 Impairment for non-financial assets

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the [*reporting unit*] were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

1.25 Non-current assets held for sale

The Association has held no non-current assets for sale during the year ended 30 June 2016.

1.26 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).

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 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 Australian Taxation Office is classified within operating cash flows.

1.27 Fair value measurement

The Association measures financial instruments, such as financial assets at fair value through the profit and loss, available for sale financial assets, and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 16A.

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

All financial assets of The Association are measured and disclosed at Level 1 – quoted (unadjusted) market prices in active markets for identical assets or liabilities.

1.28 Going concern

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

No *Reporting unit* has agreed to provide the Association with financial support to ensure they can continue on a going concern basis.

Note 2 Events after the reporting period

Events Subsequent to Reporting Date

There are no matters or circumstances that have arisen since the end of the financial year that have significantly affected, or may significantly affect the operations of the Association, the results of the operations of the Association or the state of affairs of the Association in future financial years

	2016	2015
	\$	\$
Note 3 Income		
Note 3A: Capitation fees*		
Nil	-	-
Total capitation fees	-	-
Note 3B: Levies*		
Nil	-	-
Total levies	-	-
Note 3C: Interest		
Deposits	7,740	11,013
Loans	-	-
Total interest	7,740	11,013
Note 3D: Rental revenue		
Nil	-	-
Total rental revenue	-	-
Note 3E: Grants or donations*		
Grants	-	-
Donations	43,800	102,600
Total grants or donations	43,800	102,600
Note 3F: Net gains from sale of assets		
Land and buildings	-	-
Plant and equipment	-	-
Intangibles	-	-
Total net gain from sale of assets	-	-

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2,016	2,015
	\$	\$
Note 4 Expenses		
Note 4A: Employee expenses*		
Holders of office:		
Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses holders of office	<u>-</u>	<u>-</u>
Employees other than office holders:		
Wages and salaries	171,014	203,739
Superannuation	17,143	23,800
Leave and other entitlements	18,969	28,666
Separation and redundancies	-	-
Other employee expenses	3,294	(8,664)
Subtotal employee expenses employees other than office holders	<u>210,420</u>	<u>247,541</u>
Total employee expenses	<u>210,420</u>	<u>247,541</u>
Note 4B: Capitation fees*		
Nil	-	-
Total capitation fees	<u>-</u>	<u>-</u>
Note 4C: Affiliation fees*		
Nil	-	-
Total affiliation fees/subscriptions	<u>-</u>	<u>-</u>

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2016	2015
	\$	\$
Note 4D: Administration expenses		
Consideration to employers for payroll deductions*	-	-
Compulsory levies* [Nil]	-	-
Fees/allowances - meeting and conferences*	-	-
Conference and meeting expenses*	3,897	4,364
Contractors/consultants	9,714	-
Property expenses	-	-
Office expenses	3,196	2,142
Information communications technology	1,260	5,103
Other	1,021	987
	<u>19,088</u>	<u>12,596</u>
Subtotal administration expense	19,088	12,596
Operating lease rentals:		
Minimum lease payments	2,040	2,281
	<u>2,040</u>	<u>2,281</u>
Total administration expenses	21,128	14,877
Note 4E: 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	-	-
	<u>-</u>	<u>-</u>
Total grants or donations	-	-
Note 4F: Depreciation and amortisation		
Depreciation		
Land & buildings	-	-
Property, plant and equipment	173	216
	<u>173</u>	<u>216</u>
Total depreciation	173	216
Amortisation		
Intangibles	-	-
	<u>-</u>	<u>-</u>
Total amortisation	-	-
Total depreciation and amortisation	173	216

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2016	2015
	\$	\$
Note 4G: Legal Costs*		
Litigation Other legal matters:	-	-
Other legal matters	-3,505	55,604
Total grants or donations	<u>-3,505</u>	<u>55,604</u>
Note 4H: Other expenses		
Penalties – via RO Act or RO Regulations*	-	-
Staff Travel	3,770	2,413
Total other expenses	<u>3,770</u>	<u>2,413</u>

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2016	2015
	\$	\$
Note 5 Current Assets		
Note 5A: Cash and Cash Equivalents		
Cash at bank	149,594	89,473
Cash on hand	313	313
Total cash and cash equivalents	<u>149,907</u>	<u>89,786</u>
Note 5B: Trade and Other Receivables		
Receivables from other reporting unit[s]*		
Nil	-	-
Total receivables from other reporting unit[s]	<u>-</u>	<u>-</u>
Less provision for doubtful debts*		
Nil	-	-
Total provision for doubtful debts	<u>-</u>	<u>-</u>
Receivable from other reporting unit[s] (net)	<u>-</u>	<u>-</u>
Other receivables:		
GST receivable from the Australian Taxation Office	-	-
Other trade receivables	581	64,672
Total other receivables	<u>581</u>	<u>64,672</u>
Total trade and other receivables (net)	<u>581</u>	<u>64,672</u>
Note 5C: Other Assets		
Term Deposits	<u>323,557</u>	<u>315,890</u>

