



ANNUAL REPORT | 2016-17





MEAA - EMPOWERING AUSTRALIA'S CREATIVE PROFESSIONALS

The Media, Entertainment & Arts Alliance is the largest and most established union and industry advocate for workers in the media, entertainment and arts sectors. Our members include people working in TV, radio, theatre and film, entertainment and sporting venues, journalists, actors, dancers, sportspeople, cartoonists, photographers, orchestral musicians as well as people working in public relations, advertising, book publishing and websites.

MEAA has an unparalleled reputation as a strong and passionate voice for our members.

We lobby and campaign to advance the industries our members work in. By coming together, MEAA members are able to win better pay and conditions. We are here when times get tough too, providing professional support and legal advice when you need it.

PRODUCTION DETAILS

Editor: Paul Murphy

Design: Blair Pagan

Front cover (clockwise from top left): Journalists at the *Brisbane Times* joined the campaign against job losses at Fairfax Media's metropolitan daily publications in May 2017; the executive of the Symphony Orchestra Musicians Association bade farewell to Howard Manley in December 2016, after 18 years as SOMA national officer; student Equity members at the University of Tasmania; production crew on the hit series *The Family Law* during the Get Real On Rates national day of action in October 2016.

Back cover: Young & Equity Victoria's Christmas Party in December 2016.

WHO WE ARE

CHIEF EXECUTIVE

Paul Murphy

FEDERAL PRESIDENT

Simon Collins

SECTION PRESIDENTS

Marcus Strom (Media)

David Turnbull (ECS)

Cameron Brook (Musicians)

Chloe Dallimore (Equity)

WHERE TO FIND US

Ph: 1300 65 65 13

Email: members@meaa.org

Web: meaa.org

Facebook: @withMEAA

Twitter: @withMEAA

Instagram: @withMEAA

FEDERAL OFFICE/ NSW BRANCH

245 Chalmers Street

REDFERN NSW 2016

P.O. BOX 723

STRAWBERRY HILLS NSW 2012

VICTORIA & TASMANIA BRANCH

Level 3, ACTU Building

365 Queen Street

MELBOURNE VIC 3000

QUEENSLAND BRANCH

Level 4, TLC Building

16 Peel Street

SOUTH BRISBANE QLD 4101

LOCKED BAG 526

SPRING HILL QLD 4004

Imports: (07) 3846 0153

SOUTH AUSTRALIA & NORTHERN TERRITORY BRANCH

241 Pirie Street

ADELAIDE SA 5000

WESTERN AUSTRALIA BRANCH

Suite 1, 12-14 Thelma Street

WEST PERTH WA 6005

NEW ZEALAND EQUITY

Samoa House,

Level 1, 283 Karangahape Road,

NEWTON AUCKLAND NZ 1010

Ph: +64 0800 334 470

FEDERAL PRESIDENT'S MESSAGE



In May this year, the Media, Entertainment & Arts Alliance marked 25 years since the formal registration of the amalgamation of the three unions that formed MEAA.

When the amalgamation of the Australian Journalists Association, Actors Equity and the Australian Theatrical and Amusement Employees Association was first suggested in the early 1990s, there were plenty of sceptics about how three quite different unions could work together.

At the time, it was a marriage of necessity. Each of the three unions was small and, pragmatically, the leaders at that time determined that without the benefits of scale, the three unions would struggle to survive individually into the 21st century.

But over the past quarter of a century, the marriage has blossomed, and whatever concerns existed after the merger in 1992 have long since disappeared.

Our sections – with the addition of orchestra musicians a few years later – work effectively as both vigorous advocates of their own sectors and parts of a coherent whole. We are bound by a unity of purpose to campaign for good jobs throughout the media, entertainment and arts industries.

Each year in the past quarter of a century has had its own unique challenges, and 2017 has been no different. In particular, the digital transformation of the way media and entertainment is consumed continues to disrupt the careers of many of our members.

But the true test of character is in how we respond to challenges. MEAA continues to innovate and find fresh ways to represent our members.

The buzzword of contemporary workplace relations is the “gig economy”, closely followed by the “Uberisation of work”. Both phrases refer to how stable long-term employment has been replaced by the uncertainty and insecurity of casual and freelance jobs. But this is nothing new to MEAA members who have always worked in industries and sectors that have seasonal peaks and troughs and other ups and downs of employment. Indeed the word “gig” was originally coined by jazz musicians in the 1920s.

We are living in a period of great change, but one constant is that people still need a union to advance their pay and conditions, to protect their rights at work, to ensure they have healthy and safe working environments, and to give them a voice in the workplace. This is the essence of unionism: being part of a collective and standing together to speak up for what is right.

We know that many of our members also identify with MEAA because it provides them with a sense of community. This is important in a fragmented economy where the freelance/contractor model of work is increasingly commonplace.

Our strength comes from our members, and particularly those who take the extra step to stand up as workplace leaders.

Following our recent elections, we say goodbye to several active members of our Board, Federal Council and section committees. But we also welcome some new faces and I look forward to working with our newly elected office-holders in coming years, including at next year's Federal Council gathering.

As in any year, we have lost a number of members in 2016-17, but two stand out: John Clarke and Mark Colvin. Both were members of our union for many decades and they earned universal respect and admiration not only for their talents in their professions, but for the integrity with which they pursued their careers. We pay our condolences to their families along with those of other members who died over the past year.

As always, my thanks to Paul Murphy and the staff of MEAA for all the work they do for our members and representing our union with pride in the community.

As our union enters its second quarter of a century, we know that together we are stronger than our individual parts.

We campaign in workplaces for terms and conditions, and we campaign in the community for vibrant and sustainable media, entertainment and arts industries.

We have done so with energy and determination for the past quarter of a century and we will continue to do so well into the future.

SIMON COLLINS
MEAA Federal President

SNAPSHOT 2016-17



Members: 15,264

(Media 5194, Equity 5328, ECS 3031, Musicians/SOMA 779, Equity/General 932)
as at June 30, 2017



Incoming members: 4447



Monies recovered for members: \$767,226



Residuals distributed to Equity members: \$14,126,959



Agreements in operation: 169



Website pageviews: 720,124



Facebook likes: 12,470



Twitter followers: 13,070

CHIEF EXECUTIVE'S REPORT



The past 12 months have provided us with many highlights and a few lowlights but at the end of a year we can be satisfied that MEAA has made progress in meeting the five key objectives adopted at our biennial Federal Council meeting in February 2016.

The core work of MEAA will always be to protect and advance our rights at work. Over the past year, we have struck new collective bargaining agreements in targeted areas, with 31 agreements completed across our four sections. Once we have completed bargaining, we work with our committees to proactively enforce the rights we have won, and ensure our workplaces are healthy and safe. On a day-to-day basis, much of this work is devolved to our hard-working network of delegates. In the first half of 2017, our industrial team has handled 409 individual or collective cases, and recovered almost \$800,000 for our members over the full year of 2016-17.

The health and safety of all workers in our industries is of paramount importance. Throughout 2017, our Equity and ECS sections have been working with the film and TV industry to renew the national safety code for the screen industry. Particular mention must be made of ECS member Joe Pampanella for his work in drafting the new code. The new code has considerable momentum following the tragic workplace death in Brisbane on January 23 of stunt performer Johann Ofner and is long overdue as the workplace safety guidelines have not been updated for more than a decade.

Two key Equity initiatives – Equity Wellness and Casting Diversity – have a focus on performers' wellbeing, respect and opportunities for all. Women in Media has been a leading voice in curbing online harassment and tackling the gender pay gap that still plagues the media industry.

To achieve our objectives, we need to build power in our workplaces and our industries. At June 30, our membership stood at 15,264 and is stable.

Most pleasing has been the growth in the Equity section over the past couple of years with the focus on students through Young & Equity being vindicated. Membership in the Media section was again under pressure due to more redundancies at the three largest employers – Fairfax Media, News Corporation and the ABC – but the past year saw the successful launch of our new CommsPro membership for communications professionals and the establishment of a digital media committee of rank-and-file members working for online-only outlets. The committee has drafted a "good digital jobs charter" that we will be rolling out across the sector. Meanwhile, we are looking to build on the success of our FreelancePro membership by robustly advocating and campaigning for improved rights and conditions for freelance journalists.

Under new leadership from Bow Campbell, the rebadged Musicians section is looking to represent freelance musicians and others not in orchestras, where our membership density remains enviably high.

We have a formal training program to identify and develop leaders in our workplaces. This was typified by the campaign to protect jobs and maintain quality journalism at *The Sydney Morning Herald* and *The Age*. This campaign was driven from the bottom up, by an extraordinary group of members who are passionate about their jobs and the role of journalism in our society.

The July union elections brought several new leaders onto our committees and Federal Council – they are people who are smart, talented, committed and passionate about their industries and their workmates.

We have also increased our internal capacity through strategic recruitment of an experienced new director of industrial and

advocacy, Anthony D'Adam, and continuing staff development.

With all of our industries changing rapidly, it is essential that MEAA is able to shape our industries. We do this through strategic interventions in the media news cycle, campaigns and participating in the policy-making process through submissions and other means. MEAA is universally regarded as the authoritative voice on press freedom, media ethics, and local screen and stage content, and we continue to build strategic alliances by working closely with industry bodies such as the Australian Press Council, Media Super, Friends of the ABC, and parliamentary groups.

It has felt at times as if the crisis facing the traditional media model reached its peak in 2017. The cuts at Fairfax were the most visible manifestation, but there were also jobs lost at News Corporation and the public and commercial broadcasters. Those who remain are burdened with having to work even harder.

The implications for the industry from the Fairfax dispute finally caught the attention of policy makers and a Senate inquiry. MEAA made strong representations about what we think needs to be done and we await the outcome.

The impact of digital technology on journalism has been well documented, but MEAA has also sought to intervene to ensure our members are not adversely affected by digitisation in the screen industry. In the past year, we negotiated a new screen residuals agreement which moves residuals into the digital age, and we continue to lobby for reforms to local content rules and screen production tax offsets.

So our members can have input into our industry lobbying and advocacy, we have developed an online tool to allow them to contribute to our submissions. Over the coming year, priority campaigns will be local screen content, an offshore template agreement, and an enforceable agreement for domestic film and TV production with market rates and annual cost of living increases.

Critical to successfully shaping our industries is the ability to mobilise our members and supporters for mass action.

We now have a supporter and activist database of almost 40,000 people – more than twice our membership – demonstrating the enormous public goodwill towards our campaigns and a valuable resource for when we want to mobilise around an issue.

MEAA members value the sense of community that comes with their membership and we regularly communicate and engage with our supporters through a high-profile social media presence. Over the past year we reached millions of Australians through Facebook, Twitter, videos and the meaaa.org website.

Every week MEAA and the Walkley and Equity foundations hold events ranging from specialised training and seminars to informal networking. Women in Media was due to hold its first national conference in late October, while Young & Equity has expanded from New South Wales to other states.

We continue to build on these events by offering new services to our members, and later in 2017 self-test studios will be operating at both our Sydney and Melbourne offices for exclusive use by Equity members.

Underpinning all this work is the constant focus on financial management and sustainability for the union. I wish to put on record our appreciation at the maturity and commitment shown by our staff over the past year.

PAUL MURPHY
MEAA Chief Executive

WHY I'M A MEMBER

To mark our 25th anniversary in May, MEAA commissioned a new video featuring interviews with members from each section talking about why they were in the union. We thank them for their participation and reproduce some of what they had to say here.



BALI PADMA
Actor and chair of the Equity Diversity Committee

“For me it was important to join Equity as an actor because it’s a really tough industry to work in. We’re often by ourselves, we sometimes cross paths in an audition or hopefully on a job; but really it’s solitary, you often feel like you’re not part of a team. So it’s a really, really great opportunity to feel like you’re part of a community, and a supportive community as well. Equity has been around for more than 75 years and when that started we didn’t have superannuation, we didn’t have rehearsal fees. We didn’t have a minimum call or a maximum call time. Understanding that there’s a history with the union that supports our workplace is also something that encourages me to continue being a member.”



SHARNA GALVIN
Stage/production manager and director, Sydney Opera House, and freelance

“The most positive impact is really having a say about our conditions and a say in the whole enterprise bargaining and the culture of the place. The union does work towards keeping us safe, keeping our conditions good, looking into problems that may arise for a member who has got themselves into trouble for whatever reason. I think the main battle is to remind people that membership matters and the union still has a role to play in our workplace in maintaining and improving our conditions and making sure we’re safe at work. You actually can’t afford not to pay the fees. It pays back in so many ways.”



PHILIPPA McDONALD
TV journalist, ABC News

“I’m proud to say that I’ve been a member of MEAA half my life and almost my entire working life. I joined because I know we are strong when we are united; that we need to look after ourselves, our colleagues, our future and the integrity of our profession, whether it be our rights at work, pay and conditions, or media freedom. Being a member of MEAA means safeguarding the present and the future. It means standing together in the tough times and the good times and importantly advocating for those who need it. Being a member of MEAA means you’re committed to the recognition of your profession. It’s helped me stand up for myself and my colleagues in challenging times. It’s helped my colleagues negotiate just and fair outcomes. It’s given me and my colleagues the strength and camaraderie to fight for what’s right.”



MARK BRUWEL
Tutti oboe, Opera Australia Orchestra, and president of the Symphony Orchestra Musicians Association

“There is always a really strong sense of involvement from a really broad section of the musicians in each of the orchestras and a real interest and commitment. As a union representative in the orchestra, I find that an incredible source of inspiration to keep fighting the fight. Sometimes it gets pretty hard but to have this fantastic bunch of people with you and behind you as you’re going along is enormously satisfying.”

THE YEAR IN REVIEW



In November 2016, journalists from *The Age* formed a guard of honour for colleagues at Fairfax Media's *Weekly Review* on their last day of work after 22 of them were made redundant.

2016 HIGHLIGHTS

JULY

- Turnbull Government re-elected on July 2. In a pre-election scorecard of the major parties, MEAA was critical of the Coalition's failure to produce an arts policy to take to voters.
- A new Australian Television Repeats and Residuals Agreement that for the first time includes digital rights is overwhelmingly endorsed by 98.5% of Equity members who voted.

AUGUST

- The newly formed Equity Wellness Committee, chaired by performer Liam McLwain, holds its first meeting and sets out an ambitious agenda to put physical and mental wellbeing at the forefront of all Equity activities.
- Four journalists from East Timor are announced as the inaugural recipients of the Balibo Five-Roger East Fellowship, an initiative of MEAA and Union Aid Abroad-APHEDA.
- MEAA raises concerns about the effect a merger of Perth's *Sunday Times* and *West Australian* newspapers would have on media competition and diversity in WA.

SEPTEMBER

- A Tongan charity that helps young

people find work is the recipient of 15 used computers donated by MEAA.

- Freelance photographers are allowed to continue working on Victorian racetracks following intervention by MEAA to overturn a Racing Victoria directive.
- MEAA members at the Sydney Opera House vote for a new enterprise bargaining agreement that secures pay rises of 2.5% and protection of their working conditions.

OCTOBER

- Twelve months since the commencement of Australia's metadata retention regime, MEAA expresses ongoing concern that the powers granted to government agencies to secretly investigate and monitor journalists' metadata to identify sources is a serious threat to press freedom.
- Equity and Screen Producers Australia release a draft child safety code of conduct for children working on film and television.
- On October 26, hundreds of screen crew members around Australia take part in a national day of action for the Get Real on Rates campaign for an industry agreement that keeps pace with cost of living changes.

