



# Annual Report | 2018-19



PRESIDENT’S MESSAGE



MEAA is not a large union, but we are effective because our members are engaged and care passionately about the future of their workplaces, their industries and their jobs. We understand that change comes through exercising our power strategically and creatively, wherever we work.

In the past year, there were numerous examples where MEAA members provided inspiring leadership during moments of crisis, directly contributing to change in their industries.

The whole of Australia sat up and took notice when our members at the ABC walked off the job in September and demanded the resignation of then-chairman Justin Milne over political interference in editorial matters. This direct action put a spotlight on the constant undermining of the ABC both through funding cuts and political attacks. Not only did it result in the resignation of Justin Milne, but it strengthened the ABC against similar attacks in the future, which was given further impetus by the Hands Off Our ABC campaign during the federal election.

Our union stood tall again following the Australian Federal Police raids in June on the ABC head office in Sydney and the Canberra home of a News Corp journalist. As the public reeled from these direct assaults on press freedom, MEAA members around the nation took part in a co-ordinated day of action under the slogan of “Journalism Is Not A Crime”.

Those are two high-profile examples from the media industry, but elsewhere we can see the results that come when MEAA members stand together, whether it be driving cultural change in the screen and live theatre industries to overcome harassment, bullying and sexual harassment; winning an 18-month battle for a new collective agreement for crew on the iconic Seven Network program *Home and Away* with no loss of conditions; or securing the first ever template agreement for offshore feature film productions.

Of course, life would have been easier for our members under a Federal Labor government, which had pledged to make significant improvements to workplace laws, partly restore funding to the ABC, modernise local content rules for the small screen, and implement a comprehensive arts policy.

But while the result on May 18 was disappointing for many of us, the election does not alter our belief that the most significant change is not something that is granted at the whim of the government of the day but is won through collective action at a workplace level.

We are blessed with a wonderful array of activists and delegates who do an extraordinary job as the face and voice of the union around the country. Some of them step up to take on elected positions within the union, and the biennial union elections held in June resulted in 28 new faces on our Federal Council: 12 from the Media section, nine from Equity, five from ECS and two from Musicians.

It is exciting to see four Indigenous representatives among them in Wayne Blair, Ngaire Pigram and Irma Woods from Equity, and Rae Johnston from Media.

The elections also saw a changing of the guard at the head of our Entertainment, Crew & Sport section with Fiona Donovan elected as Federal President and Rosemary Westmore as Federal Vice-President.

Congratulations to both Fiona and Rosemary and our gratitude to outgoing President David Turnbull and Vice-President Sue Marriott. The other three section Presidents – Marcus Strom in Media, Chloe Dallimore in Equity and Cameron Brook in Musicians – were elected unopposed, as was I.

The Federal Council will meet in February next year, with the adoption of a new four-year strategic plan on the agenda.

While the details are still being put together, the thrust of the plan will be to be ambitious, innovative and courageous.

On behalf of the Board, I extend our gratitude to our chief executive Paul Murphy and the staff of MEAA for all the work they do for our members.

**SIMON COLLINS**  
MEAA Federal President



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 and book publishing and for 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 Design

**Front and back cover:** ABC staff at a rally called by the MEAA House Committee protest against political interference outside the corporation’s Sydney offices on September 26.  
Photo: Joel Carrett/AAP

CHIEF EXECUTIVE’S REPORT



The past 12 months have once again proven the need for a strong union in the arts, media, entertainment and creative professions.

During a period of prolonged wage stagnation and declining living standards across the board, collective agreements to which MEAA is a party have consistently delivered above-inflation pay rises.

At a time when Australia’s workplace laws appear to be increasingly tilted in favour of employers, MEAA members have constantly benefited from representation by the union over matters of underpayments, breach of contracts, unfair dismissals and other breaches.

And when the sectors in which our members work have faced crisis after crisis, whether they be job losses, funding cuts, rapid technological change, transfers of ownership or direct political attacks, MEAA has provided industry-wide leadership and advocacy to hold these forces at bay.

This is why we have unions. But a union is only as strong as its members.

In recent years, we have worked hard to drive a new culture across MEAA focused on recruitment, growth and activism. This has allowed us to arrest the decline of our membership and to begin growing in strategic, high-value areas.

We finished the 2018-19 financial year with 14,571 members, on par with the previous year. The job-loss-induced membership decline in our Media Section has been stemmed with growing numbers of freelance and digital journalists joining the union.

The past few years have seen increasing membership in the Equity and ECS sections; in 2018-19, it was the turn of our Musicians section, which grew by almost 14 per cent due to an experimental low-cost and online membership for freelance musicians.

In the past 12 months the union recruited more than 3000 new members – equivalent to nearly 20% of our membership. This illustrates the size of the challenge each year just to maintain membership numbers, and it is a credit to our delegates and staff that we are able to do so.

Membership numbers are only one metric, of course. We must also be ambitious in continually seeking to build the power of our members wherever they work.

This also means the structures of the union must be strong with sound financial management and diligent corporate governance.

A rigorous program of cost control through effective use of resources and tight financial management resulted in a pleasing core MEAA surplus of \$447,367.

The past year also saw a significant staff departure when our Director of Operations, Karene Walton, accepted an offer to work with Sharan Burrow at the International Trade Union Confederation in Brussels. In recent years, Karene has trained most of our activists and we wish her all the best in her new role; it may be a loss for MEAA, but it is a gain for the global union movement.

Erin Madeley, previous Director of ECS, has stepped up into Karene’s role, and senior organiser Kelly Wood has been appointed Director of ECS.

We also lost our Director of Industrial & Advocacy, Anthony D’Adam, when he was elected to the upper house of the NSW Parliament in March. Senior industrial officer Tanya de Almeida has been promoted to oversee the industrial and membership teams.










In other staff moves, Katelin McNerney has moved from Director of Media after four years to Director of Education and Campaigns, and Neill Jones was recruited to head our Media section.

The elections held in June have injected fresh blood into our governing bodies, and working with our Board and Federal Council, we are committed to implementing the new four-year plan that will be finalised at next year’s Federal Council meeting.

Finally, I want to thank our staff for all the work they do, and I know this is appreciated by our members.

