

Financial Statements 2014-2015

CSR and Holcim Staff Association

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OPERATING REPORT for the period ended 30 June 2015

The committee of management ('Executive Council') presents its report on the reporting unit for the financial year ended 30 June 2015.

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 \$74,112.

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 2015 the number of members recorded for our organisation was 821.

Number of employees

At 30 June 2015 our organisation had three staff employees, one full-time and two part-time

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
Gary Swan	4	Full year	From 22/07/11 on-going
Julie Reynolds	3	Full year	From 19/09/13 on-going
Philip Carter	4	Full year	From 10/12/09 on-going
Jean Campbell	2	From 1/07/14 to 13/10/14	From 15/03/13 to 13/10/14
Crissie Maloney	3	Full year	From 19/09/13 on-going
Max Priebe	4	Full year	From 19/09/13 on-going
Doug Sockhill	4	Full year	From 28/03/14 on-going

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 2015

COMMITTEE OF MANAGEMENT STATEMENT

for the period ended 30 June 2015

On the 24th July 2015 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 2015:

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



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Name of designated officer:

Gary Swan
Secretary, CSR & Holcim Staff Association

Dated:

5th day of August 2015

STATEMENT OF PROFIT OR LOSS AND COMPREHENSIVE INCOME*for the year ended 30 June 2015*

	Notes	2015 \$	2014 \$
Revenue			
Membership subscription *		285,542	290,626
Capitation fees	3A	-	-
Levies	3B	-	-
Interest	3C	11,013	21,810
Rental revenue	3D	-	-
Other revenue		58	-
Total revenue		296,613	312,436
Other Income			
Grants and/or donations	3E	102,600	33,000
Share of net profit from associate	6E	-	-
Net gains from sale of assets	3F	-	-
Total other income		102,600	33,000
Total income		399,213	345,436
Expenses			
Employee expenses	4A	247,541	489,430
Capitation fees	4B	-	-
Affiliation fees	4C	-	-
Administration expenses	4D	14,877	14,064
Grants or donations	4E	-	-
Depreciation and amortisation	4F	216	270
Finance costs		-	-
Legal costs	4G	55,604	14,452
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	2,413	4,180
Total expenses		325,101	526,846
Profit (loss) for the year		74,112	(181,410)
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		74,112	(181,410)

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 2015*

	Notes	2015 \$	2014 \$
ASSETS			
Current Assets			
Cash and cash equivalents	5A	89,786	44,079
Trade and other receivables	5B	64,672	-
Other Assets – Term Deposits	5C	315,890	580,497
Trust Bank, CSR Past Employees Association	19	78,497	81,573
Total current assets		548,845	706,149
Non-Current Assets			
Land and buildings	6A	-	-
Plant and equipment	6B	865	1,081
Investment Property	6C	-	-
Intangibles	6D	-	-
Investments in associates	6E	-	-
Other investments	6F	-	-
Other non-current assets	6G	-	-
Total non-current assets		865	1,081
Total assets		549,710	707,230
LIABILITIES			
Current Liabilities			
Trade payables	7A	5,147	10,281
Other payables	7B	66,299	27,150
Employee provisions	8A	44,529	307,100
Trust Fund, CSR Past Employees Association	19	78,497	81,573
Total current liabilities		194,472	426,104
Non-Current Liabilities			
Employee provisions LT	8A	-	-
Other non-current liabilities	9A	-	-
Total non-current liabilities		-	-
Total liabilities		194,472	426,104
Net assets		355,238	281,126
EQUITY			
Accumulated funds	10A	355,238	281,126
Total equity		355,238	281,126

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

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2015

	Notes	General funds \$	Retained earnings \$	Total equity \$
Balance as at 1 July 2013			548,313	548,313
Transfer from retained earnings to CSR Past Employees Association Trust Fund	19	-	(85,777)	(85,777)
Profit/(Loss)for the year		-	(181,410)	(181,410)
Other comprehensive income for the year		-	-	-
Transfer to/from [Nil]	10A	-	-	-
Closing balance as at 30 June 2014		-	281,126	281,126
Adjustment for errors		-	-	-
Adjustment for changes in accounting policies		-	-	-
Profit/(Loss)for the year		-	74,112	74,112
Other comprehensive income for the year		-	-	-
Transfer to/from [Nil]	10A	-	-	-
Transfer from retained earnings		-	74,112	74,112
Closing balance as at 30 June 2015		-	355,238	355,238