NOVEMBER

- MEAA seeks confirmation from News

Corp Australia that there will be no forced editorial redundancies to achieve \$40 million in cost savings in the current financial year.

- MEAA members call on ABC managing director Michelle Guthrie to outline her strategy for the broadcaster following more budget cuts, job losses and major programming changes at ABC Radio National.
- Equity and theatrical producer Michael Cassel Group agree to new guidelines for the engagement of overseas performers on Australian stages, paving the way for an industry-wide approach.

DECEMBER

- Freelance photographer Andrew Quilty wins the Gold Walkley in Brisbane, while Anne Phelan is announced as recipient of the Equity Lifetime Achievement Award in Melbourne.
- The second Equity Summit, called Gender on the Agenda, is held over two days in Melbourne on December 4-5. Speakers include Madeline Di Nonno of the Geena Davis Institute in Los Angeles, director Gillian Armstrong, and ABC managing director Michelle Guthrie.
- The Fair Work Commission begins hearing an application by MEAA to vary the two key Awards for journalists so that paid overtime becomes the default option rather than time off in lieu.



Clockwise from above: Winners at the 2016 WA Media Awards, held in Perth in October; MEAA members take part in the Midsumma Pride March in Melbourne in January; new MEAA members at the annual NSW Equity Graduates Day at the Roslyn Packer Theatre in Sydney in August 2016; Equity President Chloe Dallimore opens a panel discussion at the Equity Summit 'Gender on the Agenda' in Melbourne in December 2016; SA & NT Media Section President Samela Harris celebrates MEAA's 25th anniversary in Adelaide in May.



THE YEAR IN REVIEW



News and current affairs staff at the ABC's Ultimo studios show their support for Fairfax Media staff during the week-long industrial action in May.

2017 HIGHLIGHTS

JANUARY

- Stuntman Johann Ofner is killed in a workplace accident during the filming of a music video in Brisbane on January 23.
- New MEAA Musicians director Bow Campbell joins MEAA.
- Equity member Ray Meagher, best known as Alf on *Home and Away*, is awarded an Order of Australia Medal in the Australia Day honours.
- The MEAA flag flies high in a sea of rainbow flags at the Melbourne Midsumma Festival Pride march in St Kilda.
- A massive backlash from the journalistic community in response to a blog post by MEAA member Ginger Gorman forces publisher Mamamia to remove an article from its website following accusations of plagiarism.

FEBRUARY

- Dozens of Equity and ECS members take up the opportunity to comment to a parliamentary inquiry into the future of the film and TV industry through an online submission tool set up by MEAA.
- MEAA tells the Fair Work Commission it will vigorously oppose a new attempt by screen producers to remove a raft of basic workplace rights for actors and other workers in the film and television industries.
- Campaign launched by MEAA on behalf of Manus Island detainees journalist Behrouz Boochani, actor Mehdi Savari

and cartoonist Eaten Fish. Dozens of writers, journalists, and performers sign an open letter calling for the men to be brought to Australia.

- MEAA member Peter Grace wins an Oscar for best sound mixing on *Hacksaw Ridge*.

MARCH

- MEAA calls for a total rethink of metadata retention laws, after a Senate committee hears that ASIO has been using Journalism Information Warrants to secretly trawl through the metadata of journalists and media organisations in the hunt for their confidential sources.
- Dancers at the Australian Ballet talk tough in negotiations with management over a new enterprise bargaining agreement, dangling the prospect of industrial action if their demands are not met.
- MEAA members at Melbourne & Olympic Parks celebrate a new collective agreement that gives priority to staff who are directly hired over agency temps.
- MEAA condemns One Nation leader Pauline Hanson for banning ABC journalists from attending her WA election night function on March 11.
- Journalists at Private Media, which publishes Crikey, Smart Company and The Mandarin, win a 30% penalty rate for early starts, setting a new precedent for other digital media organisations to follow.
- MEAA welcomes the axing of the controversial Catalyst Fund, established by former Arts Minister George Brandis, but calls for the full restoration of the \$105 million stripped from the Australia Council in the 2015 Budget.

APRIL

- Fairfax Media announces another \$30 million in cuts to its Sydney and Melbourne newsrooms. Meetings of MEAA members in both cities also roundly reject attempts by management to impose ideological direction and to interfere with masthead independence.
- The Australian entertainment world is shocked by the sudden death of satirist, writer, actor and director John Clarke of a heart attack on April 9. Clarke was an Equity member for more than four decades after arriving in Australia from New Zealand in the mid-1970s.
- The Fair Work Ombudsman investigates unpaid work at the Australian Grand Prix after MEAA exposes a potential breach of the *Fair Work Act* after hundreds of casual workers were sent a text message offering them the “opportunity” to work for free.
- MEAA’s new CommsPro membership for people working in public relations and communications is launched with a “great debate” in Sydney over the future of journalism.
- News Corp editorial staff in Brisbane pass a unanimous vote of no confidence in senior management following news of a restructure of the business, including photography and production, that would result in significant numbers of staff being made redundant.
- Equity joins the campaign to maintain local content quotas for children’s drama after the free-to-air networks combine forces to lobby for the quotas to be abolished.

MAY

- To coincide with World Press Freedom Day on May 3, MEAA releases its annual report into the state of press freedom in Australia, titled *The Chilling Effect*.
- The same day, Fairfax Media vote to take industrial action for seven days in protest at the company's decision to axe the equivalent of 125 full-time equivalent editorial positions, or 25% of its metropolitan daily journalists. The action means none of the company's federal parliamentary staff are available to cover the Budget on May 9. More than 10,000 members of the public sign a petition supporting the journalists.
- The journalism world is saddened by the death of ABC broadcaster Mark Colvin, a MEAA member for 33 years. We also farewell legendary football commentator Lou Richards, a great friend of the Australian Journalists Association over the years.
- MEAA's submission to the Senate inquiry into the future of the film and TV industry calls for government leadership through standardised production and location offset rebates, the restoration of funding to the Screen Australia agency, and a revamp of local content rules to rope in streaming video platforms.
- The casts of *Barracuda*, *The Family Law* and *Cleverman* win the 7th annual Equity Ensemble Awards on May 22.
- MEAA joins the international campaign to call for the withdrawal of criminal defamation charges against two East Timorese journalists over a story that was published about the nation's prime minister. Among those offering support is Peter Greste. As a result, Prime Minister Rui Maria de Araujo writes to the court urging it not to convict the two journalists and they are cleared.
- On May 18, MEAA celebrates 25 years since the amalgamation that formed the present day union.
- MEAA appears before a Senate Select Committee inquiry into the future of public interest journalism. The inquiry was established in the wake of the Fairfax Media job cuts.

JUNE

- Concerns for the future of jobs at Network Ten after the debt-stricken company is placed into voluntary administration.
- MEAA member Julie Davis, a ticket attendant at the Melbourne Cricket Ground who is wheelchair-bound, successfully wins an undercover car parking space following a union campaign over her unsafe working conditions.
- Consultation begins for a new screen industry workplace health and safety code. The extensive code will be the first significant overhaul of safety in the sector for well over a decade.



Top to bottom:
 The MEAA contingent that took part in the Queensland Labour Day parade through the Brisbane CBD in May; screen crew members before a high-level meeting with Screen Producers Australia to discuss the Get Real on Rates campaign in September 2016; Winners of the 2016 Walkley Award for International Journalism (from left) Matt Walker, Sophie McNeill and Mark Corcoran (not pictured is Aaron Hollett) from the ABC TV program *Foreign Correspondent*; ECS members working on the long-running Channel Seven series *Home and Away* celebrate their pay rise in March.



MEAA Media section continues to grapple with the continued decline in the number of journalists employed in traditional areas of the media.

Our activity in 2016-17 included:

- launch of two new membership categories to drive membership activity;
- two big print companies announced restructures and redundancy rounds;
- the fight against #journotheft and plagiarism for freelancers went mainstream;
- Network Ten staff facing down a possible liquidation;
- the longest strike action this century, by Fairfax members, led to the formation of a Senate inquiry into the future of public interest journalism;
- formation of key partnerships to research greater media diversity, cyber security and the impact of metadata laws
- campaigning actively in workplaces to better the working lives of media professionals.

This year MEAA Media began a five-year plan to initially reduce membership churn before striving for substantial and sustainable growth. We have targeted new areas, boosted resources and campaigning capability, and focused on training workplace delegates.

The results are encouraging, with membership starting to even out. These results stem from the hard work of workplace delegates, the strategic split of internal resources between traditional workplaces and new areas and the impact of a targeted communications strategy.

REVIEW OF THE JOURNALISTS PUBLISHED MEDIA AWARD

MEAA is pushing for change across the published media sector (including unregulated online and digital publishers) through the current Fair Work Modern Award review process.

Workload intensification, unpaid/unrecognised overtime, and growing stress and anxiety levels remain foremost health and safety issues. The job losses at traditional news outlets have increased workloads for journalists (including freelancers) who report that their workday has intensified and that the opportunity to “switch off” once they leave the office has diminished.

The 2016 Work Tracker surveys at our

largest worksites (Fairfax, News Corp and ABC) surveyed more than 500 members and revealed concerns about growing workloads, stress and anxiety levels, and inability to rest and recover after work.

MEAA subsequently extended the survey to all our members. The results are strikingly similar. Media employers are not being made accountable by paying overtime and are failing to protect the health and wellbeing of staff.

The Fair Work Commission is seeking to make paid overtime the default position for all industrial awards. Employees could select to take time-off-in-lieu as an option but it would no longer be the default under the changes Fair Work is seeking.

The change to default payment of overtime was approved in the *Broadcast and Recorded Entertainment Award* which covers or underpins the agreements of journalists in broadcast (Seven, Nine, Ten) radio (commercial radio) and some online businesses (Nine MSN/Yahoo 7).

This change will make a real impact on working conditions for those members but similar changes to the *Journalists Published Media Award* are being resisted by print employers. They argue that TOIL is a more “appropriate” way to ensure journalists get adequate rest and breaks. Their argument is predicated on 1950s case law when large newsrooms were the norm, journalists and media workers “clocked on” and “off”, and time sheets were a fixture. Those days are long gone.

PRIORITY CAMPAIGN AREAS

MEAA has determined to focus on communications and media professionals in the not-for-profit sector. This workforce, in a highly unregulated sector, had no relevant professional association.

Initial mapping indicates there are more than 1000 potential members. New committees launched our CommsPro membership category in Sydney and Melbourne, and are now mapping the workforce, as well as holding events to recruit members.

Digital media is another sector where we are working to get solid industry standards in place. MEAA consulted with workers about developing a “good jobs charter”. A committee of members from Yahoo 7, Junkee/The Cusp, Pedestrian.tv and Huffington Post will roll out the charter in workplaces, identify workplace activists and help recruit digital media members.



Freelance members have formed their own committee, the National Freelance Forum, to drive freelance campaigns and priorities. The committee outlined what a good job for a freelancer looks like, which will form the basis for a “good freelance jobs charter”, and has made important steps to activate members and build a strong voice.

The #journotheft campaign, kick-started by freelancer Ginger Gorman, has begun calling out instances of plagiarism of a freelancer’s work.

There is a new determination by freelancers to campaign for fair freelance rates in the wake of the Fairfax redundancies. More than 170 freelance contributors in Sydney and Melbourne joined the campaign in response to cuts to contributor budgets as part of the company’s \$30 million savings program. Contributors put together a “rates card” outlining fair rates for their work and section editors have resolved to hold off issuing onerous and unfair contracts the company had proposed, and to join the fight for fair remuneration for freelancers working for Fairfax.

FIGHTING REDUNDANCIES

The incredible public response to the member-led Save the SMH and Save the Age campaigns around the seven-day Fairfax metro editorial staff’s strike showed the depth of concern about the ongoing job cuts. The campaign elevated the debate about the future of public interest journalism.

News Corp staff continue to fight for adequate staffing to do their jobs safely following massive production redundancies and change to the way members work. Compounding this were deep cuts to News Corp photographers.

News Corp delegates continue to fight for better work health and safety ahead of a new enterprise agreement being negotiated in 2018. It’s anticipated the data from workplace surveys will demonstrate



Photographers at the Herald & Weekly Times took action in May to save pictorial jobs from being made redundant at News Corporation publications in Victoria.

that inadequate staffing will only have a detrimental effect on the business rather than saving the company money.

WOMEN IN MEDIA

Women in Media continues to grow with the WiM Queensland committee organising a national two-day Women in Media Conference to be held in October.

WiM has come to the forefront of the national conversation about sexual harassment in the workplace. MEAA and WiM have identified key steps employers should put in place to prevent victimisation and provide a safe system for people to raise concerns about their health and wellbeing. WiM and MEAA will work directly with media executives, members and staff to implement positive and practical protections for workers.

MEAA has brought an online harassment and device security training module into workplaces that have high numbers of young, female and contract workers, particularly commercial television, where employees are more likely to feel unable to raise concerns about online harassment due to insecure work arrangements.

PRESS FREEDOM

MEAA released its annual report into the state of press freedom in Australia, *The Chilling Effect*, on May 3, UNESCO World Press Freedom Day. The report this year focused on defamation, the “freedom of speech” inquiry, Journalist Information Warrants, whistleblower protection, redundancies, suppression orders, impunity, gender and asylum seekers.

MEAA launched a campaign, Bring Them Here, to have a journalist, a cartoonist and a performer released from Manus Island Detention Centre and brought to Australia.

MEAA also promoted the second round of Balibo Five-Roger East fellowships for East Timorese journalists, in partnership with Union Aid Abroad-APHEDA.



MEDIA SAFETY & SOLIDARITY FUND

The Media Safety & Solidarity Fund trustees direct the International Federation of Journalists Asia-Pacific office to implement projects to be funded by the MSSF.

In 2017 MSSF supported the work of the IFJ AP’s human rights and safety program. Under the program, IFJ AP remained a prominent advocate in the region for press freedom, journalists’ rights and safety.

In March 2017, the IFJ AP launched the Byte Back Campaign: Fighting Online Harassment of Journalists calling for strong action to stop cyber-bullying and online harassment of women journalists. In May it launched the #JournoAgainstShutdowns campaign raising awareness for internet shutdowns as a press freedom issue.

The IFJ AP continued its campaign for Raimundos Oki and Lourenco Vincente Martins, who were charged with criminal defamation in Timor Leste. On June 2, in a win for press freedom, the charges against the pair were dismissed.

Under the IFJ Press Freedom in China project, the IFJ released its ninth annual China Press Freedom report that documents the state of press freedom in China, mapping media violations across the year, increased government control, surveillance and the challenging media environment.

MSSF continued to support the education of the children of slain journalists.

In Nepal, MSSF supports 23 children with two due to graduate from university at the end of the year.

In the Philippines, MSSF supports 68 students – 25 are the children of journalists killed in the 2009 Ampatuan Massacre. At the end of the 2016-17 school year, five children will graduate from university with a range of qualifications including, computer science, financial management, engineering and teaching.

In Fiji, MSSF supports Jone Ketebaca, the son of Sitiveni Moce who died in 2015 after he succumbed to injuries sustained when he was attacked by soldiers in 2007.