**PAUL MURPHY**  
Chief Executive

SNAPSHOT 2018-19

 <b>Members: 14,571</b> (Media 5033, Equity 5330, ECS 3302, Musicians/SOMA 906) as at June 30, 2019*	
	<b>Incoming members:</b> 4421**
	<b>Monies recovered for members:</b> \$1,010,560
	<b>Residuals distributed to Equity members:</b> \$9,211,567
	<b>Agreements approved:</b> 74 (Media 30, Equity 15, ECS 23, SOMA 5, TOMA 1)
	<b>Cases handled by national membership inquiry team:</b> 1135
	<b>Website pageviews:</b> 890,191
	<b>Facebook likes:</b> 19,742
	<b>Twitter followers:</b> 16,634

\* including 798 students  
\*\* including members converting from unfinancial to financial



THE YEAR IN REVIEW



Top: Crew of *Home and Away* celebrate their bargaining win over Seven Network in May. Above left: MEAA members at Ten News taking part in the Journalism Is Not a Crime national day of action on June 7 following the AFP raids on the ABC and the home of a News Corp journalist. Above right: Equity members Soren Jensen (left) and Chris Palframan outside the Federal Court in Melbourne where they took action in March over being underpaid because they were engaged as independent contractors rather than as employees.

2018 HIGHLIGHTS

JULY

- MEAA criticises the decision of the Nauruan Government to refuse to issue a visa to Australian Broadcasting Corporation staff to report on the Pacific Islands Forum, describing it as an attack on press freedom that the Australian Government needs to condemn in the strongest possible terms.
- Nine Entertainment Co. launches a friendly takeover of Fairfax Media, which would bring some of Australia’s oldest mastheads under new ownership in a company valued at \$4 billion. MEAA calls on the ACCC to block the proposed takeover, warning it will be bad for Australian democracy and diversity of voices in what is already one of the most concentrated media markets in the world.

AUGUST

- MEAA members Matt Day, Fiona Donovan and Helen Dallimore appear

- before a Senate inquiry into Australian broadcast and streaming content to argue current quotas for free-to-air television should be maintained and that local content regulations need to be introduced for digital platforms such as Netflix and Stan.
- Television journalism in Tasmania suffers a major blow with WIN TV pulling the plug on locally produced news bulletins in Tasmania and axing weekend bulletins. “This is a sad day for Tasmanian television and journalism, and a network which has almost 60 years of broadcast history,” says Tasmanian President A. Mark Thomas.
  - MEAA’s national musicians’ survey, which had 560 respondents, finds that a quarter of the gigs musicians perform are unpaid, and the average hourly rate received for commercial music practice is less than half the minimum wage.
  - MEAA announces a new partnership with Australian Community Managers,

- the country’s largest network for online community management professionals with 4000-plus members.
- Performers on Opera Australia productions win a 7.5% pay increase in a new agreement that reinforces hard-won existing conditions and several improvements.
- SEPTEMBER**
- MEAA members at News Corp secure a new enterprise bargaining agreement with no changes to casual wage rates and an improved final offer after 700 editorial workers sign a petition opposing the employment of casuals on a lower grading.
  - Pitjantjatjara, Warrigmai, South Sea Islander woman Elaine Crombie is appointed as MEAA’s new First Nations organiser.
  - Timor-Leste television journalist Pricilia Fonseca begins a week-long internship

- at Channel Seven News in Melbourne as a recipient of the Balibo Five-Roger East Fellowship.
- ABC managing director Michelle Guthrie is sensationally sacked on September 24, just two-and-a-half years into her tenure. Within the same week, chairman Justin Milne has also resigned following stunning revelations that he sought to influence editorial and staffing decisions. His decision to quit comes a day after hundreds of MEAA members hold meetings at ABC offices around the country to call for him to step down.
- OCTOBER**
- MEAA members take to the streets of Paddington and Bondi to inform voters in the Wentworth by-election about the threats to the ABC. They are joined by *Playschool* host Benita Collings and *Bananas in Pyjamas* characters.
  - The performing community is outraged over the casting of an overseas performer in the lead role of Willy Wonka in the upcoming musical *Charlie and the Chocolate Factory*, the latest in a series of such decisions in musical theatre. Equity President Chloe Dallimore says it highlights the need for an industry-wide foreign artists’ agreement to cover musicals.
  - After several years of growth in the workplace through the Get Real on Rates campaign, MEAA prepares to resume negotiations with producers by launching a survey for screen crew to provide evidence about their own rates of pay to make the case for change.
- NOVEMBER**
- MEAA describes the ACCC’s approval of Nine’s takeover of Fairfax Media as a “body blow to media diversity”. It says the commission has ignored the concerns raised by MEAA and hundreds of Fairfax and Nine readers and viewers, and approved the merger without any conditions being attached about editorial independence, protection of jobs or employment conditions, or continued operation of existing mastheads.
  - MEAA joins a campaign to save Sydney’s historic Theatre Royal amid fears that the theatre could be demolished after it has been shuttered for two years. The union says Sydney is suffering from a theatre shortage that is costing hundreds of jobs for performers, creatives and crew every year.
  - Julia Blake and Terry Norris are presented with the Equity Lifetime Achievement Award, chosen by their peers in the Australian performer community, who praised their impressive careers, spanning five decades respectively, and their outstanding support of union campaigns, particularly the battle for Australian stories on our screens and stages.



Federal President of Equity, Chloe Dallimore, and Live Performance Australia chief executive Evelyn Richardson with MEAA Equity members who were protesting the closure of Sydney’s Theatre Royal in November.

- MEAA issues a statement of support for ABC journalist Ashleigh Raper after she goes public that she is the person at the centre of allegations that NSW Opposition leader Luke Foley had acted inappropriately at a Christmas function in 2016.
- The first online SolidariTEA on November 13 brings together 70 freelance journalists and writers, photographers, editors and artists from all over the country to talk about freelancer rights and how to start organising to get a pay rise. Out of the event emerges the #FairRights4Freelancers campaign, which will be driven by the National Freelance Committee of activist members.
- The results of MEAA’s industry-wide survey of live theatres and venues across Australia reveal workers’ top three issues are better pay, rostering and respect at work. Only a quarter of the 300 survey participants have permanent work, and nearly 40% rely on overtime to make ends meet. About half of all workers say fatigue is a serious problem in their workplace.
- MEAA board member Shauna Black is among a delegation from the International Federation of Journalists that is attacked with tear gas by the Israeli army during a peaceful protest on November 17 on the border of the Palestinian territories.