	2016	2015
	\$	\$
Note 6 Non-current Assets		
Note 6A: Land and buildings		
Land and buildings:		
fair value	-	-
accumulated depreciation	-	-
Total land and buildings	-	-
Note 6B: Plant and equipment		
Plant and equipment:		
at cost	22,259	22,259
Accumulated depreciation	-21,567	-21,394
Total plant and equipment	692	865
Reconciliation		
<i>Reconciliation of the Opening and Closing Balances of Plant and Equipment</i>		
Balance at beginning of the year	865	1,081
Depreciation expense	-173	216
Other movement	-	-
Balance at end of the year	692	865

	2016	2015
	\$	\$
Note 7 Current Liabilities		
Note 7A: Trade payables		
Trade creditors and accruals	4,751	4,967
Operating lease rentals	-	180
Subtotal trade creditors	<u>4,751</u>	<u>5,147</u>
Payables to other reporting unit[s]*		
<i>[list name and amount for each reporting unit]</i>	-	-
Subtotal payables to other reporting unit[s]	<u>-</u>	<u>-</u>
Total trade payables	<u>4,751</u>	<u>5,147</u>
Settlement is usually made within 30 days.		

Note 7B: Other payables

Wages and salaries	-	-
Superannuation	-	72
Consideration to employers for payroll deductions*	-	-
Legal costs*	-	-
Litigation	-	-
Other legal matters	-	55,207
Prepayments received/unearned revenue	-	-
GST payable	10,523	6,475
FBT & PAYE tax liability	3,224	4,545
Other	-	-
Total other payables	<u>13,747</u>	<u>66,299</u>
Total other payables are expected to be settled in:		
No more than 12 months	13,747	66,299
More than 12 months	-	-
Total other payables	<u>13,747</u>	<u>66,299</u>

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2016	2015
	\$	\$
Note 8 Provisions		
Note 8A: Employee Provisions*		
Office Holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
<i>Subtotal employee provisions—office holders</i>	-	-
Employees other than office holders:		
Annual leave	14,744	18,929
Long service leave	9,336	25,600
Separations and redundancies	-	-
Other	-	-
<i>Subtotal employee provisions—employees other than office holders</i>	24,080	44,529
Total employee provisions	24,080	44,529
Current	24,080	44,529
Non Current	-	-
<i>Total employee provisions</i>	24,080	44,529

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2016	2015
	\$	\$
Note 9 Non-current Liabilities *		
Note 9A: Other non-current liabilities		
Nil	-	-
Total other non-current liabilities	<u>-</u>	<u>-</u>

Note 10 Equity

Note 10A: Funds

Nil reserves

Balance as at start of year	-	-
Transferred to reserve	-	-
Transferred out of reserve	-	-
Balance as at end of year	<u>-</u>	<u>-</u>
Balance as at start of year	-	-
Transferred to reserve	-	-
Transferred out of reserve	-	-
Balance as at end of year	<u>-</u>	<u>-</u>
Total Reserves	<u>-</u>	<u>-</u>

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

Note 11A: Cash Flow Reconciliation**Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement:**

	2016	2015
	\$	\$
Cash and cash equivalents as per:		
Cash flow statement	149,907	89,786
Balance sheet	149,907	89,786
Difference	-	-

Note 11B: Cash flow information*

Reporting Entities – Nil

Note 11C Reconciliation of Cash

Cash includes cash on hand and at call deposits with financial institutions. Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:-

	2016	2015
	\$	\$
Cash at bank	149,594	89,473
Cash on hand	313	313
5A	149,907	89,786

Note 11D Reconciliation of Net Cash from/(used in) Operating Activities with Operating Deficit

Operating Surplus / (Deficit)	76,921	74,112
Depreciation	173	216
Increase / (Decrease) in Provisions	(20,448)	(262,571)
Changes in Assets and Liabilities:		
Receivables	64,091	(64,672)
Payables	(52,949)	34,015
Net Cash from/(used in) Operating Activities	67,788	(218,900)

