



SALARIED STAFF UNITED

Financial Statements for the year ended 30 June 2023

CSR, Holcim, Wilmar, and Viridian Staff Association
known as Salaried Staff United

CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

s.268 Fair Work (Registered Organisations) Act 2009

Certificate of prescribed designated officer

**CSR, Holcim, Wilmar and Viridian Staff Association
known as Salaried Staff United**

s.268 Fair Work (Registered Organisations) Act 2009

Certificate for the year ended 30 June 2023

I Donald McArthur being the Secretary of the CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United certify:

- that the documents lodged herewith are copies of the full report for the CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United for the period ended 30th June 2023 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on 10th September 2023; and
- that the full report was presented to *a general meeting of members* of the reporting unit on 13th October 2023 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:



Name of prescribed designated officer: Donald McArthur

Title of prescribed designated officer:

Secretary CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

Dated: 13th October 2023

CSR, Holcim, Wilmar and Viridian Staff Association
known as Salaried Staff United

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Independent Audit Report to the Members of CSR, Holcim, Wilmar, and Viridian Staff Association known as Salaried Staff United

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Salaried Staff United, which comprises the statement of financial position as at 30 June 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended 30 June 2023, notes to the financial statements, including a summary of significant accounting policies, the committee of management statement, the subsection 255(2A) report and the officer declaration statement.

In my opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Salaried Staff United as at 30 June 2023, and its financial performance and its cash flows for the year ended on that date in accordance with:

- a) the Australian Accounting Standards; and
- b) any other requirements imposed by the reporting guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the **RO Act**).

I declare that management's use of the going concern basis in the preparation of the financial statements of the reporting unit is appropriate.

Basis for Opinion

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

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The committee of management is responsible for the other information. The other information obtained at the date of this auditor's report is in the operating report accompanying the financial report.

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

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

Responsibilities of Committee of Management for the Financial Report

The committee of management of the reporting unit is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as the committee of management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee of management is responsible for assessing the reporting unit's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee of management either intend to liquidate the reporting unit or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the reporting unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee of management.
- Conclude on the appropriateness of the committee of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the reporting unit's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the reporting unit to cease to continue as a going concern.

- Evaluate the overall presentation, structure, and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the reporting unit to express an opinion on the financial report. I am responsible for the direction, supervision, and performance of the reporting unit audit. I remain solely responsible for my audit opinion.

I communicate with the committee of management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

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

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of section 257(7) of the RO Act, I am required to describe any deficiency, failure, or shortcoming in respect of the matters referred to in section 252 and 257(2) of the RO Act.

My opinion on the financial report is not modified in respect of the following matter(s) because, in my opinion, it has been appropriately addressed by the reporting unit and is not considered material in the context of the audit of the financial report as a whole:



Paul Hinton CA

Director – SBB Partners

Date : 04/09/2023

Registration number (as registered by the Commissioner under the RO Act): AA2021/29


Report required under subsection 255(2A)

for the year ended 30 June 2023

The committee of management presents the expenditure report as required under subsection 255(2A) on the reporting unit for the year ended 30 June 2023.

Descriptive form

Categories of expenditures	2023 2023 (\$)	2022 2022 (\$)
Remuneration and other employment-related costs and expenses – employees	101,814	66,639
Advertising	-	-
Operating costs	31,927	75,273
Donations to political parties	-	-
Legal costs	15,545	67,101

Signature of designated officer:

Name and title of designated officer: Donald McArthur, Secretary

Dated: 04/09/2023

Operating report for the year ended 30 June 2023

The committee of management presents its operating report on the reporting unit for the year ended 30 June 2023.

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 Appendix A.

Significant changes in financial affairs

No other 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, Wilmar and Viridian Staff Association Known as Salaried Staff United ("the Association") for the financial year amounted to \$ 77,742.

Right of members to resign

Salaried Staff United Rule 9 provides for the resignation of members in accordance with the Fair Work (Registered Organisations) Act 2009.

Officers or members who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position

No officer or member of the Association holds a position as a trustee or a director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such a position.

Number of members

At 30 June 2023 the number of members recorded for our organisation was 598.

Number of employees

At 30 June 2023, our organisation had two casual employees. These employees were previously engaged as independent contractors until 30 June 2022. Additional services were performed during the year for SSU by contract labour from March 2023

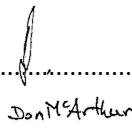
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Operating Report Continued...