- In a submission to the Senate inquiry into allegations of political interference at the ABC, MEAA calls for a complete overhaul of the way board appointments are made at the public broadcaster to ensure the board has appropriate levels of media experience and is protected from interference by lobby groups.
- Following an online petition signed by more than 2000 people about the casting of overseas artists for major musical theatre

- roles, Live Performance Australia agrees to new consultation guidelines that would apply to all productions.
- The new Musicians Australia website goes live with low-cost membership for freelance musicians ahead of the full launch of the Love Live Music campaign.
- DECEMBER**
- The Equity Foundation brings the UK’s leading intimacy co-ordinator Ita O’Brien to Australia and New Zealand to spearhead a change in the way sex scenes and other intimate scenes are planned and performed. Her seminars and workshops in each capital city are full houses.
  - At the AACTA Awards on December 5, MEAA members Jennifer Lamphee, Anna Gray and Beth Halsted win best hair and make-up for *Ladies In Black*, Gary Phillips (best television cinematography, for *Picnic At Hanging Rock*, episode 1), and Peter Stubbs (part of the winning team for best visual effects or animation for *Peter Rabbit*).

- After years of struggle, ECS screen tech members finalise an offshore agreement with six major Hollywood studios that will be the template for wages and conditions for all future productions. The four-year agreement includes annual 2% pay increases, realistic minimum rates based on what is being paid in the sector, and certainty for both producers and crew.

2019 HIGHLIGHTS

JANUARY

- The ABC publicly admits that it may have underpaid up to 2500 casual staff over six years and is now reviewing how penalties, allowances and loadings should have been correctly calculated and applied to those workers. MEAA says the scandal highlights a bigger issue at the ABC, which is the over-



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reliance on casual jobs, short-term contracts and other forms of insecure work instead of offering permanent employment.

- New Zealand Equity President Jennifer Ward-Lealand is made a Companion of the New Zealand Order of Merit for services to theatre, film and television in the New Year's Honours.

- MEAA members feature among the Australia Day honours, including the incomparable Kylie Minogue, an Equity member since 1980, performer and marriage equality advocate Magda Szubanski, and investigative journalist Adele Ferguson.

- MEAA Media members across Australian journalism stand in solidarity with their colleagues at BuzzFeed Australia who face cuts to a quarter of their workforce as a result of a worldwide savings push. The Australian arm of BuzzFeed loses 11 staff, including its entire Canberra news team, as a global downsizing strategy targets 200 of the digital publisher's international workforce.

### FEBRUARY

- MEAA's National Media Section committee writes to the Philippines ambassador in Australia to protest the latest arrest and intimidation of Maria Ressa, the chief executive officer of online news site *Rappler*.

- Journalists at *The Conversation* finalise their first collective agreement after membership rose swiftly to more than 90% of the workforce. Key union wins, such as time-off-in-lieu accruing at double-time for work outside of standard working hours, bring their conditions much closer to those enjoyed by print journalists.

- A former crime and courts reporter at *The Age* in Melbourne is awarded \$180,000 compensation for trauma sustained while covering violent crimes. The case is seen as a wake-up call for all media organisations about how they deal with post-traumatic stress disorder.

- Dozens of journalists and media organisations are threatened with contempt of court charges over reporting of the Cardinal George Pell trial. Reporting of the trial and the verdict had been suppressed until February 26, even though Pell was found guilty in December.

- Media industry veteran Ita Buttrose is confirmed as the new chair of the ABC. MEAA says she must be prepared to fight for better funding and independence of the ABC, and to champion public broadcasting in a hostile political environment.

### MARCH

- In a new chapter for the book publishing industry, MEAA members in the editorial and publicity departments at Penguin

Random House begin collective bargaining with management. This would be the first collective agreement negotiated by MEAA in the publishing industry for many years. It follows research that shows workers in publishing are poorly paid and contribute many hours of unpaid overtime.

- The Federal Court in Melbourne hears an appeal by MEAA on behalf of two Equity section members to clarify whether actors engaged on long-running shows are employees or independent contractors. The union argues the actors were engaged under a sham contracting arrangement that underpaid them by between \$18,000 and \$20,000 each.

- Property owner/developer Dexus announces a 45-year lease with the NSW Government to refurbish and run Sydney's Theatre Royal. The historic theatre had been at risk of permanent closure and demolition until a campaign by MEAA and Live Performance Australia.

### APRIL

- MEAA launches a renewed campaign to have the acclaimed Kurdish refugee-writer-journalist Behrouz Boochani released from the Manus Island detention centre and resettled in Australia. Dozens of leading Australian writers and journalists sign an open letter calling for Boochani to be freed, and more than 9000 members of the public add their names to the letter.

- Melbourne-based performer Andrea Solonge is selected to spend six weeks at the Atlantic Acting School in New York City through an annual Equity Foundation scholarship.

- Seven years after he first sought refuge in the Ecuadorian embassy in London, WikiLeaks founder and publisher Julian

Assange is arrested by British police on April 11 for breach of bail conditions, and the United States immediately commences proceedings to extradite him for espionage. MEAA writes to the British and Australian governments urging them to oppose the extradition.

- MEAA writes to China's Ambassador to Australia regarding the arrest and detention of MEAA Media member Yang Hengjun. "His interrogation and secret detention casts a shadow over the working relationship of Australian journalists in China," the letter says.

- The federal government announces an extension of location and post-production tax offsets to the streaming video services. But the move is criticised by MEAA and other members of the Make It Australian campaign as a "missed opportunity" to change the rules so that streaming platforms have obligations to invest in producing local content.

- MEAA says plans to slash as many as 36 editorial staff at *The West Australian* and *The Sunday Times* will mean that West Australians will lose dedicated editorial coverage of vital community issues. MEAA says the job losses are the inevitable result of the merger of the two businesses.

- MEAA seeks assurances the sale by Nine Publishing of the Australian Community Media group to a consortium of Antony Catalano and Thorney Investments will not mean any loss of job security, change of working conditions, or reduced editorial independence for 650 editorial staff.