	2017 \$	2016 \$
Balance at July 1	136,576	224,709
Funds raised during the year	97,976	48,505
Payments made during the year	(149,798)	(136,638)
Balance at June 30	84,754	136,576
Funds raised during the year		
Other donations	7,038	10,493
John Fairfax Employees	80,791	
Interest on MSSF bank account	1,181	3,434
Surplus on Press Freedom Dinner - SYD	8,966	22,750
Surplus on Press Freedom Dinner - MEL	0	11,828
	97,976	48,505



The 2016-17 year saw the successful roll-out of the new television/digital rights agreement (ATRRRA 2016).

After several years of negotiation we now have new contracts to cover the conditions, rights and residuals for performers appearing on all small-screen dramatic works, not just television. The early stages of roll-out saw some teething problems with some productions that were late in paying the new 10% streaming loading. While the ATRRA 2016 only applies prospectively to “new” programs, we successfully negotiated an upgrade to the new contracts for several ongoing series, for example *Doctor Blake*, *Here Come the Habibs*, *Glitch*, *Family Law* and *The Wrong Girl*.

Equity also negotiated above-industry residuals on several notable screen productions, including *Picnic at Hanging Rock*, *Top of the Lake*, *At Last*, *Nekromancer*, *Bleeding Steel*, *Triple Threat*, *Winchester*, *Nest*, *Hacksaw Ridge* and the sci-fi film *Stem*.

The digital streaming platforms are not required to invest in Australian drama. However, on the limited instances that these SVOD platforms commission programs, Equity now has an appropriate ATRRA to apply. For example, Stan’s recently commissioned renewed series of *Wolf Creek*

was contracted on the ATRRA 2016 SVOD agreement. Negotiations are also underway with Netflix for cast agreements to apply on *Tidelands* and *Pine Gap*.

In live performance, this year MEAA pays special tribute to the dancers at the Australian Ballet. After months of EBA negotiations with the Australian Ballet where the employer refused to meet performers’ wage demands, performers determined they deserved better. They joined MEAA en masse, increasing union density from around 25% to 80%. Members then resolved to conduct a formal ballot to take protected industrial action, filing an application to Fair Work Commission. The company promptly increased its wage offer, which was agreed to by majority vote.

SAFETY REVIEW

On Sunday, March 12, the MEAA stunt community held a national memorial for member and stunt professional Johann Ofner, who was tragically killed in a workplace accident in January of this year.

Arising from Johann’s death was the industry commitment to review the screen safety code. The first meeting of the Screen Safety Review was held on May 11 in the Screen Queensland

office. MEAA’s delegation included stunt and safety personnel Chris Harris, Jimmy Christianson, Darko Tuskan, Joe Pampanella, Gordon Waddell, John Bowring and Allan Mowbray. Also participating in the Safety Review is Screen Producers Australia and each screen agency around the country.

The discussion was constructive and there was strong in-principle support for developing a single, comprehensive manual that is easy to understand and applies to all screen productions.

Arising from that inaugural meeting, a draft safety manual was prepared to provide the platform for industry consultation. That initial round of industry consultation has concluded and the parties are due to reconvene and resume negotiations. Further consultation will occur.

GROWTH AND COMMUNITY

During 2016-2017, Equity again adopted a focus on growth, including bi-monthly phone blitzes of unfinancial members, visits to all working casts and most final student cohorts and a dedicated commitment to involving members in our campaigns. Our membership continues to fluctuate over the course of any given year, but for this year again, at each key month in the year, Equity has had more members than each of the preceding five years.

Equity continues its proud tradition of building community and unionism in a way that extends beyond the traditional confines of the workplace. Two examples are noteworthy this year.

Young & Equity events were held in Melbourne, Sydney, Brisbane and Adelaide. In Melbourne, successful events in late 2016 and April 2017 brought together newer members. In Queensland, 130 young performers came together to network and developed a strategy for community building. The key issues raised were lack of knowledge around career paths and access to affordable space for creative work. Adelaide launched its first Young & Equity this year, with an exceptional turnout. Elena Carapetis (artist in residence for STCSA) spoke with prominent young performers Elizabeth Hay and Tim Overton, about the importance of Equity and union involvement in an actor’s life.

Independent Theatre has also been the subject of much discussion this year. As well as a thriving Independent Theatre Committee based in Sydney, meetings were



Equity was well represented at the 21st World Congress of the International Federation of Actors (FIA) in Brazil in September 2016. Pictured left to right: FIA President Ferne Downey, Equity NZ President Jennifer Ward-Lealand, past Equity President Simon Burke, FIA Vice-President Katja Holm and Equity President Chloe Dallimore.



Above: Following the launch of the Equity Wellness campaign, performers gathered for morning tea around the country on October 12, 2016, to talk about mental and physical health. Right: Participants in a panel discussion about diversity and stereotypes at the 2016 Equity Summit (from left): Maysa Abouzeid, Tony Ayres, Osamah Sami, Kate Hood and Sonya Soares.

conducted in Brisbane, Melbourne, Adelaide and Perth to develop an understanding of regional practices in the independent sector.

This year Equity also began holding open meetings after theatre shows (free attendance with an Equity card) to engage with members not currently on a working cast.

INDUSTRY LOBBYING AND ADVOCACY

Equity continues to advocate on behalf of performers' interests at all levels, including lobbying government and key members of Parliament (state and federal), meeting with screen agencies and state theatre companies. Some examples include meeting with the state funding agencies in both Queensland and South Australia to discuss possible ways to grow opportunities for local performers to work on agency-funded and/or big budget projects.

Equity met repeatedly this year with federal arts politicians and administrators, as well as state arts representatives around the country to continue to lobby for the adoption of the recommendations of the National Opera Review.

ACTORS' WELLBEING

Last year, MEAA reported the release of our own research into actors' wellbeing. The data reveals a grim picture of acute financial hardship and precarious mental health. Levels of moderate to severe anxiety in our industry, for example, are set at 44%, yet half of the survey respondents do not know where to look for support.



In our capacity representing actors, crew and musicians, MEAA has become a founding member of Australian Alliance for Wellness in Entertainment, which held its inaugural meeting in 2017. The Alliance is comprised of key industry stakeholders and health practitioners, including LPA and SPA, and will develop industry strategies to promote wellness amongst entertainment workers.

DIVERSITY

The Equity Diversity Committee continued its efforts to promote diversity on our screen and stages. A notable achievement was that Equity has been granted funding from Screen Australia to hold a Diversity Showcase in 2018.

A disability sub-committee of the Equity Diversity Committee was formed, convened by Kate Hood. An early recommendation of the committee that has been adopted

was the introduction of a new disability membership rate, which gives access to a reduced rate for a three-year period. We quickly welcomed several new members to MEAA on this basis.

MAKE IT AUSTRALIAN CAMPAIGN

This year the spotlight fell on Australian screen content. Two far-reaching reviews into our film and television industry have been initiated. The commercial networks have responded as a unified chorus calling for the deregulation of content regulation, in particular the abolition of children's live action content quotas.

As 2017 progressed, we have worked hard to develop a strong campaign uniting the production sector against this threat. We expect this campaign to continue well into the next year.



In screen, the section continued to work nationally on the Get Real on Rates campaign. Following the presentation to Screen Producers Australia (SPA) of more than 500 selfies in support of the campaign, crew participated in a National Day of Action on October 26, 2016, where crew on 11 working jobs (and off-site in South Australia) showed their support by wearing union T-shirts, and stopped to meet and pass a resolution calling on their employers to support the Get Real on Rates campaign. Membership continued to grow, with two crews in NSW reaching a union majority in the financial year.

Seven negotiations wrapped up in September, with members on *Home and Away* and *A Place to Call Home* having won a commitment from the company to do a separate agreement for production crew. This will give crew an opportunity to argue for conditions that are closer to the freelance industry standard and, if necessary, to take action.

In offshore film, workers on *Pacific Rim*:

Uprising (aka *Maelstrom*) mobilised two overwhelming “no” votes. While this did not result in a union agreement on the job, it gave new momentum to MEAA’s call for an offshore template agreement that is acceptable to crew. It also influenced the greenfields crew agreement that was struck for *Aquaman*, currently shooting on the Gold Coast. The terms of that agreement are an improvement on recent productions in the sector and are very close to the MEAA offshore template that was endorsed by members in 2014.

In Queensland, screen production has dominated with a series of offshore productions, culminating in Warner Brothers’ \$US160 million blockbuster *Aquaman*, which began filming on the Gold Coast in May. Local production has also been more consistent, leading to retention and continued growth of membership, as well as building and keeping skills in the Queensland industry.

MEAA and Screen Queensland responded to the tragic death of MEAA member Johann

“Yogi” Ofner by co-convening a safety review. Safety experts, producers and film bodies from across Australia met in May and agreed to work together to create an agreed, updated safety manual for the screen industry. The screen industry came together to raise more than \$50,000 to help support Yogi’s young daughter.

In Victoria, two high-profile campaigns resulted in public wins for members working at sport venues. MEAA members at the MCG conducted an online and workplace campaign that led to a disabled member gaining safe access to her workplace after months of being ignored by the company. This was followed up with action from members that resulted in Worksafe determining that MCG staff had the right to elect health and safety reps for the first time.

At the Australian Grand Prix, the global labour hire firm Adecco was forced to back-pay more than a dozen workers who had been incorrectly classed as volunteers for their work.

At Moonee Valley, a strategic short-term deal locked in pay increases, while establishing that members at all three major racing venues can bargain together as an industry in 2018.

Geelong Performing Arts Centre members campaigned for improvements to leave, including time in lieu calculated at penalty rates, increased parental leave, and family violence leave (including paid leave for casuals), and paid union delegate training time as well as pay increases. Melbourne Olympic Parks, Her Majesty’s, Melbourne Recital Centre, ACMI, Etihad Stadium and the MCG all locked in new deals, while members at *Neighbours* successfully fought back against an attempt to reduce conditions by enforcing their rights under their registered agreement.

MEAA worked with Sydney Opera House members through the disruption created by the temporary closure of the Joan Sutherland Theatre. A negotiated memorandum dealing with the closure was finalised along with the EBA in 2016. MEAA worked closely with SOH to implement it, ensuring that there would be: no redundancies for permanent staff, the renewal of all existing contracts, and an earnings guarantee for eligible casual staff. The agreement also won the establishment of a Fatigue Management Committee to deal with long-term concerns around repertory seasons.



Throughout each year, MEAA’s organisers reward crew members with a cake when they reach majority (more than 50%) union density. Here workers from the safety and grips departments on the *Nine Network* series *Here Come the Habibs* celebrate their union membership.



Above: Workers at the Melbourne Convention and Exhibition Centre at a MEAA members' meeting. Right: MEAA member Katherine Brown was a joint winner of the 2016 AACTA Award for Best Hair and Makeup for her work on the ABC series, *Cleverman*. Back on set, she celebrated with actor Rarriwuy Hick.

Members at Opera Australia also won a Fatigue Management Committee as part of an in-principle deal that includes pay increases over the next three years. Sydney Theatre Company members campaigned to protect their minimum call and win reasonable pay increases in bargaining.

In Western Australia, uncertainty continues for members in live theatre following the end of a three-year trial of Perth Theatre Trust's control of venues. MEAA awaits the outcome of the WA Government review on the future of venue management. Screen production has been at a low level with delays resulting in only one production in the financial year.

In South Australia, members at Wallis Cinemas overcame resistance from the company to win an enterprise agreement that included improved conditions around shift cancellation and above industry standard pay. At the Adelaide Festival Centre, members won improvements to chronically poor communication and consultation with the establishment of a standing joint consultative committee with strong terms of reference.

On the personnel front, Erin Madeley was appointed ECS director early in 2017 and began the job in August after returning from maternity leave. Erin was previously the section's lead organiser before taking maternity leave and has been with MEAA since 2007. We thank her predecessor, Mal Tulloch, for his contribution.





December 2016 marked the end of an era, with the retirement of Howard Manley as national officer of the Symphony Orchestra Musicians Association (SOMA).

Over his 18 years of service to Australian orchestras and musicians through SOMA, Howard provided a focused understanding of the issues impacting on Australian orchestras, and was invaluable in bringing his considerable industrial expertise to enterprise bargaining.

His work in representing the interests of SOMA members to various governments under extremely challenging changes to funding models and consistent cuts to the arts more broadly cannot be underestimated. Many thanks, Howard.

In February 2017, Bow Campbell was appointed to the new role of director – MEAA Musicians.

The appointment marked a shift in the organisation of musician members within MEAA. In addition to continuing in the role of national officer for SOMA, the musicians director also assumes responsibility for members of the Theatre Musicians Association (TOMA), and Australian Freelance Musicians Alliance (AFMA), who were previously under the Entertainment, Crew & Sport section.

Effectively, the Musicians Section is now its own discrete section of MEAA, with dedicated resources to further the industrial and wider interests of Australian musicians across all areas of the sector.

SYMPHONY ORCHESTRA MUSICIANS ASSOCIATION

The past year has seen all eight professional orchestras in enterprise bargaining, with the Sydney Symphony Orchestra finalising a new three-year agreement in December 2016, and the West Australian Symphony Orchestra registering a one-year roll-over agreement in mid-2017.

Bargaining is ongoing at the Adelaide, Queensland and Tasmanian Symphony Orchestras, and at both Orchestra Victoria and the Opera Australia Orchestra. All negotiations have been undertaken in the context of the orchestras' restricted financial positions, with orchestra companies offering modest wage increases in return for a reduction in current entitlements under the guise of finding efficiencies.

SOMA delegates continue to make their case with a deep knowledge of their own industry and the positions of their

respective companies, highlighting the importance of ongoing training and support for our representatives in the field.

March 2017 saw the Federal Government release its initial response to the recommendations of the National Opera Review, including the announcement of a structural adjustment package for Opera Queensland (who potentially stood to lose their standing as a Major Performing Arts Company), and the adoption of the NOR's recommendation that the Victorian Opera become a Major Performing Arts Company.

Both these announcements have potential implications for our pit orchestras OAO and OV, and MEAA continues to lobby for the adoption of recommendations that address the current funding crisis in Australian Opera, with the injection of new funds. Further announcements are expected in late 2017, but questions of funding are likely to be considered in a future budget context.

A SOMA delegation attended the Fourth International Orchestra Conference in Montréal on May 11-15. Presented by the International Federation of Musicians, the conference brought together more than 300 professional musicians and orchestra directors from 65 countries to discuss issues affecting orchestral musicians.

SOMA president Mark Bruwel provided an Australian perspective on how orchestras are integrating digital tools and new approaches. A full report and write-up of the conference can be found in the June 2017 edition of the SOMA magazine *Senza Sord*.



The 2017 executive committee of the Symphony Orchestra Musicians Association.

MUSICIANS

Work continues with the members of TOMA to seek collective agreements with either the peak body Live Performance Australia or individual producers of musical theatre. Rates of pay for musicians in this sector have not seen an increase in more than 10 years and we continue to face reluctance from employers and their representatives to address this imbalance. MEAA's Musicians and Legal & Policy directors are working together to make this issue a priority.

Throughout 2017 MEAA's renewed focus on the freelance and contemporary music sectors has been reflected in our seeking meetings and affiliations with state and federal arts funding agencies and state and national contemporary peak bodies.