Names of committee of management members and period positions held during the financial year

<i>Name</i>	<i>Number of Meetings attended this financial year</i>	<i>Portion of financial year held office</i>	<i>Length of time held position on Committee of Management</i>
<i>Fred Adams</i>	<i>10</i>	<i>Full year</i>	<i>From 20/03/2018 on-going</i>
<i>Trent Vernon</i>	<i>9</i>	<i>Full year</i>	<i>From 31/10/2019 on-going</i>
<i>Meshach Kamoda</i>	<i>8</i>	<i>Full year</i>	<i>From 31/10/2019 on-going</i>
<i>John Denyer</i>	<i>10</i>	<i>Full year</i>	<i>From 31/10/2019 on-going</i>
<i>Donald McArthur</i>	<i>1</i>	<i>Part year</i>	<i>From 15/05/2023 on-going</i>
<i>David Haydon</i>	<i>7</i>	<i>Part year</i>	<i>From 17/07/2021 to 12/03/2023</i>
<i>Max Priebe</i>	<i>4</i>	<i>Part year</i>	<i>From 15/03/2023 on-going</i>
<i>Jacqueline Wilson</i>	<i>6</i>	<i>Part year</i>	<i>From 21/10/2021 to 12/03/2023</i>
<i>Andrew Dowsley</i>	<i>3</i>	<i>Part year</i>	<i>From 21/10/2021 to 12/03/2023</i>
<i>Kyle Houlden</i>	<i>7</i>	<i>Full year</i>	<i>From 21/10/2021 on-going</i>
<i>Wayne Gonsalves</i>	<i>9</i>	<i>Full year</i>	<i>From 21/10/2021 on-going</i>

Signature of designated officer:



Name and title of designated officer: Donald McArthur, Secretary

Dated: 04/09/2023

Committee of management statement

for the year ended 30 June 2023

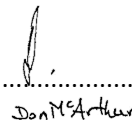
On the fourth (4th) September 2023 the Executive Council of the *CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United* passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2023:

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 any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- 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 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 RO Act; and
 - iv. the organisation consists of one reporting unit, and
 - v. where information has been sought in any request by a member of the reporting unit or the General Manager duly made under section 272 of the RO Act, that information has been provided to the member or the 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.

This declaration is made in accordance with a resolution of the committee of management.

Signature of designated officer:



Name and title of designated officer: Donald McArthur, Secretary

Dated: 4th day of September 2023

Statement of comprehensive income

for the year ended 30 June 2023

	Notes	2023 \$	2022 \$
Revenue from contracts with customers	3		
Membership subscriptions		202,523	222,311
Capitation fees and other revenue from another reporting unit	3A	-	-
Levies	3B	-	-
Other sales of goods or services to members		-	-
Revenue from recovery of wages activity	3G	-	-
Total revenue from contracts with customers		202,523	222,311
Income for furthering objectives			
Grants and/or donations	3C	-	-
Income recognised from volunteer services	3D	-	-
Income recognised from transfers	3E	-	-
Total income for furthering objectives		-	-
Other income			
Net gains from sale of assets	3F	-	-
Investment income	3H	13,506	3,482
Rental income	3I	-	-
Other income	3J	15,000	15,000
Share of net profit from associate	6D	-	-
Total other income		28,506	18,482
Total income		231,029	240,793
Expenses			
Employee expenses	4A	101,814	66,639
Cost of goods sold		-	-
Capitation fees and other expense to another reporting unit	4B	-	-
Affiliation fees	4C	-	-
Administration expenses	4D	30,784	70,383
Grants or donations	4E	-	-
Depreciation and amortisation	4F	60	925
Finance costs	4G	25	215
Legal costs	4H	15,545	67,101
Write-down and impairment of assets	4I	-	-
Net losses from sale of assets	4J	559	2,744
Other expenses	4K	-	322
Audit fees	14	4,500	4,500
Share of net loss from associate	6D	-	-
Total expenses		153,287	212,829
Surplus (deficit) for the year		77,433	27,964
Other comprehensive income			
Items that will not be subsequently reclassified to profit or loss			
Gain/(loss) on revaluation of land & buildings		-	-
Total comprehensive income for the year		77,433	27,964

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

Statement of financial position

as at 30 June 2023

	Notes	2023 \$	2022 \$
ASSETS			
Current assets			
Cash and cash equivalents	5A	159,791	209,422
Trade and other receivables	5B	6,833	11,115
Contract assets	5B	-	-
Inventory	5C	-	-
Other current assets	5D	640,000	490,000
Total current assets		806,624	710,537
Non-current assets			
Property, plant and equipment	6A	-	628
Investment property	6B	-	-
Intangibles	6C	-	-
Investments in associates	6D	-	-
Right-of-use assets	6E	-	-
Other non-current assets	6F	-	-
Total non-current assets		-	628
Total assets		806,624	711,165
LIABILITIES			
Current liabilities			
Trade payables	7A	-	-
Other payables	7B	28,268	10,551
Employee provisions	8A	-	-
Contract liabilities	5B	-	-
Lease liabilities	6E	-	-
Total current liabilities		28,268	10,551
Non-current liabilities			
Employee provisions	8A	-	-
Contract liabilities	5B	-	-
Lease liabilities	6E	-	-
Other non-current liabilities	9A	-	-
Total non-current liabilities		-	-
Total liabilities		28,268	10,551
Net assets		778,356	700,614
EQUITY			
General fund/retained earnings		778,356	700,614
Other funds	10A	-	-
Reserves		-	-
Total equity		778,356	700,614