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

Statement of Cash Flows for the year ended 30th June 2015

	Note	2015	2014
		\$	\$
Cash Flows from Operating Activities			
Cash received			
Receipts from Members Fees		308,242	323,611
Interest Received	B	11,013	21,810
Other Income	C	102,658	33,000
Cash used			
Employees	D	(525,234)	(308,851)
Suppliers	D	(115,579)	(81,356)
Payment to other reporting units/controlled entity(s)	11B	-	-
Net cash from (used in) Operating Activities		(218,900)	(11,786)
 Cash Flows from Investing Activities			
Proceeds from Investments		264,607	22,477
 Net Cash from Investing Activities		264,607	22,477
 Net Increase (Decrease) in cash held		45,707	10,691
 Cash at beginning of financial year		44,079	33,388
 Cash at end of financial year	5A, A	89,786	44,079

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

The following notes are to be read in conjunction with Note 19 Trust Funds

Note A		2014
Reclassification of Accounts in Cash Flow Statement		\$
Cash at Bank in 2014 Accounts		55,217
Term Deposits shown as Investments in 2014 Accounts		<u>650,932</u>
Total of Cash at Bank & Term Deposits		<u>706,149</u>
CSR PEA Trust Bank Accounts excluded from Cash Flow Statement		<u>(81,573)</u>
Restated Cash at Bank at end 2014 financial year		<u><u>624,576</u></u>
Restated as follows:-		
Cash at Bank	A	44,079
Other assets - Term Deposits		<u>580,497</u>
		<u><u>624,576</u></u>
Note B		
Reclassification of Accounts in Cash Flow Statement		
Interest Received in 2014 Accounts		24,324
Interest Received on CSR PEA Trust Bank Account excluded from Cash Flow Statement		<u>(2,514)</u>
Restated Interest Received in Cash Flow	B	<u><u>21,810</u></u>
Note C		
Reclassification of Accounts in Cash Flow Statement		
Other Income Received in 2014 Accounts		47,883
Other Income Received in CRS PEA Trust Bank Account excluded from Cash Flow Statement		<u>(14,883)</u>
Restated Other Income Received in Cash Flow Statement	C	<u><u>33,000</u></u>
Note D		
Reclassification of Accounts in Cash Flow Statement		
Payments to Suppliers and Employees in 2014 accounts		411,807
Expenses relating to CSR PEA and paid out of CSR PEA Bank Account excluded from Cash Flow Statement		<u>(21,600)</u>
		<u><u>390,207</u></u>
Restated as follows		
Employees	D	308,851
Suppliers	D	<u>81,356</u>
		<u><u>390,207</u></u>

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

RECOVERY OF WAGES ACTIVITY*

	2015	2014
	\$	\$
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 2015	-	-

*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 2015 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.

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

The net book value of assets and or liabilities transferred to [reporting unit] for no consideration is used to account for an amalgamation under Part 2 of Chapter 3 of the *Fair Work (Registered Organisations) Act 2009*/a restructure of the branches of the [reporting unit]/a determination by the General Manager under subsections 245(1) of the *Fair Work (Registered Organisations) Act 2009*/ a revocation by the General Manager under subsection 249(1) of the *Fair Work (Registered Organisations) Act 2009*.

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 2015

1.12 Capitation fees and levies

There have been no capitation fees or levies.

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 remeasurement 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.

Derecognition 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 remeasurement 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.

Derecognition 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 2015

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:

	2015	2014
Plant and equipment	10	10

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 and loss.

1.22 Investment property

The Association held no investment properties during the year ended 30 June 2015.

1.23 Intangibles

The Association held no intangible assets during the year ended 30 June 2015.

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 2015.

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

	2015	2014
	\$	\$
Note 3 Income		
Note 3A: Capitation fees*		
Nil	-	-
Total capitation fees	-	-
Note 3B: Levies*		
Nil	-	-
Total levies	-	-
Note 3C: Interest		
Deposits	11,013	21,810
Loans	-	-
Total interest	11,013	21,810
Note 3D: Rental revenue		
Nil	-	-
Total rental revenue	-	-
Note 3E: Grants or donations*		
Grants	-	-
Donations	102,600	33,000
Total grants or donations	102,600	33,000
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'.