MEAA was approached for input on pay rates for musicians for *Music Victoria's Live Music Best Practice Guide for Venues*, and we are discussing a partnership with Music SA to conduct a robust national survey into rates and remuneration models for Australian contemporary musicians.

We have had MEAA representatives at NSW Labor's Live Music Roundtable, and have been invited to present a panel at Music Australia's Contemporary Music Roundtable later in the year.

Discussions continue with industry bodies APRA-AMCOS and PPCA around working together on the issue of performers' rights and remuneration, and we are seeking information and collaboration from our colleagues at the British Musicians Union to re-establish a "Fair Trade for Venues" scheme that rewards venues that adopt best practice when dealing with musicians in their establishments.

THE YEAR AHEAD

The year ahead will see the completion of this round of negotiations for the remaining SOMA orchestras, and we will continue to push for increased government support of the arts across the orchestral and operatic landscape.

Further work is planned in the contemporary music sector to increase our visibility and viability as the respected voice for musicians of all genres. In what is often a disparate and fractured industry, MEAA has a vital role to play in improving pay and conditions for our members and in providing advocacy and support for Australian musicians.

FOUNDATION REPORTS



The Walkley Foundation's flagship Walkley Awards are the benchmark in Australian journalistic excellence. In addition to the awards, the Foundation hosts a year-round program of industry and public events, including Storyology, innovation showcases and training sessions.

The Walkley Foundation has a reputation as Australia's leading independent institution for journalism, and continues to enjoy support from media organisations, businesses, journalists and individuals who are passionate about a robust and independent media.

This year, the Walkleys overhauled its innovation grants program into a national incubator program. The Walkley Media Incubator and Innovation Fund created a program of leading Australian and US

startup mentors who trained up 110 emerging media startups in April 2017. The top 28 were selected for two-day boot camps in Sydney and Melbourne, taught by Stanford John S. Knight Fellow Yvonne Leow.

In May 2017, we announced that the Foundation would administer the prestigious Pascall prize for arts criticism and add a new award for arts journalism to its suite of midyear awards. We once again administered the OurWatch Awards for reporting to end violence against women. The 2016 Gold Walkley Award went to photojournalist Andrew Quilty, as well as the News Photography category and the Photo of the Year, for his work documenting the war in Afghanistan.

Following the six-month-long review of the Walkley Awards, new awards were added for innovation, production, public service journalism and headline, caption or hook. These changes will be reflected in the 2017-2018 financial year.

The Foundation's tax-deductible status allows it to develop its program to support journalism and, in turn, democracy.



Freelance photographer Andrew Quilty was the 2016 winner of the Gold Walkley for Excellence in Journalism.



The Equity Foundation exists to enhance the lives of performers by investing in programs that help them in their professional endeavours and the communities in which they live. Our mission is to assist, educate and inspire performers.

All Equity Foundation events are offered to Equity members free of charge.

Annually the Foundation hosts more than 100 master classes, workshops, in conversations, film screenings and other events specific to the educational needs of professional performers across Australia and New Zealand.

The Equity Foundation now provides two scholarships to the Atlantic School in New York during the spring and summer months for both a New Zealand and Australian performer. All scholarships are provided with a cash component to assist with travel and living costs.

The inaugural winner of the *Neighbours* internship was Anneliese Apps, a graduate

from the Western Australian Academy of Performing Arts. Anneliese spent a week on the set of *Neighbours* working through different aspects of her craft. This was a paid internship covered by the generous support of our principal partner, Media Super.

The Equity Ensemble Awards honour the outstanding performances by Australian ensemble television casts. In 2017 the recipients were the cast of SBS comedy *The Family Law*, ABC drama *Cleverman* and the ABC miniseries *Barracuda*.

Storyville, the Foundation's community service program, is now in its second year. Performers read to approximately 2000 school children countrywide each week. The program targets schools with socio-economic disadvantage or where a high percentage of students come from homes where English is a second language.

The Equity Foundation is further developing programs including a diversity program to run early 2018 with support from Screen Australia and the installation of self-test studios in both the Melbourne and Sydney MEAA offices. We will continue to work with the Equity Committees of Health & Wellbeing, Diversity and Young & Equity to ensure there is a broad representation in the programs we provide.



Anne Phelan celebrating her Equity Lifetime Achievement Award, which was presented in Melbourne in December.

INDUSTRIAL REPORT

Bargaining and grievance handling remain the core focus of the National Industrial Team (NIT), which is headed by MEAA's director of industrial and advocacy, Anthony D'Adam, out of our Sydney office.

BARGAINING

Bargaining remains challenging in light of the overall national trend of low wage growth. Despite this, most MEAA agreements in the past year have delivered real wage growth and improved conditions.

The Fair Work system is increasingly technical and unpredictable. The NIT has assisted MEAA members navigate the procedural hurdles and unanticipated delays in the Fair Work Commission (FWC) to ensure agreements endorsed by MEAA are approved by the FWC.

Many of the FWC changes, though onerous, provide better protections for members. The FWC has been closely applying the Better Off Overall Test (BOOT) that requires all employees covered by an agreement to be better off as a result of the agreement.

This has some advantages for employees but can also threaten to unpick long settled arrangements. In these circumstances, the NIT aims to balance the BOOT and other important legislative requirements with beneficial and longstanding industry practices.

Early in 2017 a system of performance metrics was introduced to measure the number and type of matters, and the speed with which matters are resolved. The data allows MEAA to track key areas of industrial service provision including contract advice, disciplinary issues and performance management, underpayments, and redundancy checks. In the first half of the year, the NIT handled 409 cases, with redundancy, contracts and non-payment the three dominant types of cases.

Contract reviews are regularly undertaken particularly in the Media section as freelance work expands.

The restructuring of the media industry has also seen a steady stream of redundancies. MEAA checks redundancy calculations, resulting in beneficial adjustments for several members.

COPYRIGHT, USE OF IMAGE, AND PLAGIARISM

Breach of copyright is a recurring issue for members, particularly over work created by photographers and the plagiarism of freelance journalism by online publishers. MEAA is examining options for pursuing publishers that plagiarise journalists' work. Both litigation and legislative reform are areas that MEAA continues to explore to address this.

Members in Equity have sought assistance with protections for the use of their images particularly around promotion of productions, however regulatory protections remain fairly limited.

SHAM CONTRACTING

MEAA represents members subject to sham contracting, where an employment relationship is disguised as an independent contracting arrangement. These arrangements enable employers to avoid entitlements such as award rates, access to paid leave and redundancy.

There has also been a noticeable increase in matters relating to the outsourcing of jobs to independent contractors or to cheaper, poorly unionised providers of services, particularly in media.

UNDERPAYMENTS

The union has seen many successful underpayment claims resolved during the year. There are a disproportionate number of claims from underpayments to performers in small productions and in the TVC space. MEAA has utilised new provisions of the *Entertainment Industry Act* in NSW to pursue unpaid claims.

BULLYING & WHS

Bullying in the workplace remains a concern. As these matters are notoriously difficult to resolve at a workplace level, MEAA will combat bullying through greater use of the work health and safety legislative framework.

COLLECTIVE BARGAINING AGREEMENTS IN OPERATION

Section	Agreement Type	Total
ECS	FWC EBA	42
	FWC EBA (Greenfields)	11
	FWC EBA (Production Specific)	11
	Industry Agreement	1
	NSWIRC	2
	SAIRC	2
	Unregistered Agreement	1
ECS Total		70
Equity	FWC EBA	10
	Industry Agreement	9
	Unregistered Agreement	19
Equity Total		38
Media	FWC EBA	50
	NSWIRC	1
	WAIRC	1
Media Total		52
SOMA	FWC EBA	8
SOMA Total		8
TOMA	Industry Agreement	1
TOMA Total		1
Grand Total		169

MONEY RECOVERED FOR MEMBERS 2016-17

Section	Amount (\$)
ECS	49,401
Equity	269,311
Media	423,056
Musicians	25,458
Total	767,226

ENTERPRISE AND INDUSTRY AGREEMENTS CONCLUDED IN 2016-17

MUSICIANS SECTION

Industry Sector	Employer	Wage increase/status	Expiry
Orchestras	Sydney Symphony Orchestra	Agreement approved on 2/6/2017 for a 3-year agreement with 0% pay rise in 2016, 4.5% in 2017, and 2.5% in 2018.	31/12/2018

EQUITY SECTION

Industry Sector	Employer	Wage increase/status	Expiry
Announcers	Racing and Wagering WA	3% pa each year over three years.	31/8/2018

ECS SECTION

Industry Sector	Employer	Wage increase/status	Expiry
Audiovisual	Australian Centre for Moving Image (Public Sector)	3.25% per year + performance bonus over 4 years. Extension of shift penalties to casuals. Awaiting government approval before ballot.	31/12/2019
Audiovisual	Top Western Cultural Exchange Pty Ltd (<i>Butterflies Across the Sea</i>)	The Butterflies Crew Enterprise Agreement 2017 was approved by the FWC on 28 April 2017. The Agreement was approved subject to undertakings made by the employer under section 190 of the Fair Work Act in relation to the payment of overtime. This is a greenfields agreement.	30/6/2018
Audiovisual	Dog Fight Productions (<i>Dog Fight</i>)	Production specific TV agreement.	31/12/2016
Audiovisual	Film Vic	12.5% over 3 years.	31/12/2019
Audiovisual	Screen Australia	3%, 1.5%, 1.5%.	14/3/2020
Audiovisual	Underdown Productions (<i>The Leftovers</i>)	Production specific offshore TV agreement.	30/6/2017
Cinemas	Wallis Cinema	4 year. Removal of Sunday penalties transitional payments introduced for existing staff; rates of pay to be no less than Award with the following additional: 5% transitional loading to June 2017, then cease; 3% transitional loading to June 2018, then cease; 2% transitional loading to June 2019, then cease. 1% special supplementary payment thereafter above Award for all staff All special supplementary payment and transitional loadings are not all-purpose rates and are not used for the purposes of overtime, allowances, penalties.. Award increases to base rates of pay.	10/3/2021
Outdoors – Sport/ Events/ Racing	MCG	8% over 3 years. Paid union training.	1/6/2019
Outdoors – Sport/ Events/ Racing	Melbourne and Olympic Parks (Public Sector)	3% per year over 4 years, secure jobs clause, family violence leave, increase to parental leave.	30/6/2020
Outdoors – Sport/ Events/ Racing	Melbourne Stadiums Ltd (formerly Etihad)	2.5% one year roll-over + paid delegate training. Discussion about further roll-over commenced. Agreement approved by FWC on 15/5/2017 with undertakings.	15/5/2020
Outdoors – Sport/ Events/ Racing	Thoroughbred Racing Victoria	3% per annum over 3 years.	31/3/2019
Theatre Workers	Dream Lover Australia Pty Ltd	Yearly increases based on being 11% higher than hourly rate in Modern Award.	31/12/2018
Theatre Workers	Hayden Attractions Pty Ltd (T/A Her Majesty's Theatre, Melbourne)	Yearly increases in July by the amount of the National Wage Review (with a 2% minimum in the first year) over three years.	31/12/2018
Theatre Workers – Arts Centres	Melbourne Recital Centre	3% per year over 4 years, super on every dollar earned – in principle agreement reached – awaiting government approval.	30/6/2020
Theatre Workers – Arts Centres	Sydney Opera House Trust	2.5% annual increases due on 1/7/2016, 1/7/2017 and 1/7/2018.	30/6/2019

MEDIA SECTION

Industry Sector	Employer	Wage increase/status	Expiry
Hansard	Department of Parliamentary Services NSW	2.5% - new award for 12 months. Employer rejected MEAA proposal for new NEC clause in line with Crown Employees (Public Sector - Salaries 2016) Award. Award approved 22/6/2017.	30/6/2018
Magazines / Specialist Publications (print/online)	Pacific Publications	2% increase per year over 2 years – 1/7/2016 and 1/7/2017.	30/6/2018
Magazines / Specialist Publications (print/online)	Thomson Reuters	3% minimum based on appraisal per annum over 3 years. Domestic violence leave of 5 days per year.	31/12/2018
Metro Newspapers	Fairfax metros / Canberra Times / Brisbane Times / WA Today	Roll-over agreement endorsed by members – 2-year agreement with 2% pay increases per year.	30/6/2018
Metro Newspapers	News Corp Journalists Agreement: Metros, Regionals (3 Qld titles + Geelong) & Communities (Cumberland/ Courier, Quest, Leader, Messenger)	Roll-over agreement approved by Fair Work in February 23, 2017 – 2-year agreement with 1.25% pay increases per year.	30/6/2018
Online & In-House	Isentia (Media monitors)	Members won 3-year deal with no loss of conditions, domestic violence leave and 2.5% per annum rises.	30/6/2019
Online & In-House	Private Media	3% per annum for a 3-year agreement. Inclusion of best practice clauses re consultation, voluntary redundancy, auto progression, women in media including family violence.	31/3/2019
Regional dailies (print/online)	APN (Australian Regional Media, now owned by News Corp)	<i>Old Times</i> EBA approved by Fair Work on 16/9/2016: 1.75% backpay on registration to 1/1/2016 then additional 1.75% pay rises each year over 2 years. <i>Sunshine Coast Daily</i> EBA approved 20/7/2017. 12 expired agreements within the company.	31/12/2018
Regional dailies (print/online)	Australian Community Media – Rural Press [NSW and Mt Isa]	New EBA in force from 12/12/2016. 2% per annum increase, 2-year deal.	30/9/2018
Regional dailies (print/online)	McPherson Media Group	1.75% pay increase each year, 4-year agreement. [October 2020 – 4 years from date of approval]	1/10/2020
Television	ABC (TV/Radio/ Web)	ABC agreement approved. Members won \$500 one-off payment, 3-year agreement with 2% increases per annum and backpay to July 1, 2016.	30/6/2019
Television	SBS	Approved deal: 2% increase each year.	6/12/2019
Television	Seven Network	Approved 8 February 2017. Two-year term, \$750 one-off payment, backpay of 2% to 1/1/16 with another pay rise of 2% on 1/1/17. Improved maternity leave.	31/12/2017
Television	Ten Network	The Network Ten Staff Enterprise Agreement 2017 was approved with undertakings by the FWC on May 3, 2017. The Agreement will cover employees nationally, and includes 2% annual pay increases in January 2017, April 2017 and April 2018, and a one-off payment of \$500. The Agreement provides paid leave in circumstances of domestic and family violence. Of the 306 employees who voted, 276 voted to approve the Agreement.	27/4/2019

WHO'S WHO AT MEAA

ELECTED OFFICERS

MEAA's Federal Council is made up of elected representatives from across the country and across every section of the union. They are elected by MEAA members every two years. The current Federal Council was elected in August 2017.