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

Statement of changes in equity

for the year ended 30 June 2023

	Notes	General funds / retained earnings	Other funds	Reserves	Total equity
		\$	\$	\$	\$
Balance as at 1 July 2021		672,651	-	-	672,651
Adjustment for errors		-1	-	-	-1
Adjustment for changes in accounting policies		-	-	-	-
Adjusted Balance as at 1 July 2021		672,650			672,650
Surplus / (deficit)		27,964	-	-	27,964
Other comprehensive income		-	-	-	-
Transfer to/from [<i>insert fund name</i>]	10A	-	-	-	-
Transfer from retained earnings		-	-	-	-
Closing balance as at 30 June 2022		700,614	-	-	700,614
Surplus / (deficit)		77,742	-	-	77,742
Other comprehensive income		-	-	-	-
Transfer to/from [<i>insert fund name</i>]	10A	-	-	-	-
Transfer from retained earnings		-	-	-	-
Closing balance as at 30 June 2023		778,356	-	-	778,356

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

Statement of cash flows

for the year ended 30 June 2023

	Notes	2023 \$	2022 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from customers		229,406	243,846
Donations and Grants		-	-
Receipts from other reporting unit/controlled entity(s)	11B	-	-
Interest		1,996	184
Other		15,000	81,147
Cash used			
Employees		-90,201	-158,587
Suppliers		-62,323	-167,810
Short term lease payments	6E	-	-
Lease payments for leases of low-value assets	6E	-	-
Variable lease payments not included in the measurement of the lease liabilities	6E	-	-
Interest payments and other finance costs	6E	-	-
Payment to other reporting units/controlled entity(s)	11B	-	-
Net cash from (used by) operating activities	11A	93,878	-1,220
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of plant and equipment		10	-
Proceeds from sale of land and buildings		-	-
Other		6,481	3,892
Cash used			
Purchase of plant and equipment		-	-
Purchase of land and buildings		-	-
Transfer to cash investment		-150,000	-
Net cash from (used by) investing activities		-143,509	3,892
FINANCING ACTIVITIES			
Cash received			
Contributed funds		-	-
Other		-	-
Cash used			
Repayment of lease liabilities	6E	-	-3,381
Other		-	-146
Net cash from (used by) financing activities		-	-3,527
Net increase (decrease) in cash held		-49,631	-855
Cash & cash equivalents at the beginning of the reporting period		209,422	210,277
Cash & cash equivalents at the end of the reporting period	5A	159,791	209,422

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

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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* (RO Act). For the purpose of preparing the general purpose financial statements, Salaried Staff United is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis except for certain classes of property, plant and equipment and investment properties, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. The financial statements are presented in Australian dollars.

1.2 Going concern

Salaried Staff United is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

Salaried Staff United has not agreed to provide financial support to another reporting unit to ensure they can continue on a going concern basis.

1.3 Comparative amounts

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

1.4 Significant accounting judgements and estimates

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

1.5 New Australian Accounting Standards

Adoption of New Australian Accounting Standards and amendments

Salaried Staff United has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

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

1.6 Investment in associates and joint arrangements

Salaried Staff United has no investments in associates or joint arrangements.

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

Salaried Staff United did not acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of the organisation, a determination or revocation by the General Manager of the Fair Work Commission under subsections 245(1) or 249(1) of the RO Act.

1.8 Current versus non-current classification

Salaried Staff United presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- expected to be realised or intended to be sold or consumed in the normal operating cycle;
- held primarily for the purpose of trading;
- expected to be realised within twelve months after the reporting period; or
- cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period

All other assets are classified as non-current.

A liability is current when:

- it is expected to be settled in the normal operating cycle;
- it is held primarily for the purpose of trading;
- it is due to be settled within twelve months after the reporting period; or
- there is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

Salaried Staff United classifies all other liabilities as non-current.

1.9 Revenue

Salaried Staff United enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, grants, and donations.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

Revenue from contracts with customers

Where *Salaried Staff United* has a contract with a customer, *Salaried Staff United* recognises revenue when or as it transfers control of goods or services to the customer. *Salaried Staff United* accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

Membership subscriptions

Salaried Staff United's main source of income is subscription fees from members. Members may arrange for salary deductions with their employer as a form of subscription payment.

Note 1.9 (continued)

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of Salaried Staff United.

There is only one distinct membership service promised in the arrangement. Salaried Staff United recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect Salaried Staff United's promise to stand ready to provide assistance and support to the members as required.

For member subscriptions paid annually in advance, Salaried Staff United has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

Donation Income

Donation income in the form of cash is recognised when received.

CSR Limited currently provides minimal services to Salaried Staff United. The value of these services is unable to be valued accurately and is not disclosed in the accounts. From time to time, CSR Limited makes a voluntary contribution to Salaried Staff United towards costs of providing benefits to CSR staff employees. These amounts when received are reported as "Other Income" (Note 3J)

Income of Salaried Staff United as a Not-for-Profit Entity

Consideration is received by Salaried Staff United to enable the entity to further its objectives. Salaried Staff United recognises each of these amounts of consideration as income when the consideration is received (which is when Salaried Staff United obtains control of the cash) because, based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- recognition of the cash contribution does not give rise to any related liabilities.