	2,015	2,014
	\$	\$

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

-	-
---	---

Employees other than office holders:

Wages and salaries	203,739	289,500
Superannuation	23,800	29,082
Leave and other entitlements	28,666	5,378
Separation and redundancies	-	175,201
Other employee expenses	(8,664)	(9,731)

Subtotal employee expenses employees other than office holders

247,541	489,430
----------------	---------

Total employee expenses

247,541	489,430
----------------	---------

Note 4B: Capitation fees*

Nil	-	-
Total capitation fees	-	-

Note 4C: Affiliation fees*

Nil	-	-
Total affiliation fees/subscriptions	-	-

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

	2015	2014
	\$	\$
Note 4D: Administration expenses		
Consideration to employers for payroll deductions*	-	-
Compulsory levies* [Nil]	-	-
Fees/allowances - meeting and conferences*	-	-
Conference and meeting expenses*	4,364	3,850
Contractors/consultants	-	1,215
Property expenses	-	-
Office expenses	2,142	3,368
Information communications technology	5,103	1,834
Other	987	910
Subtotal administration expense	12,596	11,177
Operating lease rentals:		
Minimum lease payments	2,281	2,887
Total administration expenses	14,877	14,064

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	-	-

Total grants or donations

-	-
---	---

Note 4F: Depreciation and amortisation

Depreciation

Land & buildings	-	-
Property, plant and equipment	216	270

Total depreciation

216	270
-----	-----

Amortisation

Intangibles	-	-
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Total amortisation

-	-
---	---

Total depreciation and amortisation

216	270
-----	-----

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

2015 2014

	\$	\$
Note 4G: Legal costs*		
Litigation	-	-
Other legal matters	55,604	14,452
Total legal costs	55,604	14,452

Note 4H: Other expenses

Penalties - via RO Act or RO Regulations*	-	-
Staff travel	2,413	4,180
Total other expenses	2,413	4,180

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

2015	2014
\$	\$

Note 5 Current Assets**Note 5A: Cash and Cash Equivalents**

Cash at bank	89,473	43,766
Cash on hand	313	313
Total cash and cash equivalents	89,786	44,079

Note 5B: Trade and Other Receivables**Receivables from other reporting unit[s]***

Nil	-	-
-----	---	---

Total receivables from other reporting unit[s]	-	-
---	---	---

Less provision for doubtful debts*

Nil	-	-
-----	---	---

Total provision for doubtful debts	-	-
---	---	---

Receivable from other reporting unit[s] (net)	-	-
--	---	---

Other receivables:

GST receivable from the Australian Taxation Office	-	-
--	---	---

Other trade receivables	64,672	-
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Total other receivables	64,672	-
--------------------------------	---------------	---

Total trade and other receivables (net)	64,672	-
--	---------------	---

Note 5C: Other Assets

Term Deposits	315,890	580,497
---------------	----------------	---------

2015	2014
\$	\$

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

(21,394)	(21,178)
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Total plant and equipment

865	1,081
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Reconciliation***Reconciliation of the Opening and Closing Balances of Plant and Equipment*****Balance at beginning of the year**

1,081	1,351
--------------	-------

Depreciation expense

(216)	(270)
--------------	-------

Other movement

-	-
---	---

Balance at end of the year

865	1,081
------------	-------

2015	2014
\$	\$

Note 7 Current Liabilities**Note 7A: Trade payables**

Trade creditors and accruals	4,967	10,085
Operating lease rentals	180	196
Subtotal trade creditors	5,147	10,281

Payables to other reporting unit[s]**[list name and amount for each reporting unit]***Subtotal payables to other reporting unit[s]****Total trade payables**

5,147	10,281
--------------	--------

Settlement is usually made within 30 days.

Note 7B: Other payables

Wages and salaries	-	-
Superannuation	72	-
Consideration to employers for payroll deductions*	-	-
Legal costs*	55,207	-
Prepayments received/unearned revenue	-	-
GST payable	6,474	7,482
FBT & PAYE tax liability	4,545	19,668
Other	-	-
Total other payables	66,299	27,150

Total other payables are expected to be settled in:

No more than 12 months	66,299	27,150
More than 12 months	-	-

Total other payables

66,299	27,150
---------------	--------

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

	2015	2014
	\$	\$
Note 8 Provisions		
Note 8A: Employee Provisions*		
Office Holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	-	-
Employees other than office holders:		
Annual leave	18,929	47,804
Long service leave	25,600	84,095
Separations and redundancies	-	175,201
Other	-	-
Subtotal employee provisions—employees other than office holders	44,529	307,100
Total employee provisions	44,529	307,100
Current	44,529	307,100
Non Current	-	-
Total employee provisions	44,529	307,100

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

2015

2014

\$

\$

Note 9 Non-current Liabilities**Note 9A: Other non-current liabilities**

Nil

Total other non-current liabilities

-

-

-

-

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

-

-

Balance as at start of year

-

-

Transferred to reserve

-

-

Transferred out of reserve

-

-

Balance as at end of year

-

-

Total Reserves

-

-

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

	2015	2014
	\$	\$
Cash and cash equivalents as per:		
Cash flow statement	89,786	44,079
Balance sheet	89,786	44,079
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:-