MEAA BOARD



MEAA Federal President
Simon Collins



Federal President Musicians
Cameron Brook



Federal President ECS
David Turnbull



Federal President Equity
Chloe Dallimore



Federal President Media
Marcus Strom

Federal Vice-President
Sue Marriott

Federal Vice-President
Abbe Holmes

Federal Vice-President
Jonathan Mill

NSW Board member
Pearl Tan

QLD Board member
Jason Klarwein

Federal Vice-President
Karen Percy

Federal Vice-President
Michael Janda

Victorian Board member
Ben Butler

WA Board member
Martin Saxon

Other branches Board member
Shauna Black

FEDERAL COUNCIL STATE REPRESENTATIVES

	NSW	VIC	QLD	SA/NT	WA	TAS	ACT
MEDIA	Greg Miskelly (President) Sunanda Creagh (Vice-President) Stephanie Convery Paul Farrell Michael McGowan Fran Malloy Lindsay Foyle Peter Ryan Andrew P Street Leigh Tonkin Jason Whittaker	Jane Canaway (President) Van Badham (Vice-President) Alana Schetzer Wayne Flower Nino Bucci	Terry O'Connor (President) Andrew McMillen (Vice-President) Stefan Armbruster Emily MacDonald Kirsty Nancarrow Kathy McLeish	Samela Harris (President) Jane Bardon Tim Lloyd	Martin Turner (President) Neale Prior Marisa Wikramanayake Emma Wynne	A. Mark Thomas (President)	Don Cumming (President)
EQUITY	Tina Bursill (President) Glenn Hazeldine (Vice-President) Camilla Ah Kin Jonathan Biggins Helen Dallimore Bali Padda Dustin Clare Jessica Loudon Courtney Stewart Jessica Tovey Geoff Morrell Fiona Press	Robyn Arthur (President) Sharon Davis (Vice-President) Mike Bishop Alan Fletcher Liam McIlwain Michala Banas Nadine Garner	Michael Balk (President) Kathryn Marquet (Vice-President) Peter Cossar	Elizabeth Hay (President) Patrick Frost	Stuart Halusz (President) Monica Main Michael McCall		
ECS	James Minogue (President) Scott Smith (Vice-President) Fiona Donovan Arthur Spink Sharna Galvin	David Haidon (President) Pat Shaw (Vice-President) John Lafferty Rosemary Westmore Howard Marosi	Vacant	Jennifer Bichard (President) Beverley Freeman	Matthew Nankivell (President) Nigel Devenport		
MUSICIANS	Leon Gaer (President)	Carl Polke (President) Tania Hardy-Smith			Francesco Lo Surdo (President)	Ben Salter	

MEAA STAFF



Chief Executive
Paul Murphy



Director Operations
Karene Walton



Director Industrial & Advocacy
Anthony D'Adam



Director Media
Katelin McInerney



Director ECS
Erin Madeley



Director Communications
Mark Phillips



Director Finance
Susan Clarkson



Director Legal & Policy
Matthew Chesher



Director Equity
Zoe Angus



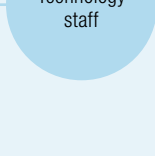
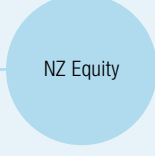
Director Musicians
Bow Campbell



Director Technology
Peter Ross



Director Membership
Melissa McAllister



Regional Director Vic & Tas
Adam Portelli



Regional Director Qld
Michelle Rae



Branch Secretary SA & NT
Angelique Ivanica



Regional Director WA
Tiffany Venning





**MEDIA, ENTERTAINMENT & ARTS ALLIANCE
AND ITS CONTROLLED ENTITIES**

ABN 84 054 775 598

**Consolidated Financial Statements
Year ended June 30 2017**



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ELECTED OFFICERS' REPORT JUNE 30 2017

The elected officers present their report, together with the consolidated financial statements, on the Media, Entertainment & Arts Alliance (MEAA) (the company) and its controlled entities for the year ended June 30 2017.

The financial report has been prepared in accordance with the requirements of the Australian Accounting Standards and the *Fair Work (Registered Organisations) Act 2009* including the section 253 fourth edition Reporting Guidelines issued on June 12 2014. The report is intended to illustrate the disclosure requirements of the Accounting Standards and the RO Act as required for the preparation of a general purpose financial report under Tier 1—Australian Accounting Standards.

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

Income from membership fees increased by 5.4% or about \$423,000 on the previous year, to \$8,225,322. However, a continuing focus on reducing costs saw an exceptional operating surplus for 2016-17.

The current financial year is expected to see continued pressure on membership numbers, particularly in Media as a result of continuing industry restructuring and redundancies. Balancing this is recent growth in Equity. A continued focus on recruitment, along with lowering organisational costs, is required to achieve our target for another small surplus in the current financial year.

Staff remained the major cost for MEAA. At the end of the financial year, MEAA, itself, employed 62 staff either full-time or part-time. Wages were adjusted in line with CPI during the year under a pay agreement with staff.

The mortgage over MEAA properties decreased during the year to \$1,010,323 underpinned by properties in Sydney, Melbourne and Adelaide with a book value of about \$4.4 million and a commercial valuation of about \$10.2 million.

Our net assets are now about \$7.5 million with a turnover of about \$13.0 million. Our working capital (the difference between current assets and current liabilities) is about \$3.9 million, in line with our goal to have working capital greater than 20 per cent of turnover.

Significant changes in financial affairs

There has been no significant change in MEAA's financial affairs or state of affairs during or since the end of the financial year.

Board fees

Fees paid to MEAA employees for sitting on boards or committees are remitted to the union. Specifically in relation to superannuation, we nominate two board members and one alternate board member to our industry fund, Media Super. Our two board members are Christopher Warren and Gerard Noonan. The policy of Media Super is to set board fees each year at the level of the bottom 25 per cent of industry funds to ensure it acts as a low-cost fund. These are published in the fund's annual report.

Gerard Noonan and Christopher Warren are not employed by the union and both these fees are retained by Gerard Noonan and Christopher Warren.

Officers and employees who are superannuation fund trustees or directors of a company that is a superannuation fund trustee

No MEAA officers are currently members of any government appointed board that attracts remuneration other than reimbursement of expenses.

Staff remuneration

Wages and conditions of most MEAA staff are regulated by the staff conditions which are set by negotiation with staff.

Remuneration for staff members is set when they commence employment, based on an assessment of skills and experience. An

annual review covers salaries, although staff earning up to about \$60,000 (including administrative staff) have access to annual increments subject to satisfactory performance. Any rises require the approval of the MEAA Chief Executive. Salaries of staff are reported in the annual report in a banding table that compares salaries on a year-on-year basis.

The Chief Executive is employed on a fixed-term contract. His salary is set and reviewed by the MEAA Board.

We reimburse staff travel expenses at the flat level of \$60 per night away from home, unless a staff member is provided with a meal if, for example, he or she is attending an event.

Right of members to resign

The policy in regard to right of members to resign is set out below:

- (a) A member may resign her or his membership of the Association by notice in writing and such resignation shall take effect:
 - (i) Where the member has ceased to be eligible to become a member of the Association - on the day on which the notice of resignation is received or a later date if that later date is specified in the notice; or
 - (ii) In any other case, at the end of two weeks after the day on which the notice of resignation is received or a later date if that later date is specified in the notice.
- (b) Notice of resignation shall be in writing, addressed and delivered to the Federal President and/or his/her nominee.
- (c) For the purposes of this rule, subscriptions payable shall be calculated on a quarterly basis. Nothing in this rule shall mean that any or all subscriptions, fines and levies owed by the member to the Association and payable on the date on which the resignation is to take effect and unpaid, shall not continue as a debt owed by the member to the Association.
- (d) The Association may deduct an administrative charge from any monies the Association receives on behalf of a member who has resigned his/her membership of the Association.

Number of members

National Section	Sub category	June 30 2017 TOTAL FINANCIAL Members
Media (ex Students)	Section total	5,194
Equity	Full	4,865
	Extras	463
	Section total	5,328
Entertainment, Crew & Sport	Section total	3,031
Musicians	General	233
	SOMA	546
	Section total	779
Equity/General Branch	Section total	932
Total		15,264

Following discussions with the Fair Work Commission, MEAA has amended its rules and developed an MOU with General Branch members to ensure the ongoing servicing of the Branch. The Branch is revising its rules and will arrange for elections in 2018. MEAA's membership numbers at June 30 2017 include General branch members. The next reporting period will not include these members as the Branch will be separately registered.

Number of employees and salary scales

Salary scales of all MEAA staff including officers fell into the following bands:

	Number Employed	
	2016-2017	2015-2016
Under \$20,000	1	1
\$20,000-\$30,000	-	-
\$30,000-\$40,000	2	2
\$40,000-\$50,000	3	3
\$50,000-\$60,000	3	4
\$60,000-\$70,000	13	9
\$70,000-\$80,000	1	7
\$80,000-\$90,000	9	7
\$90,000-\$100,000	12	12
\$100,000-\$110,000	3	3
\$110,000-\$120,000	8	8
\$120,000-\$130,000	1	2
\$130,000-\$140,000	4	3
Over \$140,000	2	2
Total	62	63

Elected Employed Officers

There are no elected employed officers.

Names of Board members and period positions held during the financial year

The Board came to effect on October 31 2014, when the rule change was accepted by the General Manager Fair Work Commission. Prior to this, the committee of management was known as 'Federal Management Committee'.

Names of Board members and period positions held during the 2016-17 financial year, following the Australian Electoral Commission's Returning Officers report relating to election E2014-243

Simon Collins	Federal President
Stuart Washington (term expired August 7 2017)	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Equity)
Gina McColl (term expired August 7 2017)	Federal Vice-President
Michael Janda	Federal Vice-President
Nadine Garner (term expired August 7 2017)	Federal Vice-President
Lorna Lesley (term expired August 7 2017)	Federal Vice-President
Sue Marriott	Federal Vice-President
Marcus Strom	NSW Board Member
Genevieve Picot (resigned September 12 2016)	Victoria Board Member
Jason Klarwein	Queensland Board Member
Martin Saxon	Western Australia Board Member
Shauna Black	Other Branches Board Member

Names of Board members and period positions held during the 2017-2018 financial year following the Australian Electoral Commission's Returning officers report relating to election E2017/107

Simon Collins	Federal President
Marcus Strom	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Equity)
Karen Percy	Federal Vice-President
Michael Janda	Federal Vice-President
Abbe Holmes	Federal Vice-President
Jonathan Mill	Federal Vice-President
Sue Marriott	Federal Vice-President
Pearl Tan	NSW Board Member
Ben Butler	Victoria Board Member
Jason Klarwein	Queensland Board Member
Martin Saxon	Western Australia Board Member
Shauna Black	Other Branches Board Member

Meetings of MEAA Board

The number of meetings attended by members of the Media, Entertainment and Arts Alliance's Board during the year ended June 30 2017 were:

Name	Attended	Eligible
Simon Collins	9	9
Stuart Washington	9	9
Chloe Dallimore	2	9
David Turnbull	7	9
Cameron Brook	8	9
Michael Janda	6	9
Gina McColl	9	9
Nadine Garner	0	9
Lorna Lesley	9	9
Sue Marriott	9	9
Marcus Strom	8	9
Genevieve Picot	2	2
Martin Saxon	9	9
Jason Klarwein	5	9
Shauna Black	5	9



COMMITTEE OF MANAGEMENT STATEMENT JUNE 30 2017

On November 27 2017 the Board of the Media, Entertainment & Arts Alliance (MEAA) passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended June 30 2017:

The MEAA Board 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) where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - (v) where information has been sought in any request by a member of the reporting unit or Commissioner duly made under section 272 of the RO Act has been provided to the member or Commissioner; and
 - (vi) where any order for inspection of financial records has been made by the Registered Organisations 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 Committee of Management.

For MEAA Board: Simon Collins

Title of Office held: Federal President
Dated this 27th day of November 2017



Audit Services

Level 11
37 York Street
Sydney NSW 2000

8/142 James Ruse Drive
Parramatta NSW 2150

PO Box 419
Parramatta NSW 2124

T 02 9683 7888
F 02 9683 7800
E mail@ycg.com.au
www.ycg.com.au
ABN 68156 549 656

Auditor's Independence Declaration to the Members of Media, Entertainment & Arts Alliance (MEAA) (the company) and its controlled entities

I declare that, to the best of my knowledge and belief, during the year ended June 30 2017, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Fair Work (Registered Organisations) Act 2009* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Yours sincerely,

YCG Audit Services Pty Ltd

Jonathan Rudman
Director
Chartered Accountants
Parramatta
Date: November 27 2017

MEAA CONSOLIDATED FINANCIAL STATEMENTS | YEAR ENDED JUNE 30 2017

Consolidated Statement of Profit or Loss and Other Comprehensive Income for the year ended June 30 2017

	Note	2017 \$	2016 \$
Revenue			
Revenue from ordinary activities	2	12,995,876	11,911,257
Expenditure			
Depreciation and amortisation	3	(356,984)	(297,007)
Finance costs	3	(56,057)	(41,705)
Employee costs	3	(7,710,136)	(7,320,119)
Site costs		(701,004)	(920,532)
Affiliation fees	3	(361,616)	(395,588)
Printing and postage		(117,179)	(142,925)
Telephone		(110,675)	(103,583)
Magazines		(289,022)	(171,225)
Repairs and maintenance		(292,995)	(275,748)
Travel		(189,258)	(191,475)
Events		(1,221,459)	(1,039,006)
Other expenses from ordinary activities		(743,432)	(618,752)
Total direct costs		(12,149,817)	(11,517,665)
Surplus before income tax		846,059	393,592
Income tax expense		-	-
Surplus after income tax attributable to the members of Media, Entertainment & Arts Alliance		846,059	393,592
Other comprehensive income for the year (net of tax)		-	-
Total comprehensive income for the year attributable to the members of Media, Entertainment & Arts Alliance		846,059	393,592

Consolidated Statement of Financial Position as at June 30 2017

	Note	2017 \$	2016 \$
Assets			
Current assets			
Cash on hand and at bank	5	6,195,007	4,899,258
Cash held in trust	5	5,533,956	4,952,922
Term deposits		329,464	321,722
Trade and other receivables	6	687,135	675,682
Other current assets	7	295,267	336,616
Total current assets		13,040,829	11,186,200
Non-current assets			
Financial assets	8	21,322	19,930
Property, equipment and vehicles	9	4,522,750	4,703,060
Intangible assets	10	37,591	145,616
Total non-current assets		4,581,663	4,868,606
Total assets		17,622,492	16,054,806
Liabilities			
Current liabilities			
Trade and other payables	11	6,455,236	5,700,597
Short-term borrowings	12	67,831	62,213
Short-term provisions	13	1,294,185	1,121,746
Other current liabilities	14	1,299,788	1,390,598
Total current liabilities		9,117,040	8,275,154
Non-current liabilities			
Long-term provisions	13	44,350	98,890
Long-term borrowings	12	942,492	1,008,211
Total non-current liabilities		986,842	1,107,101
Total liabilities		10,103,882	9,382,255
Net assets		7,518,610	6,672,551
Equity			
Reserves		3,664,290	3,649,375
Retained earnings		3,854,320	3,023,176
Total equity		7,518,610	6,672,551

The above Consolidated Statement of Profit or Loss & Other Comprehensive Income and Consolidated Statement of Financial Position should be read in conjunction with the accompanying notes.