### MAY

- In response to alarming statistics on the state of mental health in our industry, the Equity Wellness Committee launches a



Above: The ABC's Oliver Gordon celebrates being named the 2019 Young Australian Journalist of the Year at the midyear Walkley Awards. Below: Stan James, who was inducted into the SA Media Hall of Fame, at the annual state media awards on June 1. Right: MEAA ECS delegates from the Sovereign Hill tourist attraction in Ballarat.



new national list of GPs, psychiatrists and psychologists who have self-identified as having a special interest in or affiliation with the arts and/or artists.

- Just two hours before they are due to take strike action on May 10, MEAA members working on the iconic TV series *Home and Away* win key concessions from Seven management including annual pay increases, a sign-on bonus and the protection of all overtime conditions.

- On May 15, MEAA celebrates the 25th anniversary of employment of administration assistant Maria Sorbello, who first joined the union's staff in 1994 through a job support program.

- Julian Assange is indicted by the US Government with 18 new espionage charges on May 23, prompting MEAA to renew calls for the Australian and United Kingdom governments to oppose moves to extradite the WikiLeaks founder and publisher. The charges "contain a real threat to press freedom for journalists and media outlets around the world," MEAA says.

### JUNE

- MEAA condemns News Corp Australia's announcement that it will cut 55 editorial positions from its mastheads around the



country, with almost a third of the cuts to be made to Victorian newsrooms, and target journalists who allegedly "lack digital skills".

- Within 24 hours of each other on June 4 and 5, the Australian Federal Police raids the Canberra home of News Corp journalist Annika Smethurst and the ABC offices in Sydney in search of information about leaks that resulted in major news stories. MEAA Media President Marcus Strom says the intention of the raids is "intimidating journalists and media organisations because of their truth-telling". The raids attract global condemnation and bring fresh attention to the decline of press freedom in Australia over the past two decades.

- Hundreds of journalists in newsrooms around Australia take action on June 7 to defend press freedom, democracy and the public's right to know after the AFP raids on the media. Journalists stop work to come together with an unequivocal message that "Journalism Is Not A Crime".

- On June 14, MEAA co-ordinates the placement of full page ads in all metropolitan and national daily newspapers signed by dozens of prominent journalists and editors calling on members of the Federal Parliament to make urgent legislative

changes to provide better protection for journalists and whistleblowers.

- Meeting in Tunis for its biennial congress of the International Federation of Journalists passes resolutions condemning the AFP raids on Australian media outlets and opposing the extradition to the US of Julian Assange.

- *Riot* (mini-series/telemovie), *Homecoming Queens* (comedy) and *Mystery Road* (drama) are the big winners at the Equity Ensemble Awards on June 17, voted by their Equity members as the most outstanding casts in their categories.

- MEAA warns that the loss of up to 40 jobs in four newsrooms of the WIN Network in major regional centres in NSW and Queensland (Orange/Dubbo, Albury, Wagga Wagga, and in Queensland's Wide Bay covering Hervey Bay and Bundaberg) highlights a crisis that demands government intervention.

- Journalist Kerry O'Brien is inducted into the Logies Hall of Fame. O'Brien, a long-time MEAA Media member and chair of the Walkley Foundation, delivers an impassioned speech in defence of the ABC and calling out his colleagues for their failure to combat "fake news".



Leading intimacy co-ordinator Ita O'Brien at a workshop in Sydney in November. O'Brien had been brought to Australia by the Equity Foundation. Photo: Adam Hollingworth





The MEAA Media section is forging ahead, building our membership in new areas of media and communications, while members and activists maintain a strong and active presence in traditional media workplaces to maintain fair working conditions.

## PRINT MEDIA

The big change in print media in 2018-19 was the takeover of Fairfax Media by Nine Entertainment Co., which combines Nine's television network assets with Fairfax's newspapers and websites; and its shares in the real estate business Domain, the Stan SVOD service and the Macquarie Radio network.

The takeover, announced in July and completed on December 10, was made possible by changes in 2017 to Australia's media ownership laws, which removed the two-out-of-three rule preventing a proprietor from owning TV, radio and print in the same market. The new division is known as Nine Publishing.

Nine subsequently sold 160 Fairfax regional and suburban newspaper mastheads under the Australian Community Media banner to a consortium led by former Domain group CEO Antony Catalano and Thorney Investments.

Several big agreements were wrapped up with journalists fighting off attempts to reduce their conditions through collective action. Australian Associated Press, Fairfax and News Corp negotiations resulted in agreements that protected the majority of existing working conditions and guaranteed pay rises. More than 700 journalists at News Corp signed a motion rejecting attempts to casualise the workforce, and Fairfax journalists secured a rollover of all current terms and pay rates in the face of the merger with Nine, where journalists are not covered by an enterprise agreement.

## DIGITAL MEDIA

Unionisation in digital journalism continues to be driven by a committed group of MEAA journalists. They have organised several "safe space" events to bring their colleagues together to talk about unionising on small worksites and how to tackle the long unregulated hours, low wages, lack of wage transparency and exploitation of young and early career journalists. The strategy led to union success – staff at The Conversation negotiated guaranteed annual pay increases, provision of overtime/time-

off-in-lieu, rostered days off for morning shift workers, parental leave of six weeks primary carer and one week non-primary carer leave, domestic violence leave, union training leave, and an agreement to pay superannuation on periods of unpaid periods of parental leave.

MEAA was approached in mid-2018 by the 4000-strong Australian Community Managers network, which is keen to unionise its highly unregulated, under-recognised and undervalued membership in a rapidly growing sector of the media industry. The MEAA/ACM membership package includes full professional indemnity and public liability insurance. ACM already has a Code of Ethics underpinning practice in its sector, and is establishing a union committee to shape advocacy and direct our campaigns.

## PUBLIC BROADCASTING

Hundreds of ABC journalists walked off the job on September 26 in protest after it was revealed that former chairman Justin Milne had allegedly interfered in editorial processes and directed then managing director Michelle Guthrie to sack journalists the Coalition Government did not like.