Salaried Staff United receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

- donations and voluntary contributions from members (including whip arounds); and
- government grants.

Volunteer services

Salaried Staff United receives volunteer services from members of its Executive Council. In those circumstances where the fair value of the volunteer services can be measured reliably, Salaried Staff United recognises the fair value of volunteer services received as income together with a corresponding expense where the economic benefits of the volunteer services are consumed as the services are acquired. Where the volunteer services contribute to the development of an asset, the fair value is included in the carrying amount of that asset.

During the year, Salaried Staff United did not recognise any volunteer services as revenue because it could not reliably measure the fair value of those services.

Income recognised from transfers to acquire or construct a non-financial asset

There have been no transfers during the reporting period, and no transfer income was recognised.

Note 1.9 (continued)

Gains from sale of assets

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of comprehensive income when the asset is derecognised.

Interest income

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

Rental income

Salaried Staff United is not a Lessor and receives no rental income.

1.10 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 in the circumstances set up below.

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.

Salaried Staff United holds no employee benefits as at 30 June 2023 and makes no payments to defined contribution retirement benefit plans

Provision is made for separation and redundancy benefit payments. Salaried Staff United 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.

1.11 Leases

Salaried Staff United assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Salaried Staff United as a lessee

Salaried Staff United applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. Salaried Staff United recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

Salaried Staff United does not hold any leases as at 30 June 2023.

Right-of-use assets

Salaried Staff United recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are

Note 1.11 (continued)

depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

Salaried Staff United does not hold any right of use assets as at 30 June 2023.

Lease liabilities

At the commencement date of the lease, Salaried Staff United recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by Salaried Staff United and payments of penalties for terminating the lease if the lease term reflects Salaried Staff United exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

As at 30 June 2023 Salaried Staff United has no lease liabilities.

1.12 Borrowing costs

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

1.13 Cash

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

1.14 Financial instruments

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

1.15 Financial assets

Contract assets and receivables

A contract asset is recognised when Salaried Staff United's right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on Salaried Staff United's future performance or some other condition.

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Initial recognition and measurement

Salaried Staff United's financial assets include trade receivables.

The classification of financial assets is performed at an instrument level at initial recognition of the financial asset.

Salaried Staff United initially measures a financial asset at its fair value plus transaction costs. However contract assets and trade receivables that do not contain a significant financing

Note 1.15 (continued)

component are measured at the transaction price as determined in accordance with the revenue policy in Note 1.9.

Subsequent measurement

Financial assets at amortised cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

Derecognition

Financial assets are derecognised when the rights to receive cash flows from the asset have expired. For receivables and contract assets, Salaried Staff United directly reduces the gross carrying amount of a receivable or contract asset when it has no reasonable expectations of recovering the receivable or contract asset in its entirety or a portion thereof.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if Salaried Staff United currently has a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the assets and settle the liabilities simultaneously.

Impairment

Expected credit losses (ECLs)

i. Trade receivables and contract assets

For trade receivables that do not have a significant financing component, Salaried Staff United applies a simplified approach in calculating ECLs. Therefore, Salaried Staff United does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. Salaried Staff United has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

1.16 Financial Liabilities

Initial recognition and measurement

Salaried Staff United's financial liabilities include trade and other payables.

Salaried Staff United's financial liabilities are classified as financial liabilities subsequently measured at amortised cost.

These financial liabilities are recognised initially at fair value and net of directly attributable transaction costs.

Subsequent measurement

Financial liabilities at amortised cost

After initial recognition, trade payables and interest-bearing loans and borrowings are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in profit or loss.

Note 1.16 (continued)

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

1.17 Liabilities relating to contracts with customers

Contract liabilities

Salaried Staff United has no customer contract liabilities.

Refund liabilities

The Rules of Salaried Staff United does not provide for refunding member subscriptions. If there was such a need, the payment would be recognised when paid and taken to the profit and loss through income.

1.18 Contingent liabilities and contingent assets

Salaried Staff United has no contingent liabilities or assets.

1.19 Land, buildings, plant and equipment

Asset recognition threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the statement of financial position.

Land and buildings (if cost model applies)

Salaried Staff United held no land or buildings during the year ended 30 June 2023.

Derecognition

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

1.20 Investment property

Salaried Staff United held no investment properties during the year ended 30 June 2023.

1.21 Intangibles

Salaried Staff United held no intangible assets during the year ended 30 June 2023.

1.22 Impairment of 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 the carrying amount.

Note 1.22 (continued)

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 *Salaried Staff United* were deprived of the asset, its recoverable amount is its fair value.

1.23 Non-current assets held for sale

Salaried Staff United has held no non-current assets for sale during the year ended 30 June 2023.

1.24 Taxation

Salaried Staff United is exempt from income tax under section 50.1 of the *Income Tax Assessment Act 1997* however still has an 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 (ATO); and
- for receivables and payables.

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

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

1.25 Fair value measurement

Salaried Staff United measures non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date.

Fair values of financial instruments measured at amortised cost are disclosed in Note 16A Financial assets and liabilities. Non-financial assets such as Property, plant and equipment have been measured at cost.