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

2016	2015
\$	\$

Note 12: Contingent Liabilities, Assets and Commitments

Note 12A: Operating Lease Liability

Total minimum future non-cancellable lease payments		
Not later than 1 year	2,165	2,165
Later than 1 year and not later than 5 years	667	2,707
	<u>2,832</u>	<u>4,872</u>

Note 13: Related Party Disclosures

Nil	<u>-</u>	<u>-</u>
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Note 13B: Management Personnel Remuneration for the Reporting Period

Nil	<u>-</u>	<u>-</u>
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Note 14: Remuneration of Auditors

Value of the services provided

Financial statement audit services	4,450	4,450
Other services	-	-
Total remuneration of auditors	<u>4,450</u>	<u>4,450</u>

No other services were provided by the auditors of the financial statements.

Note 15 Financial Instruments

The Association's financial instruments consist mainly of deposits with banks, receivables and payables.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements are as follows:

All financial instruments have a maturity date of less than 1 year

	Note	2016 \$	2015 \$
Financial assets			
Cash and cash equivalents	5A	149,907	89,786
Trade and other receivables	5B	581	64,672
Term Deposits	5C	323,557	315,890
CSR PEA Trust Fund Bank	19	-	78,497
Carrying/Fair Value Amount		<u>474,045</u>	<u>548,845</u>
Financial liabilities			
Trade payables	7A	4,751	5,147
Other payables	7B	13,747	66,299
CSR PEA Trust Fund	19	-	78,497
Carrying/Fair Value Amount		<u>18,498</u>	<u>149,943</u>

Note 15A: Financial Risk Management Policies

Executive Council members of the Association are responsible for monitoring and managing the Association's compliance with its risk policies. Risk management policies are reviewed by the Executive Council on a regular basis. These include credit risk policies and future cash flow requirements.

Note 15B: Specific Financial Risk Exposure

The main risk the Association is exposed to through its financial instruments is interest rate risk.

There have been no substantive changes in the types of risks the Association is exposed to, how these risks arise, the Council's objectives or policies and processes for managing and measuring the risks from the previous period.

Interest rate risk

- i) Exposure to interest rate risk arises on financial assets and liabilities at the end of the reporting period whereby a future change in the interest rate will affect future cash flows or fair values of fixed rate financial instruments.
- ii) The financial instruments that expose the Association to interest rate risk are limited to cash at bank and short term deposits. The interest rates on these financial instruments are not subject to heavy fluctuations.

Price Risk

- i) The Association is not exposed to price risk as the Association is not holding any securities that are subject to market conditions.

Credit Risk

- i) Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss by the Association.
- ii) The credit risk of the Association is low as deposits are all made to banks and other financial institutions.

Liquidity Risk

- i) Liquidity risk arises from the possibility that the Association might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities.
- ii) The Association manages this risk through the following mechanisms:
 - (a) Planning and monitoring cash flow requirements;
 - (b) Maintaining a reputable credit profile;
 - (c) Managing credit risk related to financial assets;
 - (d) Only investing surplus funds with major financial institutions;
 - (e) Planning and managing the maturity dates of the financial liabilities.

Note 16: Fair Value Measurement

Executive Councillors of the Association have assessed that [cash, trade receivables, trade payables, and other current liabilities] approximate their carrying amounts largely due to the short term maturities of these instruments.

The Financial Instruments table under note 15 contains the carrying amounts and related fair values for the Association's financial assets and liabilities.

Note 17: Business combinations

The Association hold no subsidiaries. There are no business combinations to report

Note 18: Administration of financial affairs by a third party ²

The financial affairs of The Association are not administered by a third party.

² Refer to item 31 in the Reporting Guidelines.

Note 19: CSR Past Employees Trust Fund & Bank Accounts

The Association has held funds in separate bank accounts on behalf of the CSR Past Employees Association (CSRPEA). Income & expenditure of the CSRPEA has been included in the accounts as income & expenditure of the Association.

The intention of the executive committee of the Association was to separate the funds held by the two associations and transfer any monies held on behalf of the CSRPEA to that association.

The monies held by the Association on behalf of CSRPEA were transferred to that association during the year ended 30th June 2016

In the accounts for the year ended 30th June 2016 income and expenditure relating to the CSRPEA has been excluded and for the purposes of comparison the figures for the year ended 30th June 2015 also excluded the income & expenditure of the CSRPEA.

For the 2015 accounts, in order to separate and restate the financial records for the year ended 30th June 2014 an amount of \$85,777 (Balance of CSRPEA bank A/c at 1st July 2013) had been transferred from retained earnings to the CSRPEA Trust Fund to record the separation of assets.