It followed a period of difficult working conditions for MEAA members with staff shortages caused by large rounds of redundancies and the loss of key senior and experienced staff, compromising the ABC's coverage, including a loss of much-needed resources at ABC Regional. Since the first round of cuts of \$254 million were announced back in August 2014, 1021 ABC workers have been made redundant, news and current affairs programs have been cut and staff axed, and the ABC has endured 15 major restructures in two years.

ABC MEAA members launched the #WeAreABC campaign in response to the May Budget announcement that a further cut of \$84 million in frozen indexation would be made by the Coalition Government. Public anger was strong – more than 3000 people attended rallies in Sydney and Melbourne in August. The public Hands Off Our ABC campaign led to crossbench senators voting down three Bills that attacked the independence of the ABC and undermined its staff.

## FREELANCE

The advisory forum of freelance members, with representation on our National Media Section, organised a national hook-up,

known as the Freelancers SolidariTEA, on November 13. Out of this came the impetus for a new campaign based around realistic and transparent minimum rates of pay, called FairRights4Freelancers, accompanied by a dedicated freelancers hub on the MEAA website.

In April, MEAA partnered with the University of Tasmania and the Walkley Foundation to present the inaugural Launceston Freelance Festival. MEAA is now working with the presenters at the festival and our advisory forum to put a 12-month training and professional development series together, targeted at freelancers, and delivered in part online enabling freelancers across the country to take part.

## CAMPAIGNS AND ADVOCACY

MEAA continues to play a leading role in campaigns around press freedom issues in Australia, publishing its annual report on the state of press freedom on UNESCO World Press Freedom Day on May 3, and as part of the Australia's Right to Know coalition.

This year's report, titled "The Public's Right to Know" examined the use of suppression orders and Journalist Information Warrants, the pursuit of whistleblowers and the criminalisation of legitimate public interest journalism, sweeping new decryption and espionage powers, and workplace safety concerns.

In a year when hate speech and violence against journalists has risen sharply, the report also addressed the ongoing impunity over the murder of nine Australian journalists and the 10th anniversary of the massacre of 32 Filipino media workers.

The assaults on press freedom took on a chilling edge after the raids by Australian Federal Police on the home of a News Corp journalist and the offices of the ABC in successive days in June. The raids have resulted in the ARTK coalition putting resources into a united press freedom campaign to be launched in late 2019, along with submissions and advocacy to Parliament and politicians.

MEAA made a submission in February to the Australian Competition and Consumer Commission's digital platforms inquiry. MEAA called for an overhaul of Australia's communications laws to ensure a level regulatory playing field for businesses that create and carry content. Without this, the status quo of continuing journalist (and allied staff) job losses, media



Top: CommsPro members attending a workshop on gendered violence in Melbourne in October. Above: MEAA members at Junkee taking part in the Journalism Is Not a Crime national day of action on June 7.

company downturns and the progressive abandonment of coverage of newsworthy matters will continue, if not escalate. MEAA also urged the ACCC to consider regulating so that digital platforms have to pay for media companies' content. The ACCC report was handed down in July, outside the timeframe of this annual report.

The impact of defamation on journalists' work was brought into stark relief this year in MEAA's Press Freedom survey, completed by more than 1500 people. Some 25% of journalist respondents reported having a story stopped from going to publication for fear of defamation proceedings. A review of the defamation law regime is currently under way.

MEAA Media has partnered with Gender Equity Victoria to collaborate on initiatives such as the Active Bystander Project – a collective-based approach to the understanding and prevention of online violence towards women in media, which continues to be a key issue for

our membership. MEAA has also joined with the Digital Writers' Festival and the US Writers Guild on a series of podcasts featuring MEAA members speaking about organising in the digital sphere, which will be used to get our potential members in the digital space engaged.

## WOMEN IN MEDIA

With the Coalition Government's new anti-corruption laws preventing unions accepting financial contributions from employers anymore, MEAA and Women in Media have moved to create a new national arrangement that moves WIM's finances from MEAA to enable rapid growth of the national program of events. WIM is now a company limited by guarantee and with a governance board and steering committee driving the national direction and sponsorship push and the state-based committees.

NB: Neill Jones replaced Katelin McInerney as Media section director in August 2019.



## MEDIA SAFETY & SOLIDARITY FUND

Since 2010, the Media Safety & Solidarity Fund has provided financial support to orphans of journalists killed in Nepal and the Philippines; worked with the International Federation of Journalists on press freedom campaigns; and supported journalists facing threats to their safety.

During the past two years, the fund has sharpened its focus in key priority areas. In 2018-19, these were:

- Emergency assistance to journalists and their families who fear for their safety as a direct result of their journalism. Examples include protection (relocation, safe houses, evacuation) and urgent legal and medical expenses. The MSSF fund provided support for editor Maria Ressa in her legal campaign to continue Rappler.com's journalism.
- Press freedom activities in the region included supporting the development of the South East Asia Press Freedom report that documents instances of press freedom violations, and responding to issues as they arise in the region.
- Assistance for union capacity-building activities aimed at strengthening and developing the unions in the region that are most in need of assistance.

The MSSF is supported by MEAA and the New Zealand union E tū, and relies on public donations.





In February 2018, Federal Council committed Equity to a growth target of 1% over three years – consistent with the MEAA Board’s Strategic Plan for 2016-19.

Equity was able to achieve the target with membership growing by 5.8% in the period February 2016 to February 2019. However, on a year-on-year basis, membership decreased by 0.95% during the final 12 months to February 2019.

## INDUSTRIAL MATTERS

In the past 12 months, Equity negotiated 17 production-specific Australian screen agreements, six offshore film and TV agreements, 33 live performance production-specific agreements, and resolved 37 screen production disputes and 19 live performance disputes. Equity has seen a sharp increase in production-specific agreements this last year, largely in screen, and due in part to an increase in offshore productions coming to Australia and the effects of digital disruption.

## SCREEN

Equity commenced bargaining with Screen Producers Australia (SPA) in December 2018 for both industry screen agreements – the Australian Feature Film Collective Agreement (AFFCA – terms and conditions and residuals) and the Actors Television Programs Agreement (ATPA – terms and conditions only – not residuals). Both Equity and SPA have served ambitious logs of claim, and bargaining for both agreements continues with the assistance of a bargaining committee of experienced screen performers.