Salaried Staff United 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.

1.26 Inventory

Raw materials and stores, work in progress and finished goods

Salaried Staff United holds no raw materials, stores, work in progress or finished goods.

Note 2 Events after the reporting period

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

Note 3 Revenue and income

Disaggregation of revenue from contracts with customers

A disaggregation of Salaried Staff United revenue by type of arrangement is provided on the face of the Statement of Comprehensive Income including revenue by type of customer. There is no necessity for further disaggregation. The Association's revenue source for the reporting period consists of Member subscriptions, voluntary contributions, and interest income.

Disaggregation of income for furthering activities

A disaggregation of [reporting unit's] income by type of arrangement is provided on the face of the Statement of Comprehensive Income. The table below also sets out a disaggregation of income by funding source:

Note 3A: Capitation fees and other revenue from another reporting unit

Salaried Staff United has no reporting units

Note 3B: Levies

Salaried Staff United received and paid no levies during the reporting period

Note 3C: Grants and/or donations

Salaried Staff United received and paid no grants or donations during the reporting period.

Note 3D: Income recognised from volunteer services

Salaried Staff United recognised no amounts from volunteer services.

Note 3E: Income recognised from transfers to enable *Salaried Staff United* to acquire or construct a recognisable non-financial asset to be controlled by *the entity*

Nil recognised from financial asset transfers

Note 3F: Net gains from sale of assets

Nil gains from asset sales

	2023	2022
	\$	\$
Note 3G: Revenue from recovery of wages activity*		
Amounts recovered from employers in respect of wages	-	-
Interest received on recovered money	-	-
Total revenue from recovery of wages activity	-	-
Note 3H: Investment income		
Interest		
Deposits	13,506	3,482
Dividends, Loans, Debt Instruments	-	-
Total investment income	-	3,482
Note 3I: Rental income		
Nil rental income		
Note 3J: Other income		
Voluntary contribution to Salaried Staff United from CSR Limited towards costs of providing benefits to CSR staff employees	15,000	15,000
	-	-
Total other income	15,000	15,000

CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

	2023	2022
	\$	\$
Note 4 Expenses		
Note 4A: Employee expenses*		
Holders of office:		
All Office holders appointed on voluntary basis.	-	-
Subtotal employee expenses holders of office	<u>-</u>	<u>-</u>
Employees other than office holders:		
Wages and salaries	91,414	54,831
Superannuation	9,598	3,653
Leave and other entitlements	-	8,419
Separation and redundancies	-	-
Other employee expenses	802	-264
Subtotal employee expenses employees other than office holders	<u>101,814</u>	<u>66,639</u>
Total employee expenses	<u>101,814</u>	<u>66,639</u>
Note 4B: Capitation fees and other expense to another reporting unit		
Capitation fees		
Nil capitation or other fees to a reporting unit	-	-
Subtotal capitation fees	<u>-</u>	<u>-</u>
Note 4C: Affiliation fees		
No affiliation fees	-	-
Total affiliation fees/subscriptions	<u>-</u>	<u>-</u>
Note 4D: Administration expenses		
Total paid to employers for payroll deductions of membership subscriptions	-	-
Compulsory levies	-	-
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	1,025	623
Contractors/consultants	21,256	64,247
Property expenses	-	-
Office expenses	3,386	582
Information communications technology	3,262	3,481
Other (RO Governance & Training expenses)	1,855	1,450
Subtotal administration expense	<u>30,784</u>	<u>70,383</u>
Lease rentals:		
Short term, low value and variable lease payments	-	-
Total administration expenses	<u>30,784</u>	<u>70,383</u>
Note 4E: Grants or donations		
Total grants or donations	<u>-</u>	<u>-</u>

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	2023	2022
	\$	\$
Note 4F: Depreciation and amortisation		
Depreciation		
Buildings	-	-
Right of use asset	-	730
Property, plant and equipment	60	195
Total depreciation	60	925
Amortisation		
Intangibles	-	-
Total amortisation	-	-
Total depreciation and amortisation	-	925
Note 4G: Finance costs		
Lease interest expense	-	146
Bank fees	25	69
Total finance costs	25	215
Note 4H: Legal costs*		
Litigation	-	-
Other legal costs	15,545	67,101
Total legal costs	15,545	67,101
Note 4I: Write-down and impairment of assets		
Asset write-downs	-	-
Total write-down and impairment of assets	-	-
Note 4J: Net losses from sale of assets		
Land and buildings	-	-
Plant and equipment	559	188
Intangibles	-	2,556
Total net losses from asset sales	559	2,744
Note 4K: Other expenses		
Penalties - via RO Act or the <i>Fair Work Act 2009</i> *	-	-
Other (safety, entertainment, general)	-	322
Total other expenses	-	322
Note 5 Current Assets		
Note 5A: Cash and cash equivalents		
Cash at bank	159,791	209,422
Cash on hand	-	-
Short term deposits	-	-
Other	-	-
Total cash and cash equivalents	159,791	209,422

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	2023	2022
	\$	\$

Note 5B: Trade and other receivables

Receivables from other reporting unit(s)*

The entity has no reporting units

Total receivables from other reporting unit(s)

Other receivables:

GST receivable

Other

Total other receivables

Total trade and other receivables (net)

	-	-
	-	-
	-	-
	6,833	11,115
	6,833	11,115
	6,833	11,115

The entity has no reporting units and has no assets and liabilities related to contracts with customers.