	2015	2014
	\$	\$
Cash at bank	89,473	43,766
Cash on hand	313	313
5A	89,786	44,079

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

Operating Surplus / (Deficit)	74,112	(181,410)
Depreciation	216	270
Increase / (Decrease) in Provisions	(262,571)	180,578
Changes in Assets and Liabilities:		
Receivables	(64,672)	-
Payables	34,015	(11,224)
Net Cash from/(used in) Operating Activities	(218,900)	(11,786)

2014 Operating deficit (181,410) and resulting changes for 2014 comparative figures were adjusted as per explanation in note 19 (Trusts)

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

Consolidated**2015****2014****\$****\$****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

2,707

4,872

4,8727,037**Note 13: Related Party Disclosures**

Nil

--**Note 13B: Management Personnel Remuneration for the Reporting Period**

Nil

--**Note 14: Remuneration of Auditors****Value of the services provided**

Financial statement audit services

4,450

4,450

Other services

--**Total remuneration of auditors****4,450****4,450**

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	2015	2014
		\$	\$
Financial assets			
Cash and cash equivalents	5A	89,786	44,079
Trade and other receivables	5B	64,672	-
Term Deposits	5C	315,890	580,497
CSR PEA Trust Fund Bank	19	78,497	81,573
Carrying/Fair Value Amount		548,845	706,149
Financial liabilities			
Trade payables	7A	5,147	10,281
Other payables	7B	66,299	27,150
CSR PEA Trust Fund	19	78,497	81,573
Carrying/Fair Value Amount		149,943	119,004

Note 15 cont.

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 the Association.

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

In the accounts for the year ended 30th June 2015 income and expenditure relating to the CSRPEA has been excluded and for the purposes of comparison the figures for the year ended 30th June 2014 have been restated to exclude the income & expenditure of the CSRPEA.

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) has 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
	103,174
Less Expenses	21,601
Balance as at 30th June 2014	81,573

Year Ended 30th June 2015

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

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 15 to 34, which comprises the statement of financial position as at 30th June 2015 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
Oatley, NSW

Dated 10th August 2015

Approved Auditor holding current Certificate of Public Practice.

Liability limited by a scheme approved under Professional Standards Legislation.

Review of Principal Activities

The CSR & Holcim Staff Association (CSR & Holcim SA) principal activities 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*.

During the calendar year 2015 the CSR & Holcim SA will hold member meetings at sites during site visits, 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 CSR & Holcim SA Rules.

In December 2014 the Fair Work commission (FWC) rejected the CSR & Holcim SA's Applications to modernise both the *CSR Staff (Consolidated) Award 2000* (CSR Staff Award) and the *Refined Sugar Services Staff Award 2000* (RSS Staff Award). CSR Limited (CSR) immediately Appealed the December 2015 decision of the FWC in the Federal Court of Australia (FCA) regarding the Commission's decision to not modernise the CSR Staff Award. CSR also filed a stay Application in the FCA for the continued operation of the CSR Staff Award and this was granted by the Court in January 2015. Wilmar chose not to appeal the decision, pending the outcome of the CSR Appeal in the FCA.

CSR's Appeal was heard in early May 2015 and on 1 July 2015 the Full Bench of the FCA quashed the FWC decision to reject the Application to modernise the CSR Staff Award, and the Court ordered the FWC to decide the matter "according to law". A date for the re-hearing of the modernisation of the CSR Staff Award will more than likely be heard before the end of December 2015.

Other principal activities of the CSR & Holcim SA 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 CSR & Holcim SA has worked diligently with CSR, Holcim and Wilmar to resolve member industrial and employment related issues before considering to progress 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 interpretation of Fair Work Legislation such as the *Fair Work Act 2009*, *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* and *Fair Work (Registered Organisations) Act 2009* are managed by the CSR & Holcim SA and its legal representatives (as and when required).

The Rules of the CSR & Holcim SA provide for bi-annual election terms. The current term expires after the Annual General Meeting in September 2015. The election of members of the Executive Council shall be held in accordance with the Rules in around July / August 2015. Members shall be voting in the 2015 CSR & Holcim SA election which will be conducted by the Australian Electoral Commission.

The office of the CSR & Holcim SA assists members with industrial and employment issues and day-to-day workplace problems. The CSR & Holcim SA also assists members with creation and interpretation of company / site specific Enterprise Agreements as and when required.

Maintaining terms and conditions of employment for members is another important function of the CSR & Holcim SA. And the Association takes all reasonable steps to ensure that conditions for our members do not fall below industry and community standards. Members of the CSR & Holcim SA are regularly kept up to date on the Association's activities through member information bulletins, newsletters and our web site.