Due to the changing nature of the screen sector, Equity has been able to negotiate several production specific agreements that provide for enhanced residuals. Some of the production specific agreements with superior residuals that Equity has negotiated in this last year include: the feature films *I Am Woman*; *The Invisible Man*; *The Luminaries*; and in offshore film and TV *Peter Rabbit 2*; *Monster Problems*; *Reef Break*; *Preacher*; and *Godzilla v Kong*.

## LIVE PERFORMANCE

A notable achievement this financial year has been the finalisation of Consultation Guidelines for Imported Artists on Major Commercial Musicals. On December 18, 2018, Equity and Live Performance Australia (LPA) formally agreed to the new guidelines, almost a decade after LPA

unilaterally terminated the former foreign artists’ agreement. After a significant member campaign and widely endorsed petition, LPA came back to the table and agreed to consultation guidelines for musical theatre.

This year Equity has also negotiated several production-specific arrangements on the live performance productions: *Harry Potter and the Cursed Child*, *Billy Elliott*, *School of Rock*, *Muriel’s Wedding*, *Bell Shakespeare*, *Follow Me Home*, *STSCA*, *Gods of Strangers*, *The Appleton Ladies*, *Potato Race*, *Mimma*, *A Musical of War and Friendship*, and *Evie May*.

## MAKE IT AUSTRALIAN CAMPAIGN

Make It Australian is a joint campaign with MEAA’s ECS Section that unites the screen industry. This campaign is being conducted with the three other major guilds in the sector – SPA, the Australian Directors’ Guild (ADG), and the Australian Writers’ Guild (AWG). Equity’s goal for Make It Australian is to mobilise our members, build a united coalition amongst our industry allies and achieve the following:

- Extend content regulations to streaming platforms (so digital media such as Netflix, Amazon, telcos and ISPs are required to invest in Australian stories);
- Keep children’s content quotas on free-to-air television (so Australian kids of all ages and backgrounds can see stories about them and for them);
- Competitive, modern incentives that attract the private investment that takes our stories to the world;
- Maintain the current local content rules for free-to-air television;
- Stable and adequate funding for public broadcasters and Screen Australia.

The campaign is building momentum since its launch in September 2017. Equity members have appeared before parliamentary inquiries, and several delegations have been to Canberra to lobby for Australian content, with another delegation scheduled for September 2019.

In November 2018, we launched a new email campaign encouraging members to write to their local MP and senators requesting a quota for all new media platforms. Almost 2000 took up the call, asking “Do you support a Netflix quota?”.

## SAVE THEATRE ROYAL CAMPAIGN

Sydney’s Theatre Royal was “closed temporarily” in March 2016. Two and a



Above: The cast of *Muriel's Wedding* get together for an Equity meeting in February. Below: The National Performers Committee at their face-to-face meeting in Melbourne in March. Bottom: Members at the Australian Ballet during an Equity visit in March.

half years later it was still closed, with no indication that it would ever reopen. In late-2018, MEAA and LPA banded together to put pressure on the Theatre Royal’s owners Dexus, and on the NSW Government, to get the theatre back up and running. In November 2018 Equity Federal President Chloe Dallimore joined Evelyn Richardson of LPA to deliver a petition signed by nearly 10,000 people. The delivery of the petition – and the #reopen theatreroyal campaign – received widespread media coverage.

In March, Dexus announced it had entered into a conditional agreement for a 45-year lease with the NSW Government to refurbish and run the theatre. This fantastic result wouldn’t have been possible without the groundswell of support from MEAA and LPA members.

## SAFER WORKPLACES

Campaigning for safer workplaces has been a key priority for Equity again this year, following on from our industry leadership role in 2018 in convening the first Safe Theatres Forum. The second Safe Theatres Forum was held over two days in Melbourne in March 2019.

## INTIMACY GUIDELINES

Following the Equity Foundation’s successful presentation of workshops and seminars with the world’s leading intimacy co-ordinator, Ita O’Brien, in November and December 2018, Equity formed an Intimacy Committee to develop industry-endorsed Intimacy Guidelines for Stage and Screen. Equity is now at stage two of



the process, consulting with other industry practitioners involved in making intimate content, including casting directors, theatre and screen directors (including the ADG), agents, writers/AWG, fight directors, the Equity National Stunt Committee, and stage managers (via our ECS Section).

## INDUSTRY CODE OF CONDUCT

In September 2018, a Code of Practice for Live Performance and a Code of Practice for Australian Screen Productions was introduced. Equity was instrumental in – and intensively involved with – the drafting of both documents. The two codes are substantively identical (the difference is that compliance with the code is mandatory in live performance for LPA members but not in screen for SPA members).

The codes were developed as a result of commitments made by major industry stakeholders following the Safe Theatres Forum in 2018.

Essentially, each code is a summary of the law on harassment, sexual harassment, vilification, victimisation, discrimination and bullying. It explains what these are, what they are not, gives examples and outlines the law on each of these. The code also includes a template complaints procedure.

MEAA expects all our members to comply with the code. We also expect producers to hold proper inductions and training to ensure the code is not merely used as a legal, punitive device but as an educational instrument.

NB: Andrew Crowley replaced Zoe Angus as acting Equity section director in October 2019.





Across our industries, members and workplace leaders are stepping up to drive change and build a more powerful union.

The conclusion of the Entertainment, Crew & Sport Section's three-year strategic plan in 2019 saw us defy broader trends and grow our membership, driven by on-the-ground campaigning.

### SCREEN SECTOR

Breakthroughs continued in the screen sector, as members set new standards on pay and pushed for more.

On Hollywood studio films made in Australia, members campaigned for and won recognition of their real rates of pay and annual pay increases for all crew, not just those on the minimum rates. Achieving this final piece of the puzzle meant that the offshore film template agreement could now be rolled out across the industry, with *Peter Rabbit 2* the first cab off the rank, followed by *Mortal Kombat*, Marvel's *Shang-Chi*, and the Gold Coast-based Baz Luhrmann Elvis feature. MEAA representatives also used our global union UNI-MEI to further our collaboration with international screen unions in this globally competitive sector.