Consolidated Statement of Changes in Equity for the year ended June 30 2017

2017	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Walkley Foundation Reserve \$	Campaign Reserve \$	Women In Media Reserve \$	Retained Earnings \$	Total \$
Balance at July 1 2016	1,000,000	1,392,879	352,444	177,922	372,203	316,453	37,474	3,023,176	6,672,551
Net surplus attributable to members of the entity	-	-	-	-	-	-	-	846,059	846,059
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	846,059	846,059
Transfers to and from reserves									
Walkley reserve	-	-	-	-	-	-	-	-	-
Fighting Fund	-	20	-	-	-	-	-	(20)	-
Equity Foundation Reserve	-	-	-	-	-	-	-	-	-
SOMA Reserve	-	-	-	-	-	-	-	-	-
Women In Media Reserve	-	-	-	-	-	-	14,895	(14,895)	-
Balance at June 30 2017	1,000,000	1,392,899	352,444	177,922	372,203	316,453	52,369	3,854,320	7,518,610
Supported by separate bank account	1,013,630	802,787	247,897	-	-	-	-	-	-

The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Consolidated Statement of Changes in Equity for the year ended June 30 2016

2016	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Walkley Foundation Reserve \$	Campaign Reserve \$	Women In Media Reserve \$	Retained Earnings \$	Total \$
Balance at July 1 2015	1,000,000	1,366,685	352,444	203,678	372,203	316,453	-	2,667,496	6,278,959
Net deficit attributable to members of the entity	-	-	-	-	-	-	-	393,592	393,592
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	393,592	393,592
Transfers to and from reserves									
Walkley reserve	-	-	-	-	-	-	-	-	-
Fighting Fund	-	26,194	-	-	-	-	-	(26,194)	-
Equity Foundation Reserve	-	-	-	-	-	-	-	-	-
SOMA Reserve	-	-	-	(25,756)	-	-	-	25,756	-
Women In Media Reserve	-	-	-	-	-	-	37,474	(37,474)	-
Balance at June 30 2016	1,000,000	1,392,879	352,444	177,922	372,203	316,453	37,474	3,023,176	6,672,551
Supported by separate bank account	1,003,823	761,332	271,206	-	-	-	-	-	-

The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Consolidated Statement of Cash Flows for the year ended June 30 2017

	Note	2017 \$	2016 \$
Cash flows from operating activities:			
Receipts from members and sponsors (inclusive of GST)		14,058,392	12,947,099
Payments to suppliers and employees (inclusive of GST)		(12,233,085)	(11,875,553)
Interest received		244,024	222,747
Finance costs		(56,057)	(41,705)
Net cash provided by operating activities	15	2,013,274	1,252,588
Cash flows from investing activities:			
Acquisition of property, equipment and vehicles	9	(65,183)	(599,382)
Acquisition of intangibles	10	(3,465)	(26,280)
Amounts paid for term deposits		(7,742)	-
Net cash used in investing activities		(76,930)	(625,662)
Cash flows from financing activities:			
Repayment of borrowings		(64,392)	(36,523)
Increase in borrowings		4,291	550,000
Net cash provided by/(used in) financing activities		(60,101)	513,647
Net increase in cash held		1,876,783	1,140,573
Cash and cash equivalents at beginning of year		9,852,180	8,711,607
Cash and cash equivalents at end of financial year	5	11,728,963	9,852,180

Notes to the Financial Report for the Year Ended June 30 2017

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented unless otherwise stated.

Basis of preparation

The Media, Entertainment & Arts Alliance ("MEAA") is an entity created under the *Fair Work (Registered Organisations) Act 2009* (the "RO Act"), registered and domiciled in Australia.

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 Organisations) Act 2009*. For the purpose of preparing the general purpose financial statements, MEAA is a not-for-profit entity.

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.

Comparative amounts

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

Adoption of new and revised accounting standards

MEAA has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of MEAA.

Accounting standards and interpretations issued but not yet effective

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the consolidated entity for the annual reporting period ended June 30 2017. The consolidated entity's assessment of the impact of these new or amended Accounting Standards and Interpretations, most relevant to the consolidated entity, are set out below:

AASB 9 *Financial Instruments*

This standard is applicable to annual reporting periods beginning on or after January 1 2018. AASB 9 introduces new classification and measurement models for financial assets. A financial asset shall be measured at amortised cost, if it is held within a business model whose objective is to hold assets in order to collect contractual cash flows, which arise on specified dates and solely principal and interest. All other financial instrument assets are to be classified and measured at fair value through profit or loss unless the entity makes an irrevocable election on initial recognition to present gains and losses on equity instruments (that are not held-for-trading)

in other comprehensive income ('OCI'). For financial liabilities, the standard requires the portion of the change in fair value that relates to the entity's own credit risk to be presented in OCI. New impairment requirements will use an 'expected credit loss' ('ECL') model to recognise an allowance. MEAA will adopt this standard from July 1 2018 but the impact of its adoption is yet to be assessed.

AASB 15 *'Revenue from Contracts with Customers'* and AASB 2014-15 *'Amendments to Australian Accounting Standards arising from AASB 15'*

This standard is applicable to annual reporting periods beginning on or after January 1 2018. The objective of this Standard is to establish the principles that an entity shall apply to report useful information to users of financial statements about the nature, amount, timing and uncertainty of revenue and cash flows arising from a contract with a customer.

AASB 16 *'Leases'*

This standard is applicable to annual reporting periods beginning on or after January 1 2019. This Standard sets out the principles for the recognition, measurement, presentation and disclosure of leases. The objective is to ensure that lessees and lessors provide relevant information in a manner that faithfully represents those transactions. This information gives a basis for users of financial statements to assess the effect that leases have on the financial position, financial performance and cash flows of an entity. An entity shall consider the terms and conditions of contracts and all relevant facts and circumstances when applying this Standard. An entity shall apply this Standard consistently to contracts with similar characteristics and in similar circumstances.

Accounting Policies

(a) Basis of consolidation

The consolidated financial statements comprise the financial statements of MEAA and entities controlled by MEAA. Control is achieved where MEAA is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns.

Specifically, MEAA controls an investee if and only if MEAA has:

- Power over the investee (i.e. existing rights that give it the current ability to direct the relevant activities of the investee);
- Exposure, or rights, to variable returns from its involvement with the investee;
- The ability to use its power over the investee to affect its returns.

MEAA reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when MEAA obtains control over the subsidiary and ceases when MEAA loses control of the subsidiary.

Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date of gaining control until the date control ceases.

Income and expense of controlled entities acquired or disposed of during the year are included in the consolidated statement of comprehensive income from the effective date of acquisition and up to the effective date of disposal, as appropriate. Total comprehensive income of subsidiaries is attributed to the owners of MEAA.

Where necessary, adjustments are made to the financial statements of controlled entities to bring their accounting policies into line with those used by MEAA.

All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

(b) Property, equipment and vehicles

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

Land and buildings

Freehold land and buildings are measured at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

It is the policy of the MEAA Board to obtain a valuation every 3-5 years.

Equipment and motor vehicles

These are measured on the cost basis less depreciation and impairment losses. The carrying value is reviewed annually by the MEAA Board to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the depreciated replacement cost of the asset or net cash flows that will be received from the assets' subsequent disposal.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight line basis over their useful lives to MEAA commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

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

Buildings	2.5%
Equipment and motor vehicles	10-50%

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

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

(c) Impairment of assets

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

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net

cash inflows and when MEAA would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of assets, MEAA estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

(d) Capitation fees and levies

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

(e) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when MEAA becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that MEAA commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs, except where the instrument is classified at fair value through profit or loss in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as: (i) the amount at which the financial asset or financial liability is measured at initial recognition; (ii) less principal repayments; (iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and (iv) less any reduction for impairment.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period, which will be classified as non-current assets.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**Available-for-sale financial assets**

These include any financial assets not included in the above categories. They are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to the Statement of Comprehensive Income.

They are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period, which will be classified as current assets. Changes to fair value are taken directly to the Statement of Comprehensive Income.

Financial liabilities

Non-derivative financial liabilities are recognised at amortised cost, comprising original debt less principal payments and amortisation.

Fair value

This is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At each reporting date, MEAA assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available for sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(f) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short term highly liquid investments with original maturities of three months or less.

(g) Employee benefits

Provision is made for MEAA's liability for employee benefits arising from services rendered by employees to the reporting date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on costs. Employee benefits payable later than one year have been measured at present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market

yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Long service leave

The liability for long service leave is recognised in current and non-current liabilities, depending on the unconditional right to defer settlement of the liability for at least 12 months after the reporting date. The liability is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(h) Provisions

These are recognised when MEAA has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(i) Revenue

This is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties. Grant revenue is recognised in the statement of comprehensive income when it is expended. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes it is recognised in the statement of financial position as a liability until such conditions are met or services provided.

Donations are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as deferred income in the statement of financial position until expended.

Membership subscription income has been accounted for on an accruals basis. Membership subscriptions outstanding at the reporting date have been brought to account as receivables where subscriptions are paid by the members' employers through salary deductions. Membership income is deemed earned in the year to which it relates. Membership subscriptions relating to the unexpired part of the membership year are deferred and recognised as income in the next financial year.

Interest revenue is recognised when received. Dividend revenue is recognised when the right to receive a dividend has been established. All revenue is stated net of the amount of goods and services tax (GST).

(j) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office or the New Zealand Inland Revenue. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are presented in the statement of cashflows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(k) Income Tax

MEAA is an income tax exempt entity under section 50 1 of the *Income Tax Assessment Act 1997*.

(l) Trade and other payables

These amounts represent liabilities for goods and services provided to MEAA prior to the end of the financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(m) Borrowings

These are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the statement of comprehensive income over the period of the borrowings using the effective interest method. They are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses. They are classified as current liabilities unless MEAA has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

(n) Foreign Currency Transactions and Balances

The financial statements are presented in Australian dollars which is MEAA's functional and presentation currency and rounded to the nearest dollar.

Foreign currency transactions are translated into functional currency using the exchange rates prevailing at the date of the transaction. Foreign currency monetary items are translated at the year end exchange rate. Non-monetary items measured at historical cost continue to be carried at the exchange rate at the date of the transaction. Non-monetary items measured at fair value are reported at the exchange rate at the date when fair values were determined.

Exchange differences arising on the translation of monetary items are recognised in the statement of comprehensive income. Exchange differences arising on the translation of non monetary items are recognised directly in equity to the extent that the gain or loss is directly recognised in equity, otherwise the exchange difference is recognised in the statement of comprehensive income.

(o) Leases

The determination of whether an arrangement is or contains a lease is based on the substance of the arrangement and requires an assessment of whether the fulfilment of the arrangement is dependent on the use of a specific asset or assets and the arrangement conveys a right to use the asset.

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased assets, and operating leases, under which the lessor effectively retains substantially all such risks and benefits.

Finance leases are capitalised. A lease asset and liability are established at the fair value of the leased assets, or if lower, the present value of minimum lease payments. Lease payments are allocated between the principal component of the lease liability

and the finance costs, so as to achieve a constant rate of interest on the remaining balance of the liability.

Leased assets acquired under a finance lease are depreciated over the asset's useful life or over the shorter of the asset's useful life and the lease term if there is no reasonable certainty that the company will obtain ownership at the end of the lease term.

Operating lease payments, net of any incentives received from the lessor, are charged to profit or loss on a straight-line basis over the term of the lease.

Rental revenue from operating leases is recognised on a straight-line basis over the term of the relevant lease. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised on a straight-line basis over the lease term.

(p) Intangible assets

Intangible assets acquired separately than through business combination are initially recognised at cost. Indefinite life intangible assets are not amortised and are subsequently measured at cost less any impairment. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually. Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

Software costs

Significant costs associated with development of software are amortised on a straight-line basis over the period of their expected benefit, being their finite life of 3 years.

Website costs

Website development costs are considered to have a finite life of 3 years and will be amortised on a straight line basis over this period as they are not considered to generate any benefit after this initial 3 years.

(q) Critical accounting estimates and judgments

The MEAA Board evaluates estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within MEAA.

Key estimates Impairment

MEAA assesses impairment at each reporting date by evaluating conditions specific to MEAA that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value in use calculations performed in assessing recoverable amounts incorporate a number of key estimates. No impairment has been recognised. This estimate is most applicable to impairment review of property, plant and equipment in Note 9 of this financial report.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)
Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account. This estimate of provisions has been applied to Note 13.

Estimation of useful lives of assets

MEAA determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down. Useful lives of assets have been applied to Note 9.

(r) Fair value measurement

MEAA measures financial instruments, such as financial assets at fair value through profit and loss and available for sale financial assets, at fair value at each balance sheet date. Fair values of financial instruments measured at amortised cost are disclosed in Note 18.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

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

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

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

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

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

For assets and liabilities that are recognised in the financial statements on a recurring basis, MEAA determines whether transfers have occurred between Levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

(s) Going concern

No going concern financial support was received or given by MEAA to or from another reporting unit during the year ended June 30 2017.

NOTE 2: REVENUE

Operating activities	2017 \$	2016 \$
Subscriptions and fees	8,225,322	7,801,695
Grants, sponsorships and events income	2,770,819	2,284,072
Interest from financial institutions	251,766	228,469
Rental income	228,089	178,828
Capitation fees	-	-
Levies	788,169	789,065
Sundry income	729,746	580,362
Grants and/or donations	1,965	48,766
Total revenue	12,995,876	11,911,257

MEAA was not in receipt of any financial support from another reporting unit of the organisation during the year (2016: \$Nil).