As at 1 July 2023 there were no credit losses expected to be provided for.

Note 5C: Inventory

Salaried Staff United holds no inventory.

Note 5D: Other current assets

Term deposits < 12 months

Total other current assets

	640,000	490,000
	640,000	490,000

Note 6 Non-current Assets

Note 6A: Property, Plant and Equipment

2023

	Land \$	Buildings \$	Plant and Equipment \$	Total \$
Property, Plant and Equipment:				
carrying amount	-	-	-	-
accumulated depreciation	-	-	-	-
Total Property, Plant and Equipment	-	-	-	-

Reconciliation of opening and closing balances of property, plant and equipment

Net book value 1 July 2022	-	-	628	628
Additions:				
By purchase	-	-	-	-
Revaluations	-	-	-	-
Impairments	-	-	-	-
Depreciation expense	-	-	-60	-60
Other movement [<i>give details below</i>]	-	-	-	-
Disposals:				
Sale	-	-	-568	-568
Other	-	-	-	-
Net book value 30 June 2023	-	-	-	-
Net book value as of 30 June 2023 represented by:				
Gross book value	-	-	-	-
Accumulated depreciation and impairment	-	-	-	-
Net book value 30 June 2023	-	-	-	-

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Note 6A: Property, Plant and Equipment (continued)

2022

	Land	Buildings	Plant and Equipment	Total
	\$	\$	\$	\$
Property, Plant and Equipment:				
carrying value	-	-	908	908
accumulated depreciation	-	-	-280	-280
Total Property, Plant and Equipment	-	-	628	628

Reconciliation of opening and closing balances of property, plant and equipment

Net book value 1 July 2021	-	-	1,011	1,011
Additions:				
By purchase	-	-	-	-
Revaluations	-	-	-	-
Impairments	-	-	-	-
Depreciation expense	-	-	-195	-195
Other movement [<i>give details below</i>]	-	-	-	-
Disposals:				
Scrapped	-	-	-188	-188
Other	-	-	-	-
Net book value 30 June 2022	-	-	628	628
Net book value as of 30 June 2022 represented by:				
Gross book value	-	-	908	908
Accumulated depreciation and impairment	-	-	-280	-280
Net book value 30 June 2022	-	-	628	628

Note 6B: Investment property

The entity holds no investment property

Note 6C: Intangibles

The entity holds no intangibles.

Note 6D: Investments in associates

The entity holds no investments in Associates

Note 6E: Leases

Salaried Staff United as a lessee

Set out below are carrying amounts of right-of-use assets recognised and movements during period:

	Total Equipment
	\$
As at 1 July 2021	3,287
Additions	-
Depreciation expense	-730
Impairment	-
Disposal	-
Other movement ##	-2,557
As at 1 July 2022	-
Additions	-
Depreciation expense	-
Impairment	-
Disposal	-
Other movement	-
As at 30 June 2023	-

Lease was paid out early (May 2022, asset returned to Lessor).

Set out below are the carrying amounts of lease liabilities (included under interest-bearing loans and borrowings) and the movements during the period:

	2023	2022
	\$	\$
As at 1 July	-	3,381
Additions	-	-
Accretion of interest	-	-
Payments	-	-3,381
As at 30 June	-	-
Current	-	-
Non-current	-	-

The following are the amounts recognised in profit or loss:

Depreciation expense of right-of-use assets	-	730
Interest expense on lease liabilities	-	146
Expense relating to short-term leases	-	484
Total amount recognised in profit or loss	-	1,360

Lease Options

The entity has no expected lease options

Finance leases – Lessor

Salaried Staff United is not a Lessor

Note 6F Other non-current assets

The entity holds no non-current assets

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	2023	2022
	\$	\$
Note 7 Current Liabilities		
Note 7A: Trade payables		
Trade creditors and accruals	-	-
Subtotal trade creditors	-	-
Payables to other reporting unit(s)*		
Nil payables to reporting units	-	-
Subtotal payables to other reporting unit(s)	-	-
Total trade payables	-	-
Note 7B: Other payables		
Wages and salaries	7,011	-
Superannuation	884	-
Payable to employers for making payroll deductions of membership subscriptions*	-	-
Legal costs*		
Litigation	-	-
Other legal costs	-	-
GST payable	2,673	4,279
Other (Contractors & PAYG)	17,700	6,272
Total other payables	28,268	10,551
Total other payables are expected to be settled in:		
No more than 12 months	28,268	10,551
More than 12 months	-	-
Total other payables	28,268	10,551
Note 8 Provisions		
Note 8A: Employee provisions*		
Office holders:		
<i>No paid office holders</i>	-	-
Employees other than office holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—employees other than office holders	-	-
Total employee provisions	-	-
No employee provisions – all casual staff.		
Note 9 Non-current Liabilities		
Note 9A: Other non-current liabilities		
Total other non-current liabilities	-	-