In the Get Real on Rates campaign, 10 local productions reached a union majority

crew. In response, local film and television producers took a step forward on the issue of rates by agreeing in principle to move to a system of role-based rates that could be the basis for future pay increases. Bargaining for offshore TV productions in Victoria set the stage for template agreement negotiations as part of an industry agreement.

At Seven's *Home and Away*, members took on one of Australia's most powerful companies as it sought to strip conditions and freeze pay. After long negotiations and overwhelming support from around the screen industry, members came within hours of strike action before the company agreed to their key demands.

### THEATRES AND VENUES

We welcomed new members and delegates in joining together to protect, improve and enforce working conditions in live theatres and entertainment venues – often in the shadow of restrictive state government wages policies. In particular, members made progress winning family violence leave provisions in most bargaining rounds Australia-wide.

In Melbourne, members at Melbourne Convention and Exhibition Centre and Arts Centre Melbourne won new conditions

such as family violence leave and casual conversion rights alongside above-CPI wage increases.

In Sydney, a tough negotiation with Sydney Opera House management meant members had to mobilise and fight to retain critical work-life balance protections for flexible hours and casual workers. The hard-won agreement that sets the benchmark for casual crew rates in commercial theatre was extended with further pay increases and an opportunity for touring crew to secure their own deal.

Members in Adelaide campaigned hard to win a fair pay rise, family violence leave, improvements for casuals and a commitment to training at the Festival Centre. In Perth venues falling under the umbrella of the Perth Theatre Trust, members celebrated growing in numbers but continued to be frustrated by delays to bargaining created by government.

Members also won new family violence leave provisions at the Queensland Performing Arts Centre as well as greater respect for their work through improvements to redundancies and higher duties provisions.

Away from the bargaining table, members came together to enforce their rights – whether it was making sure film crew got paid their standard entitlements in South Australia, being able to convert from casual to permanent employment at Melbourne Theatre Company, the right to paid public holidays on television drama productions, safety for front-of-house staff at Marriner's theatres, touring crew being paid for their overtime at Opera Australia, or holding management accountable on pay increments at Arts Centre Melbourne, the benefits of being part of an organised union workforce were self-evident.

### INDUSTRY-WIDE CAMPAIGNING

We can rightfully feel proud of what we've achieved collectively in bargaining. But the business of MEAA extends further. We have a shared responsibility to shape our industries. As our industries change, the often invisible workers behind the scenes must organise to be heard, not just for their own benefit, but because of their unique insight into what makes our industry tick.

Screen crew continued to help drive the Make It Australian campaign, pursuing a vision to create a thriving industry where streaming services have obligations to tell Australian stories, where tax incentives



Top: Labor's Communications spokesperson Michelle Rowland (second from left) with ECS members Fiona Donovan, Daniel Willis and Stafford Wales at a Make It Australian event before the federal election. Above: The camera, grip, sound and lighting departments of the TV drama *Reckoning* celebrate 100% union membership.

at all levels are updated to bring in more investment and jobs, and where our public agencies and broadcasters have stable and healthy funding.

Hundreds of supporters fired off emails to federal MPs and senators calling for Australian stories on SVOD providers like Netflix. Along with Equity representatives, production designer Fiona Donovan (now President of the ECS section) gave evidence to a Senate Committee inquiry into local content, and safety supervisor and SA ECS President Jen Bichard spoke to the national conference of the Australian Labor Party.

Members also campaigned hard to protect the ABC through the election period.

The most obvious success was the announcement of a \$140m temporary location incentive fund to top up the incentives that bring offshore film and TV to shoot in Australia, resulting in a sharp increase in production and thousands of new jobs.

While we should take a moment to take stock and celebrate the collective work that has yielded benefits for members and set benchmarks in our industries as well as helped to shape them, we also need to

look ahead. What new approaches will be required by long-term changes in our industries? What are the underlying forces shaping members' working lives? What is the continuing role of our industry in our society?

The answers to these questions must inform our future – how we build our power and what we do with it, whether in the workplace or in our world.

Congratulations to our members and leaders for all their work and achievements over the past 12 months. When you win you set a standard for us all.



Crew working on the hit musical *Jersey Boys* show solidarity with Canadian union IATSE Local 58, whose members were locked out of their workplace, Toronto's Exhibition Centre, for four months in 2018.





**S**ymphony Orchestra Musicians Association (SOMA) members continue to work on two broad fronts: organising musicians in our orchestras for better wages and conditions and campaigning for improved political recognition and funding.

During the past 12 months bargaining results have been in line with general workforce outcomes and have focused on making inroads to the historical inequities in pay rates between orchestras.

At the start of the new financial year, bargaining for new agreements for QSO, ASO and MSO was progressing with most other orchestras having concluded new agreements in the past 12 months.

The new Sydney Symphony Orchestra agreement is a good example of how SOMA members can achieve good outcomes for musicians while navigating very challenging circumstances, in this case the relocation of the orchestra from their Sydney Opera House home.

QSO members are currently campaigning for a registered agreement to improve salaries and put the orchestra on a more competitive footing in terms of attraction and retention of musicians. And after a few difficult years, MSO members are bargaining for an agreement that establishes the financial stability of the company and achieves a better balance of priorities in line with musicians' needs and artistic excellence.

Among a list of issues that go to the basic artistic integrity and sustainability of the orchestras, including call counts and lengths, appointments on fixed-term contracts and establishment strength, it is becoming clearer that better terms and conditions for casual and contract players is an important issue for SOMA.

The pressure of bargaining under constraints is constant and is a symptom of the financial health and stability of companies and the pivotal role of government funding.

While 2018-19 saw a review of the Major Performing Arts Framework, which provides up to 50% of orchestra funding, made recommendations to tighten contracting arrangements, the context of the review is important to understand.

Competition for funding, particularly in the aftermath of historically reduced allocations; the ongoing failure of state governments generally to provide adequate contributions, including to index funding;



accommodation pressures for most companies; and an overall contraction of live entertainment spending, all add up to a difficult environment for orchestras.

How do we articulate the value of music as a social and economic good demanding government support? What do we need to do to define, build and mobilise public interest to realise the political interest in orchestra funding?

To begin this work we commissioned public polling in mid-2019. The main findings were:

- Event attendance has dropped across all categories (including live sport).
- Awareness of classical music is high with 40% listening to the genre regularly.