(a) Levies

The levies disclosed in total above were in respect to monies collected from membership fees:

	2017 \$	2016 \$
Debt reduction levy	315,267	315,614
Campaign levy	472,902	473,451
Total levies	788,169	789,065

NOTE 3: SURPLUS BEFORE INCOME TAX

Surplus before income tax has been determined after charging the following expenses:

	2017 \$	2016 \$
Finance costs – financial institutions	56,057	41,705
Legal fees (other legal costs)	73,410	42,746
Legal fees (litigation)	23,387	13,748
Donations paid – \$1,000 or less	750	724
Donations paid – above \$1,000	-	-
Grants paid – \$1,000 or less	-	-
Grants paid – above \$1,000	-	-
Honoraria	16,400	22,483
Audit fees	32,000	48,000
Other services provided by auditors (Equity Trust quarterly residuals audit, FBT review and financial statement preparation)	25,635	26,320
Consideration to employers for payroll deductions	3,151	3,663
Capitation fees	-	-
Compulsory levies	13,238	14,184
Fees/allowances – meetings and conferences	-	-
Conference and meeting expenses	154,155	224,806
Penalties – via RO Act or RO Regulations	-	-
Rental expense on operating leases	182,843	178,392

Depreciation and amortisation

	2017 \$	2016 \$
Depreciation of property, equipment and vehicles	245,494	190,931
Amortisation of intangibles	111,490	106,076
Total depreciation and amortisation	356,984	297,007

Employee benefits – office holders

	2017 \$	2016 \$
Salaries	-	-
Annual leave	-	-
Long service leave	-	-
Redundancies	-	-
Superannuation	-	-
Other employee costs	-	-
Total employee benefits to office holders	-	-

Employee benefits – staff other than office holders

	2017 \$	2016 \$
Salaries	5,312,836	5,041,111
Annual leave	621,339	577,631
Long service leave	41,741	8,877
Redundancies	294,884	172,475
Superannuation	836,070	782,693
Other employee costs	603,266	737,332
Total employee benefits to staff other than office holders	7,710,136	7,320,119

(a) Levies

The levies disclosed in total above were in respect of the following funds:

	2017 \$	2016 \$
ACT Journalist Benevolent Fund	3,524	3,759
SA Journalist Benevolent Bund	1,365	1,410
WA Journalist Benevolent Fund	7,699	8,245
WA Entertainment, Crew & Sport Benevolent Fund	650	770
Total Levies	13,238	14,184

NOTE 3: SURPLUS BEFORE INCOME TAX (cont.)
(b) Affiliation fees

The affiliation fees disclosed in total above were in respect of the following entities:

Affiliation	Which Members	2017 \$	2016 \$
National			
ACTU	All sections (except Media)	64,701	60,646
NZ Council of Trade Unions	All members in New Zealand	4,885	4,133
State and Territories			
Unions NSW			
Unions NSW	All sections in NSW (except Media)	24,430	24,117
South Coast Labour Council		501	494
Sydney May Day Committee		-	-
Victorian Trades Hall Council	All sections in Victoria (except Media and SOMA)	27,040	29,540
Gippsland Trades & Labour Council		39	145
Ballarat Trades Hall		321	321
Queensland Council of Unions	All sections in QLD (except Media)	5,180	4,340
South Australia United Trades and Labour Council	All sections in SA (except Media and SOMA)	2,742	3,016
Western Australia Trades and Labour Council	All sections in WA (except Media)	3,582	3,058
Unions ACT	All sections	2,661	1,897
Unions Tasmania	All sections in TAS (except Media)	1,475	1,627
Trade union centres – Other			
Union Aid Abroad-APHEDA		1,124	1,091
Australian Labor Party			
Australian Labor Party (NSW)	All sections in NSW (except Media and SOMA)	15,481	16,344
Australian Labor Party (SA)	All sections in SA (except Media and SOMA)	3,071	1,067
International			
International Federation Of Actors	Equity	26,945	26,494
International Federation of Journalists	Media	37,839	40,224
International Federation of Musicians	SOMA and freelance musicians	4,923	4,765
International Freedom of Expression Exchange (IFEX)		(15)	4,366
Union Network International – MEI	Entertainment, Crew & Sport	13,028	13,886
Professional and Policy			
Australian Copyright Council		2,545	2,545
Australian Press Council		108,551	105,903
Chamber of Arts and Culture WA		700	350
Australian Athletes Association		-	12,500
Membership Services			
Community, Sporting & Workers		-	-
Professionals Australia – Member Advantage Program		9,868	32,609
Shop Rite Enterprises		-	110
The Union Shopper Inc.		-	-
Total		361,616	395,588

NOTE 4: KEY MANAGEMENT PERSONNEL COMPENSATION

(a) Key Management Personnel

Names and positions held of key management personnel in office at any time during the financial year are:

Key Management Personnel	Position
Paul Murphy	Chief Executive

	2017 \$	2016 \$
Salary	181,866	169,791
Superannuation	19,096	17,828
Termination benefits	-	-
Total	200,962	187,619

Names of Media, Entertainment & Arts Alliance Board (MEAA Board) members and period positions held during the financial year

Simon Collins	Federal President
Stuart Washington (term expired August 7 2017)	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Equity)
Gina McColl (term expired August 7 2017)	Federal Vice-President
Michael Janda	Federal Vice-President
Nadine Garner (term expired August 7 2017)	Federal Vice-President
Lorna Lesley (term expired August 7 2017)	Federal Vice-President
Sue Marriott	Federal Vice-President
Marcus Strom	NSW Board Member
Genevieve Picot (resigned September 12 2016)	Victoria Board Member
Jason Klarwein	Queensland Board Member
Martin Saxon	Western Australia Board Member
Shauna Black	Other Branches Board Member

The MEAA board have elected not to receive an honorarium for the 2016-2017 financial year. Total honoraria for the MEAA Board in the year to June 30 2017 was \$0 (2016: \$6,083). Total honoraria for SOMA Executive were \$16,400 (2016: \$16,400).

Board fees

Fees paid to MEAA employees for sitting on boards or committees are remitted to MEAA. MEAA has appointed two board members that are not employed by the union and therefore these fees are not paid to MEAA.

Other Elected Officials Compensation

There is no compensation paid to other elected officials.

NOTE 5: CASH AND CASH EQUIVALENTS

	2017 \$	2016 \$
Cash on hand	1,112	4,674
Cash at bank	5,385,612	4,086,300
Term Deposits (Money held in trust note 21)	3,300,000	3,300,000
Term Deposits (MEAA)	808,283	808,284
Cash held in trust (note 21)	2,233,956	1,652,922
Total cash and cash equivalents	11,728,963	9,852,180

NOTE 6: TRADE AND OTHER RECEIVABLES

	2017 \$	2016 \$
Current		
Membership debtors	60,188	37,527
Other receivables	626,947	638,155
Total trade and other receivables	687,135	675,682

No receivables with another reporting unit were present as at June 30 2017 (2016: \$Nil).

NOTE 7: OTHER CURRENT ASSETS

	2017 \$	2016 \$
Current		
Prepayments	293,287	333,075
Deposits refundable	1,980	3,541
Total other assets	295,267	336,616

NOTE 8: FINANCIAL ASSETS

	2017 \$	2016 \$
Non-current		
Available-for-sale Financial Assets comprise:		
Listed investments		
Shares at fair value	1,037	1,037
Shares in listed trusts – at fair value	20,285	18,893
Total available-for-sale financial assets	21,322	19,930

NOTE 9: PROPERTY, EQUIPMENT AND VEHICLES

		2017 \$	2016 \$
Land and buildings			
Sydney	At cost	5,481,267	5,481,267
	Less accumulated depreciation	(2,486,675)	(2,363,142)
		2,994,592	3,118,125
Brisbane	At cost	139,340	139,340
	Less accumulated depreciation	(64,135)	(50,201)
		75,205	89,139
Adelaide	At cost	204,628	204,628
	Less accumulated depreciation	(117,838)	(112,722)
		86,790	91,906
Melbourne	At cost	1,695,936	1,695,936
	Less accumulated depreciation	(440,576)	(398,177)
		1,255,360	1,297,759
Equipment and vehicles			
	At cost	1,645,970	1,605,840
	Less accumulated depreciation	(1,535,167)	(1,499,709)
		110,803	106,131
Total property, equipment and vehicles		4,522,750	4,703,060

(a) Movements in carrying amounts

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Land and buildings				Equipment and Motor Vehicle \$	Total \$
	Sydney \$	Brisbane \$	Adelaide \$	Melbourne \$		
Carrying amount at the beginning of year	3,118,125	89,139	91,906	1,297,759	106,131	4,703,060
Additions	-	-	-	-	65,182	65,182
Depreciation expense	(123,533)	(13,934)	(5,116)	(42,399)	(60,511)	(245,493)
Carrying amount at the end of year	2,994,592	75,205	86,790	1,255,360	110,803	4,522,750

(b) Valuations of land and buildings

The MEAA Board has reviewed the book value of land and buildings and believes that the market value is substantially in excess of the book value. They have reviewed the assumptions used in each valuation and believe the key assumptions remain valid.

The latest valuation of the Sydney property was performed by Jones Lang LaSalle on January 30 2017, when the property was valued at \$6,700,000. The committee therefore believe the carrying value of the land and buildings is less than the fair value less cost to sell at June 30 2017, and as such no impairment is deemed necessary.

The freehold land and building in Melbourne was independently valued on March 28 2017 by Jones Lang LaSalle, when the property was valued at \$3,100,000. The valuation was based on capitulation of net income and direct comparison approach. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent sales data for similar properties.

The freehold land and building in Adelaide was independently valued on February 16 2017 by CBRE, when the property was valued at \$375,000. The valuation was based on the Market Capitalisation and Direct Sales Comparison method. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent sales data for similar properties.

(c) Non-current assets pledged as security

Refer to note 12 for information on non-current assets pledged as security.

NOTE 10: INTANGIBLES

	2017 \$	2016 \$
Software		
At cost	121,862	118,397
Less accumulated amortisation	(91,474)	(54,995)
	30,388	63,402
Website		
At cost	250,035	250,035
Less accumulated amortisation	(242,832)	(167,821)
	7,203	82,214
Total Intangibles	37,591	145,616

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	2017 \$	Software \$	Website \$	Total \$
Balance at the beginning of year		63,402	82,214	145,616
Additions		3,465	-	3,465
Disposals		-	-	-
Amortisation expense		(36,479)	(75,011)	(111,490)
Carrying amount at the end of year		30,388	7,203	37,591

NOTE 11: TRADE AND OTHER PAYABLES

		2017 \$	2016 \$
Current			
Unsecured liabilities	Trade payables	6,068,777	5,194,222
	GST payable	203,503	201,793
	Creditors and accruals	182,956	304,582
Total trade and other receivables		6,455,236	5,700,597

(a) Included in creditors and accruals are the following:

	2017 \$	2016 \$
Litigation	-	-
Other legal matters	12,708	3,262
Consideration to employers for payroll deductions	-	-
Employee benefits to staff	639	207
Total	13,347	3,469

(b) Amounts not expected to be settled within the next 12 months

There are no amounts not expected to be settled within the next 12 months.

No payables with another reporting unit were present as at June 30 2017 (2016: \$Nil).

NOTE 12: BORROWINGS

		2017 \$	2016 \$
Current			
Secured liabilities	Bank loans	63,540	62,213
	Other short-term borrowings	4,291	-
		67,831	62,213
Non-current			
Secured liabilities	Bank loans	942,492	1,008,211

(a) Bank loans

The bank loan is a fixed term loan for 13 years at variable interest rate.

(b) Assets pledged as security

The loan is secured by a first registered mortgage over the property owned by MEAA in Redfern, New South Wales.

NOTE 13: PROVISIONS

Employee provisions are split between office holders and other employees as follows:

	2017 \$	2016 \$
Employee Provisions – Office Holders:		
Annual Leave	-	-
Long Service Leave	-	-
Separation and Redundancies	-	-
Other Provisions	-	-
Subtotal Employee Provisions - Office Holders	-	-
Employee Provisions – Staff		
Annual Leave	643,852	631,060
Long Service Leave	695,110	589,980
Separation and Redundancies	-	-
Other Provisions	(427)	(404)
Subtotal Employee Provisions - Staff	1,338,535	1,220,636
Total Employee Provisions	1,338,535	1,220,636

No staff held positions as Office Holders from April 23 2015 to the date of this report.

Amounts not expected to be settled within the next 12 months

The current provision for employee benefits includes all unconditional entitlements where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances. The entire amount is presented as current, since MEAA does not have an unconditional right to defer settlement. However, based on past experience, MEAA does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

The following amounts reflect leave that is not expected to be taken within the next 12 months:

	2017 \$	2016 \$
Employee benefits obligation expected to be settled after 12 months	44,350	98,890

	2017 \$	2016 \$
Total Employee Provisions	1,338,535	1,220,636
Other Provisions	-	-
Total Provisions	1,338,535	1,220,636

NOTE 14: OTHER LIABILITIES

	2017 \$	2016 \$
Current		
Deferred membership income	-	-
Deferred other income	1,215,034	1,254,022
Media Safety & Solidarity Fund	84,754	136,576
Other current liabilities	-	-
Total other liabilities	1,299,788	1,390,598

(a) Media Safety & Solidarity Fund

Deferred other income includes funds raised and expended by the Media Safety & Solidarity Fund. The following is the movement in the Media Safety & Solidarity Fund:

	2017 \$	2016 \$
Balance as at July 1	136,576	224,709
Funds raised during the year	97,976	48,505
Payments made during the year	(149,798)	(136,638)
Balance as at June 30	84,754	136,576

These funds are invested in a separate bank account.

NOTE 15: CASH FLOW INFORMATION

Reconciliation of cash flow from operations with surplus after income tax expense.

	2017 \$	2016 \$
Net surplus for the year after income tax expense	846,059	393,592
Non-cash flows in profit from ordinary activities:		
Depreciation and amortisation	356,984	297,007
Decrease/(increase) in fair value of available-for-sale financial assets	(1,392)	442
Changes in assets and liabilities		
Decrease in trade and other receivables	29,896	63,963
Increase in trade and other payables	663,828	448,926
Decrease in provisions	117,899	48,658
Net cash provided by operating activities	2,013,274	1,252,588

There were no cash flows to or from other reporting units and/or controlled entities during the year to June 30 2017 (2016: \$Nil).

NOTE 16: RESERVES
(a) Stability Reserve

The Stability Reserve was set up to advance the working capital of MEAA and has been invested in bank accounts.

(b) Equity Foundation Reserve

The Equity Foundation Reserve has been set up to advance the interests of the Equity Foundation.

(c) Symphony Orchestra Musicians Association (SOMA) Reserve

The SOMA Reserve has been set up to advance the interests of orchestral musicians.

(d) Walkley Foundation Reserve

The Walkley Awards Reserve has been set up to advance the interests of the Walkley Foundation Limited.

(e) Campaign Reserve

The Campaign Reserve has been set up to advance the interests of the members.

(f) Fighting Fund Reserve

The Fighting Fund Reserve was set up to assist members undertaking action in support of MEAA objectives or other related activities in support of MEAA objectives.

(g) Women in Media Reserve

The Women in Media Reserve was set up to advance the interests of Women in Media.

Analysis of transfer to Fighting Fund Reserve

	2017 \$	2016 \$
Fighting Fund donations received during the year	20	26,514
Fighting Fund donations paid during the year	-	(320)
Net transfer to reserve	20	26,194

NOTE 17: CAPITAL AND LEASING COMMITMENTS
(a) Operating Lease Commitments – as lessee

Future minimum rentals payable under non-cancellable operating leases as at June 30 2017 are as follows:

	2017 \$	2016 \$
Payable minimum lease payments		
Not later than 12 months	189,327	184,487
Between 12 months and 5 years	319,200	198,415
Total operating lease commitments – as lessee	508,527	382,902

(b) Operating Lease Commitments – as lessor

Leases are for property rental in Sydney and Melbourne, a mix between a month to month basis and a fixed term with no provision for any fixed increases. Future minimum rentals receivable under non-cancellable operating leases as at June 30 2017 are as follows:

	2017 \$	2016 \$
Payable minimum lease payments		
Not later than 12 months	86,813	62,094
Between 12 months and 5 years	114,260	53,424
Total operating lease commitments – as lessor	201,073	115,518

(c) Capital Expenditure Commitments

There are no material capital expenditure commitments as at June 30 2017 (2016: nil).

NOTE 18: FINANCIAL RISK MANAGEMENT

	Note	2017 \$	2016 \$
Financial assets			
Cash at bank and on hand	5	5,386,724	4,090,974
Cash held in trust	5	2,233,956	1,652,922
Term deposits (MEAA)	5	808,284	808,284
Term Deposits (Equity Trust)	5	3,300,000	3,300,000
Term Deposit (Walkley Foundation)	5	329,464	321,722
Loans and receivables	6	687,135	675,682
Available-for-sale financial assets	8	21,322	19,930
Total financial assets		12,766,884	10,869,514
Financial liabilities at amortised cost:			
Trade and other payables	11	6,068,780	5,194,222
Borrowings	12	1,010,323	1,070,424
Total financial liabilities		7,079,103	6,264,646

MEAA's activities expose it to a variety of financial and market risks (including price risk, credit risk, interest rate risk and liquidity risk). MEAA's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of MEAA.