Summary of Movements in CSR Past Employees Association Trust Fund

Year Ended 30th June 2014

Transfer from retained earnings 1st July 2013	85,777
Interest received	2,514
Other income	14,883
	<u>103,174</u>
Less Expenses	21,601
Balance as at 30th June 2014	<u><u>81,573</u></u>

Year Ended 30th June 2015

Balance as at 1st July 2014	81,573
Interest received	2,148
	<u>83,721</u>
Less Expenses	5,224
Balance as at 30th June 2015	<u><u>78,497</u></u>

Year Ended 30th June 2016

Balance as at 1st July 2015	<u>78,497</u>
Interest received	220
	<u>78,717</u>
Less Expenses	2 970
Less funds transferred to CSRPEA	<u>75,747</u>
Balance as at 30th June 2016	<u><u>-</u></u>

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 General Manager:

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

INDEPENDENT AUDIT REPORT

To the members of CSR & HOLCIM STAFF ASSOCIATION.

I have audited the accompanying financial statements of the CSR & Holcim Staff Association, as set out on pages 5 to 34, which comprises the statement of financial position as at 30th June 2016 and the statement of comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the statement by members of the committee of management.

The committee of the CSR & Holcim Staff Association is responsible for the preparation and presentation of the financial report that presented fairly, in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and for such internal control as the committee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers the 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.

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

The scope of the audit has not encompassed the recovery of wages activity as no recovery action took place.

The management's use of the going concern basis of accounting in the preparation of the reporting unit's financial statements is appropriate.

Audit Opinion

In my opinion the general purpose financial report is presented fairly in accordance with any of the following that apply in relation to the reporting unit:

1. The Australian Accounting Standards; and
2. Any other requirements imposed by Fair Work (Organisations) Act 2009.



Murray A. Richardson
Chartered Accountant

Auditor Registration Number 3472

87 Rosa Street, Oatley, NSW

Dated 6th day of August 2016

Approved Auditor holding current Certificate of Public Practice.

Liability limited by a scheme approved under Professional Standards Legislation.

Review of Principal Activities

The principal activities for the CSR & Holcim Staff Association (the Association) are to promote the role of the Association at all levels of the workplace, to work for the benefit of members, to represent the Association at tribunals and Courts in support of the membership, to make applications to the Fair Work Commission (FWC) to register and certify Enterprise Agreements from time to time and ensure that such processes are in accordance with the *Fair Work Act 2009* and the *Fair Work (Registered Organisations) Act 2009*.

During the calendar year **2016** the Association will hold member meetings, one on one meetings with members to resolve individual issues and conduct four (4) Executive Council Meetings and the Annual General Meeting in accordance with the Association's Rules.

In November 2015 the Full Bench of the Fair Work Commission (FWC) rejected the Association's Application to modernise the *CSR Staff (Consolidated) Award 2000* (CSR Staff Award). As a result of the decision by the FWC the CSR Staff Award expired on 16 November 2015.

To continue to protect CSR salaried employee's entitlements the Association and CSR Limited worked together constructively and diligently to negotiate a single-enterprise agreement. On 24 May 2016 the FWC approved the Association's application for the making of an enterprise agreement named the *CSR Salaried Staff Agreement 2016* which commenced on 31 May 2016.

As a follow-on from the FWC's decision regarding the CSR Staff Award. Wilmar in December 2015 released an update to its salaried employees stating the Company will continue to maintain the status quo of the CSR Staff Award and the *Refined Sugar Services Staff Award 2000* until further notice. In February 2016, Wilmar stated to the Association the Company will not support the making of an enterprise agreement to protect salaried employee's entitlements and that the Company's preferred option is to only have salaried employees on common law employment contracts.

Other principal activities of the Association have centred on supporting the membership on a wide range of issues including redundancies, monetary settlements at termination, contracts of employment and industrial / employment disputes.

The Association works diligently with CSR, Holcim and Wilmar to resolve member industrial and employment issues before considering progressing such matters to another forum. Not all Applications in the FWC or other jurisdictions are by consent and matters like reinstatements, unfair dismissals, workers compensation grievances and the interpretation of Fair Work Legislation are managed by the Association and its legal representatives (as and when required).

The Rules of the Association provide for bi-annual election terms and the current term expires in September 2017.

Maintaining terms and conditions of employment for members is another important function performed by the Association. And the Association takes all reasonable steps to ensure that conditions for our members are maintained. Members of the Association are regularly kept up to date on the Association's activities through member information bulletins, newsletters and our web site located at www.csrholcimwilmar.com.