Note 10 Other funds

Note 10A: Other funds*

There are no general funds other than retained earnings disclosed in the Statement of Changes in Equity

2023	2022
\$	\$

Note 11 Cash Flow

Note 11A: Cash flow reconciliation

Reconciliation of cash and cash equivalents as per statement of financial position to statement of cash flow:

Cash and cash equivalents as per:

Statement of cash flow	159,791	209,422
Statement of financial position	159,791	209,422
Difference	<u>-</u>	<u>-</u>

Reconciliation of Surplus/(deficit) to net cash from operating activities:

Surplus/(deficit) for the year	77,742	27,964
Interest received from investments	-6,481	-3,892
Interest paid for financing activities		146

Adjustments for non-cash items

Depreciation/amortisation	60	925
Net write-down of non-financial assets	-	-
Fair value movements in investment property	-	-
Loss on disposal of assets	559	2,744

Changes in assets/liabilities

(Increase)/decrease in net receivables	4,281	-7,662
(Increase)/decrease in prepayments	-	-
Increase/(decrease) in supplier payables	7,710	5,588
Increase/(decrease) in other payables	10,007	-4,841
Increase/(decrease) in employee provisions	-	-22,192
Increase/(decrease) in other provisions	-	-
Net cash from (used by) operating activities	<u>93,878</u>	<u>-1,220</u>

Note 11B: Cash flow information*

Cash inflows

<i>The entity has no reporting units</i>	246,929	326,409
Total cash inflows	<u>246,929</u>	<u>326,409</u>

Cash outflows

<i>The entity has no reporting units</i>	-152,942	-327,629
Total cash outflows	<u>-152,942</u>	<u>-327,629</u>

Note 12 Contingent Liabilities, Assets and Commitments

The entity has no contingent liabilities

Note 13 Related Party Disclosures

There are no related party transactions for the period. The entity has had no transactions with current or former related parties

Note 13B: Key management personnel remuneration for the reporting period

Nil

Note 13C: Transactions with key management personnel and their close family members

Nil

2023	2022
\$	\$

Note 14 Remuneration of Auditors

Value of the services provided

Financial statement audit services	4,500	4,500
Other services	-	-
Total remuneration of auditors	4,500	4,500

Note 15 Financial Instruments

Salaried Staff United has financial instruments that are cash or cash equivalents, trade receivables, trade and some other payables and interest-bearing loans that are carried at amortised cost.

Note 15A: Categories of Financial Instruments

Financial assets

At amortised cost:

Cash and cash equivalents	159,791	209,422
Term deposits < 12 months	640,000	490,000
Trade and other receivables	6,833	11,114
Total	806,284	710,536
Carrying amount of financial assets	806,284	710,536

Financial liabilities

At amortised cost:

Trade payables	-	6,272
Other payables	28,268	4,279
Lease liability	-	-
Total	28,268	10,551
Carrying amount of financial liabilities	28,268	10,551

	2023	2022
	\$	\$

Note 15B: Net income and expense from financial assets

Financial assets at amortised cost

Interest revenue	-	-
Impairment	-	-
Net income/(expense) from financial assets	-	-

Financial assets are measured at amortised cost.

Note 15C: Net income and expense from financial liabilities

Financial liabilities at amortised cost

Interest expense lease liability	-	146
Gain/loss on disposal	-	-
Net gain/(loss) from financial liabilities	-	146

Note 15D: Credit risk

- 1) 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.
- 2) The credit risk of the Association is low as receivables are recognised when receipt is certain, and deposits are all made to banks and other financial institutions.

Note 15E: Liquidity risk

Salaried Staff United Executive Council Finance Committee regularly review investments and current cash balances to ensure cash is available to finance both current and non-current liabilities. Total liabilities are less than 5% of available cash.

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

The entity had no contractual liabilities at 30 June 2023.

Note 15F: Market risk

Interest rate risk

The Association is not exposed to any significant interest rate risk as the Association is not holding any securities that are subject to market conditions

Note 15G: Asset pledged/or held as collateral

Assets pledged as collateral - NIL

Note 15H: Changes in liabilities arising from financing activities

The entity had no liabilities arising from financing activities

Note 16 Fair value measurements

Note 16A: Financial assets and liabilities

Management of Salaried Staff United 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. There are no other financial instruments.

Note 16C: Description of significant unobservable inputs

Nil

Note 17 Administration of financial affairs by a third party

Nil

Note 18 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 the 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).

Officer declaration statement

I, Donald McArthur, being the Secretary of the CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United, declare that all activities that are required to be disclosed as having not occurred during the reporting period have been reported in the audited report for the reporting period ending 30 June 2023.

Where there have been activities that did not occur that are required to be declared, “Nil” has been disclosed against the relevant items in the audited report in either the financial reports or notes to the accounts.