MEAA's financial instruments consist of cash and cash equivalents, trade and other receivables, available-for-sale financial assets and trade and other payables and borrowings.

MEAA does not have any derivative financial instruments at June 30 2017.

i) Market risk

MEAA is exposed to equity securities price risk. This arises from investments held by MEAA and classified on the statement of financial position as available-for-sale financial assets.

Market risk associated with investments is overseen by the MEAA Board under policies approved by them.

The MEAA Board monitors the performance of all investments and determines the investment strategy and the selection or disposal of individual investments.

The value of available-for-sale investments held at June 30 2017 totals \$21,322 (2016: \$19,930) – refer to note 8.

ii) Credit risk

Credit risk is the risk that the other party to a financial instrument will fail to discharge their obligation, resulting in MEAA incurring a financial loss. Credit risk arises from cash and cash equivalents (e.g. deposits held with banks and financial institutions) and trade and other receivables. The credit risk on financial assets of MEAA which have been recognised in the statement of financial position are generally the carrying amount of trade and other receivables, net of any provision for impairment. There is no concentration of credit risk with respect to current and non-current receivables as MEAA has a large number of sponsorship and membership receivables which spreads the potential risk of impairment. To mitigate the credit risk associated with balances of cash and cash equivalents held with banks and financial institutions, the MEAA Board has established a policy that these can only be held with AAA rated entities.

The value of trade and other receivables at June 30 2017 totals \$687,135 (2016: \$675,682) – refer to note 6. The value of cash and cash equivalents at June 30 2017 totals \$11,728,963 (2016: \$9,852,180) – refer to note 5.

iii) Foreign currency risk

MEAA is exposed to foreign currency risk arising from cash or cash equivalents held in foreign currency. The value of the foreign currency balances held at June 30 2017 totals \$140,892 (2016: \$99,533). To manage the foreign exchange risk we avoid holding excess amounts of foreign currency.

Sensitivity analysis to foreign currency rates

MEAA has performed a sensitivity analysis relating to its exposure to foreign currency risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in the foreign currency rates, with all other variables held constant.

	2017 \$	2016 \$
Change in surplus:		
Strengthening/weakening in Australia Dollar by 5%	2,604	500
Change in equity:		
Strengthening/weakening in Australia Dollar by 5%	2,604	500

iv) Interest rate risk

MEAA is exposed to interest rate risk. This arises from cash and deposits held with financial institutions. The value of cash and cash equivalents at June 30 2017 totals \$11,728,963 (2016: \$9,852,180). MEAA also has term deposits of \$4,437,748 (2016: \$4,430,006). Finally, MEAA also has bank borrowings of \$1,010,323 (2016: \$1,070,424).

Sensitivity analysis to interest rates

MEAA has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in these risks, with all other variables held constant.

	2017 \$	2016 \$
Change in surplus:		
Strengthening/weakening in interest rate by 5%	8,843	5,744
Change in equity:		
Strengthening/weakening in interest rate by 5%	8,843	5,744

v) Liquidity risk

Vigilant liquidity risk management requires the consolidated entity to maintain sufficient liquid assets (mainly cash and cash equivalents) and available borrowing facilities to be able to pay debts as and when they become due and payable.

MEAA manages liquidity risk by maintaining adequate cash reserves and available borrowing facilities by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

The following financing facilities were available to the group at the end of the reporting period:

Bank loans	2017 \$	2016 \$
Total facilities:		
Used at the end of the reporting period	1,010,323	1,070,424
Unused at the end of the reporting period	-	-
	1,010,323	1,070,424

The bank loan is a fixed term loan for 13 years at variable interest rate.

Remaining contractual maturities

MEAA's remaining contractual maturities for its financial instrument assets and liabilities are all classified as one year or less.

NOTE 19: FAIR VALUE MEASUREMENT

Fair value hierarchy

The following tables detail MEAA's assets and liabilities, measured or disclosed at fair value, using a three-level hierarchy, based on the lowest level of input that is significant to the entire fair value measurement, being:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly

Level 3: Unobservable inputs for the asset or liability

	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Consolidated – 2017				
Assets				
Ordinary shares available-for-sale	21,322	-	-	21,322
Total assets	21,322	-	-	21,322
Consolidated – 2016				
Assets	-	-	-	-
Ordinary shares available-for-sale	19,930	-	-	19,930
Total assets	19,930	-	-	19,930

The consolidated disclosure noted above is equal to that of MEAA in its capacity as a parent entity.

There were no transfers between levels during the financial year. Net fair values of listed investments, classified as available-for-sale financial assets, have been valued at the quoted market bid price at balance date. For other assets and other liabilities the carrying amounts are assumed to approximate their fair values due to their short-term nature. No financial assets and financial liabilities are readily traded on organised markets in standardised form other than listed investments. The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the statement of financial position and the notes to the financial statements.

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 the General Manager (refer s.272 RO Act):

- (1) A member of a reporting unit, or the General Manager (refer s.272 RO Act), 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).

NOTE 21: MONIES HELD IN TRUST

At year end MEAA was holding in Equity Trust an amount of \$5,533,956 (2016: \$4,952,922). This amount and the corresponding liability are reflected in the Statement of Financial Position of MEAA. The monies received on behalf of the performers are held in Trust prior to the quarterly distribution.

Residuals

The Equity Trust is responsible for distributing residual fees (residuals), which are fees paid by distributors to the performers concerned. They are sometimes referred to as “royalties”, “repeats” or “second usage fees”. These fees are negotiated by MEAA and paid to qualifying performers who work on film or TV productions, after the initial use or exploitation of these productions.

The Equity Trust collects these fees on behalf of the performers and then calculates the residuals for each of them. These calculations are reviewed by MEAA’s external auditors, prior to paying performers each quarter. On occasion, there are discrepancies relating to performers entitlement to residuals or the attributed portion and these need to be resolved before payments are made.

All residual fees received are banked in accounts specifically designated as trust accounts.

The Equity Trust monitors exploitation or sales which may trigger residuals and contacts the producer and distributor when money is due from them. Producers and distributors are required to provide regular reports on all income they have received and residuals owing. The Equity Trust aims to pay out all residuals received, but some performers are difficult to trace.

MEAA Rules provide for the use of those amounts that are not able to be distributed within six years of being received by the Association; they may be applied by MEAA for the interests of the general class of people for whom the money was received, that is, performers. If, after six years, if any member can assert a right to any money received, MEAA shall make good that money. Any net interest or related earnings for the interests can also be applied to the interests of performers.

Superannuation contributions

Equity Trust also negotiates, monitors and collects superannuation contributions on behalf of Australian performers working overseas and forwards their entitlement to the appropriate superannuation fund.

		2017 \$	No of Performers	2016 \$	No of Performers
Total owed to cast members at July 1		4,886,522		4,228,729	
Monies received in the year					
Residuals, claims and super received		16,362,400	6,941	7,559,188	7,541
Monies paid in the year					
Residuals, claims and super paid to performers		(14,126,959)	2,583	(6,101,777)	5,630
Payments made on behalf of performers to MEAA:	Residual Fees deducted from residuals on behalf of members of which \$563,380 was paid including GST of \$51,216 to MEAA as Member Income (2016 \$233,400 which includes GST of \$21,218)	(564,284)		(233,568)	
	Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (current)	(180,766)		(192,821)	
	Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (non-current)	(2,996)		(2,295)	
	Administration fees deducted from residuals on behalf of non-members of which \$632,849 including GST of \$57,532 to MEAA Equity Trust (2016 \$275,105 including GST of \$25,010)	(635,564)		(275,274)	
Amounts paid to MEAA Equity Trust:	Interest Members Equity – Term Deposit not paid	(19,212)		(18,444)	
	Interest Members Equity June 2016 paid	18,444		22,784	
	Portion of amounts not able to be distributed within six years transferred to MEAA Equity Foundation for the interests of performers (\$250,000 as prepaid reserves)	(250,000)		(100,000)	
Total owed to cast members at June 30		5,487,585		4,886,522	
The total owed to cast members at June 30 2017 includes undistributable amounts that are more than six years old		1,575,592		1,474,732	
Interest received on recovered monies					
Interest received on Equity Trust bank accounts, of which \$150,567 (2016: \$122,542) was transferred to MEAA Equity Trust		157,239		120,062	
Costs of administration (these have been accounted for in MEAA operations)		-		-	

NOTE 22: WALKLEY FOUNDATION

On July 15 2013 the Walkley Foundation was incorporated as a not-for-profit company limited by guarantee. The Walkley Foundation is managed by the Walkley Trustees which consists of the Chair of the Walkley Advisory Board, the President of the MEAA Media section, two Vice-Presidents of the MEAA Media section and up to two further directors.

The directors are MEAA Media President Stuart Washington, Gina McColl, Laurie Oakes (resigned May 30 2017), Quentin Dempster, Michael Janda, Kate McClymont (resigned April 27 2017), and Angelos Frangopoulos (appointed May 1 2017).

Assets, liabilities and reserves of the Walkley Foundation are:

	2017 \$	2016 \$
Current assets		
Cash and cash equivalents	1,264,987	1,202,115
Trade and other receivables	858,485	842,171
Term deposits	329,464	321,722
Prepayments	65,163	59,078
Total current assets	2,518,099	2,425,086
Non-current assets		
Intangible assets	1,055	-
Property, plant and equipment	2,201	13,610
Total non-current assets	3,256	13,610
Total assets	2,521,355	2,438,696
Current liabilities		
Trade and other payables	391,704	156,271
Deferred revenue	774,455	1,051,418
Provisions	341,372	293,073
Short-term borrowings	4,291	-
Total current liabilities	1,511,822	1,500,762
Non-current liabilities		
Provisions	11,850	2,060
Total non-current liabilities	11,850	2,060
Total Liabilities	1,523,672	1,502,822
Net Assets	997,683	935,874
Equity		
Reserves	372,203	372,203
Retained surplus	625,480	563,671
Total Equity	997,683	935,874

The result for the year to June 30 2017 in respect of the Walkley Foundation was a surplus of \$61,810 (2016: \$228,473).

Included in the balance of trade and other receivables above is the net balance of loans between MEAA and the Walkley Foundation of \$381,136 (2016: \$381,091). A component of this balance is the Walkley Awards Reserve of \$372,203 which arose prior to the incorporation of Walkley Foundation Limited and was transferred to Walkley Foundation Limited upon incorporation. The final allocation of the Walkley Awards Reserve is under consideration and is yet to be finalised.

Foundation Key Management Personnel Compensation

As the Walkley Foundation has been set up as a separate entity and a subsidiary, the Walkley Foundation is considered to be a related party and all intercompany transactions have been eliminated upon consolidation.

The remuneration of the Walkley Foundation Chief Executive Officer has been disclosed below.

	2017 \$	2016 \$
Jaqueline Park, Walkley Foundation CEO		
Salary	160,530	118,271
Superannuation	16,855	12,418
Termination benefits	-	-
Total	177,385	130,689

Note that this amount also includes \$18,276 (\$6470 in 2016) that was paid by the IFJ-AP to the Walkley Foundation for Jacqueline Park's services.

NOTE 23: EVENTS AFTER THE REPORTING DATE

No matters or circumstances have arisen since the end of the financial year which have significantly affected or may significantly affect the operations of MEAA, the results of those operations, or the state of affairs of MEAA in future financial years.

The financial statements were authorised for issue on November 27 2017 by the MEAA Board.

NOTE 24: RELATED PARTY TRANSACTIONS

In accordance with AASB 124 there are no other related party transactions as at June 30 2017 (2016: nil).

NOTE 25: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at June 30 2017 (2016: nil).

NOTE 26: COMPANY DETAILS

The registered office and principal place of business of MEAA is:

245 Chalmers Street, Redfern NSW 2016.

NOTE 27: BUSINESS COMBINATIONS

No assets or liabilities were acquired due to amalgamation or restructure during the year (2016: nil) or as part of a business combination (2016: nil).



Audit Services

Level 11
37 York Street
Sydney NSW 2000

8/142 James Ruse Drive
Parramatta NSW 2150

PO Box 419
Parramatta NSW 2124

T 02 9683 7888
F 02 9683 7800
E mail@ycg.com.au
www.ycg.com.au
ABN 68156 549 656

**Independent Audit Report to the Members of Media, Entertainment & Arts Alliance (MEAA)
(the company) and its controlled entities**

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

I have audited the financial report of Media, Entertainment & Arts Alliance (MEAA) (the company) and its controlled entities, which comprises the consolidated statement of financial position as at June 30 2017, the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year ended June 30 2017, notes to the financial statements, including a summary of significant accounting policies; and the Committee of Management Statement.

In my opinion, the accompanying general purpose financial report presents fairly, in all material aspects, the financial position of Media, Entertainment & Arts Alliance (the company) and its controlled entities, as at June 30 2017, and its financial performance and its cash flows for the year ended on that date in accordance with:

- a) the Australian Accounting Standards to the extent described in Note 1; 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).
- c) in relation to recovery of wages activity:
 - (i) the scope of the audit encompassed recovery of wages activity;
 - (ii) the financial statements and notes report properly and fairly all information required by the reporting guidelines of the General Manager, including:
 - (1) any fees charged to, or reimbursements of expenses claimed from, members and others for recovery of wages activity, and
 - (2) any donations or other contributions deducted from recovered money.

I declare that management's use of the going concern basis in the preparation of the financial statements of Media, Entertainment & Arts Alliance (the company) and its controlled entities, 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 Elected Officers' Report accompanying the financial report.



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Level 11
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Sydney NSW 2000

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REPORT ON THE AUDIT OF THE FINANCIAL REPORT (cont.)

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 the Committee of Management for the Financial Report

The Committee of Management 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 ability of Media, Entertainment & Arts Alliance (MEAA) (the company) and its controlled entities, 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 intends to liquidate the Media, Entertainment & Arts Alliance (MEAA) (the company) and its controlled entities, 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 Media, Entertainment & Arts Alliance (the company) and its controlled entities, internal control.



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Sydney NSW 2000

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REPORT ON THE AUDIT OF THE FINANCIAL REPORT (cont.)

- 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 Media, Entertainment & Arts Alliance (the company) and its controlled entities, 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 Media, Entertainment & Arts Alliance (the company) and its controlled entities, 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 Media, Entertainment & Arts Alliance (the company) and its controlled entities, to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the Media, Entertainment & Arts Alliance (MEAA) (the company) and its controlled entities audit. I remain solely responsible for my audit opinion.

I communicated 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 approved auditor, a member of Chartered Accountants Australia and New Zealand and hold a current Public Practice Certificate.

YCG Audit Services Pty Ltd

Jonathan Rudman
Partner
Parramatta
November 27 2017

Registration number (as registered by the RO Commissioner under the RO Act): AA2017/97



s.268 Fair Work (Registered Organisations) Act 2009

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

Certificate for the period ended June 30 2017

I, Simon Collins, being the Federal President of the Media, Entertainment & Arts Alliance, certify:

- that the documents lodged herewith are copies of the full report for the Media, Entertainment & Arts Alliance for the period ended 30 June 2017 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the MEAA on November 29 2017; and
- that the full report was presented to a meeting of the MEAA Board on November 27 2017 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Federal President: Simon Collins

Dated this the 29th day of November 2017.



meaa.org | members@meaa.org | 1300 656 513

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