Signed by the officer: Donald McArthur, Secretary Salaried Staff United



Donald McArthur

Dated: 4th day of September 2023



Appendix A – Operating Report

Review of Principal Activities

The principal objectives of the CSR, Holcim, Wilmar and Viridian Staff Association Known as Salaried Staff United are to promote the social, economic, and industrial interests and welfare of members and salaried employees, to represent members in workplace issues and grievances, to promote industrial peace, to represent the Association at tribunals and Courts in support of the membership, and 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 2022-2023 financial year the Association held ten (10) Executive Council (EC) Meetings, and the Annual General Meeting. There was a high level of attendance at the meetings by members of the Executive Council. Townhall member information meetings commenced in April 2023 with more planned to provide information to members and gain from members an understanding of their needs

On 31 March 2023, the Association lodged a Notice of Election E2023/39 with Registered Organisations Commission. Nominations opened on 29 September 2021. On 21 October, the AEC advised that the election was conducted in accordance with the provisions of the Fair Work (Registered Organisations) Act 2009 and the rules of the organisation and as the number of nominations accepted did not exceed the number of positions to be filled seven (7) candidates (President, Secretary and five (5) Council Members) were elected. The positions of Treasurer and Vice President remained vacant, and a further Insufficient Nominations Election (E2023/124) has been initiated.

During the year the Association farewelled three resigning Executive Council Members including Secretary Dave Haydon. In May 2023, Max Priebe was welcomed back as an Executive Council member and Don McArthur was also welcomed back to the Council, this time as Secretary. Both are filling temporary Executive Council vacancies.

The Holcim (Australia) Pty Ltd – South Australia Staff Enterprise Agreement 2021 was approved by the Fair Work Commissioner on 23 August 2023, operating from 30 Aug 2022 to 23 Aug 2026. All negotiations with Holcim Australia nationally concluded in June 2022.

During the 2022/23 financial year, the SSU (Salaried Staff United) primarily focused on various internal and external activities related to industrial relations (IR). While there were no significant activities related to enterprise bargaining agreement (EBA) negotiations or major disputes, the SSU's industrial team remained actively engaged in addressing several important issues.

One of the key areas that the SSU industrial team dealt with during this period was discipline. They worked closely with management and members to ensure that proper disciplinary processes were followed and that any grievances or concerns were addressed in a fair and transparent manner. This included providing guidance and support to both management and members to promote a positive and harmonious work environment.

Another area of focus for the SSU industrial team was pay rates. They advocated for fair and equitable remuneration for their members, monitoring industry standards and working with employers to negotiate appropriate wage adjustments. The team also actively assisted members in understanding their entitlements and ensuring that they were receiving the correct pay rates in accordance with relevant industrial awards or agreements.

Change management processes, including redundancies, were also a significant area of concern during the 2022/23 financial year. The SSU industrial team played a crucial role in supporting members who were affected by organisational changes, providing guidance and assistance throughout the redundancy process. They

**CSR, Holcim, Wilmar and Viridian Staff Association
known as Salaried Staff United**

worked closely with management to ensure that fair and transparent selection criteria were applied, and that affected members were provided with appropriate support and retraining opportunities.

Addressing issues of bullying and harassment was another important focus for the SSU industrial team. They actively promoted a zero-tolerance approach to workplace misconduct and provided resources and support to members who experienced such behaviour. The team collaborated with employers to implement robust anti-bullying and harassment policies and procedures, and they conducted awareness campaigns to educate members on their rights and the available avenues for reporting and addressing such incidents.

Furthermore, the SSU industrial team dedicated efforts to resolving workers compensation issues. They assisted members in navigating the complex claims process, particularly in cases where incorrect payments were made, or claims were wrongfully denied. The team provided guidance and support to ensure that affected members received the compensation and support they were entitled to under relevant legislation.

In addition to their work in addressing specific issues, the SSU industrial team focused on increasing membership during the 2022/23 financial year. They implemented various strategies to actively engage with existing and potential members, utilising social media platforms to disseminate information, organise online townhall meetings via Zoom, and conduct site visits to connect with employees in person. These efforts aimed to raise awareness about the benefits of union membership and encourage active participation in union activities.

Recognising the importance of staying up-to-date with industry regulations and standards, the SSU industrial team took the initiative to retrain and certify themselves with FWC (Fair Work Commission) entry permits. This certification ensured that they had the necessary qualifications and knowledge to effectively represent and support their members within the legal framework of industrial relations.

Overall, despite the absence of significant EBA negotiations or major disputes, the SSU's industrial team remained highly engaged in addressing various issues faced by their members during the 2022/23 financial year. Their proactive approach, commitment to promoting fair and equitable treatment, and efforts to increase membership through active participation and engagement contributed to the overall well-being and advocacy for the SSU members.

In accordance with the RO Act Auditor rotation requirements, the Association has re-engaged the services of SBB Partners to perform the audit of the financial reports of the Association for the previous year ending 30 June 2022. SBB have again provided audit services to Salaried Staff United in 2023.

Signature of designated officer:

Signed by:



Donald McArthur

Donald McArthur, Secretary Salaried Staff United

Dated

4th day of September 2023