- Cost remains a significant barrier to attendance.
- Orchestras have strong reputations in terms of their benefit to Australian culture.
- After receiving targeted messaging about orchestras, one in two Australians support an increase in government funding.
- 70% of people want to attend more classical music concerts.

## MUSICIANS AUSTRALIA

Musicians Australia is our vehicle for organising musicians who can't rely on the relative stability of employment and instead work gigs, contracts and production to

production, in areas not adequately covered by awards or collective agreements.

It's the section of our union for just about every musician: all those artists working two or three jobs to make ends meet; in all musical genres; in pubs, clubs, festivals and other productions.

It's for the musicians who on average don't get paid for a quarter of their performances and, regardless of how popular their recorded product is, simply can't rely on income from the recorded music industry, including streaming and sales, to make a living.

Musicians Australia members and potential members work in the most profitable part of the entertainment industry



Left: The SOMA executive holding signs in support of the musicians at the Baltimore Symphony Orchestra who went on strike for three months in 2019 in protest at a management attempt to reduce their paid weeks of work from 52 to 40. Above: Poster artwork produced to launch MEAA's new Musicians Australia membership and the accompanying Love Live Music campaign in December.

but because of a lack of regulation and a history of failed unionism, it's a sector of the economy where exploitation is ubiquitous.

Musicians Australia provides leadership, rebuilding musicians' voices, representation, collective behaviour and advocacy, and focusing on two simple actions in live music performance: members demand to be paid and commit to never undercut.

This is the foundation from which we will build an industry code of conduct, detailing a wide range of conditions and commitments, including support for better regulation and partnerships with responsible industry actors.

Since launching Musicians Australia in

December 2018 with the Love Live Music campaign we have doubled membership, created a national leadership group, and established a powerful social media presence that generates hundreds of new active contacts and leads every week.

We are currently working on phase one of our campaign, Stop the Rip-Off, highlighting musicians' experience of exploitation, recruiting and engaging members in our plan, while developing the next phase, Stop the Music, which will identify market rates and business models and build a national Gig Map for members. Capital city committees are also being established with Melbourne and Brisbane leading the way.





In July 2018, the Membership Services Team (MST) joined the National Industrial Team (NIT) in MEAA’s Sydney office to provide a more integrated industrial service. The MST is the first point of contact for members and the public who contact the union with membership inquiries, for industrial assistance and for general inquiries.

As part of their industrial functions, the MST provides advice to members at the first instance or refers matters to the NIT for case management. The MST works closely with the NIT to respond to members promptly with advice and support, or to refer members to NIT for expert industrial assistance.

The integration has also allowed for closer connection with the sections, as the MST can be kept informed of current campaigns, actions and issues that are the focus of the sections. Similarly, the MST is in a better position to provide feedback from direct communication with the membership. The new system in place enables more effective service delivery from MEAA to its membership.

ENTERPRISE BARGAINING

The NIT has assisted the sections with enterprise bargaining through a level of exceptional pushback from employers in the past year, as several employers have lodged applications in the Fair Work Commission to terminate operating enterprise agreements. The NIT responded to the applications, and ultimately agreement was reached before the termination applications proceeded to hearing. However, the risk of similar applications has continued to cloud bargaining in the sector, where longstanding key entitlements and conditions are attacked by employers.

In this environment, the right of workers to stop work or take other action is a fundamental mechanism for employees in bargaining to achieve meaningful improvements in wages, hours of work, penalties and conditions. In the past year, MEAA has increased the number of protected action ballots lodged on behalf of members. In each of these cases, a new agreement has been achieved following lodgement.

In other positive news, several media sites have achieved leading conditions for women, with new agreements that include paid superannuation on parental leave, paid domestic violence leave, plus unpaid parental leave counting towards service. MEAA will continue to help members lift standards in their industries with common bargaining claims.

CASE MANAGEMENT

The case management system implemented in 2017 has continued to develop, leading to better data retention and analysis. In the 2018-19 financial year, the NIT managed 1135 cases, comprised of 1032 individual cases and 103 collective matters.

The NIT has recovered more than \$1 million for MEAA members in this financial year. This demonstrates a significant benefit of being a member of MEAA. However, the figure also points to the failure of companies to deal lawfully with their employees and contractors. Had MEAA not intervened in these cases, the figure would represent a shortfall in wages and fair compensation for journalists, performers, crew and technicians.

INDIVIDUAL MATTERS

When MEAA members face conflict with employers, companies, producers and agents, the NIT works hard to advocate on their

behalf, including making applications to the Fair Work Commission, Federal Circuit Court or state industrial tribunal where required. Members also have the benefit of advice and reassurance from the NIT when they are facing conflict and stress at work, and are empowered to resolve matters directly with their employers.

The number of individual cases managed by the NIT has increased by about 30% from last financial year as MEAA members face increasing difficulties with their working conditions. The types of inquiry recorded below provide a snapshot of the difficulties faced by members, often related to the movement from traditional employment to insecure contract or casual arrangements. The financial impact of these arrangements is significant, as is the pressure caused by uncertain and irregular income. Such arrangements will continue to create unfair working conditions unless there is improvement to industrial legalisation regulating the “gig economy”.

- Contract queries continue to dominate the industrial cases. This reflects the high number of members in MEAA industries who are subjected to the perils of individual negotiation as they are engaged in freelance or contract work, or are required to negotiate with employers outside of a collective agreement. The NIT provides advice on minimum entitlements and unfair terms to assist members to better negotiate, and represents members when contractual disputes arise.
- Non-payment cases arise when MEAA members seek help to recover unpaid monies owed under contract and for invoices. These claims make up a significant portion of the monies recovered. Non-payment is prevalent in each of the sections, but has particular application for performers due to the nature of short-term work. In Media and ECS, non-payment demonstrates another drawback of insecure engagement, as members are forced to rely on unreliable individual payments rather than a regular wage.
- Redundancy continues to remain an issue, particularly in the Media section, and is a cause of the decline of traditional employment arrangements in the industry.
- Underpayments represent members who experience wage theft through a failure of employers to pay legal minimum entitlements set out in the relevant award or enterprise agreement.
- Disciplinary matters occur where members are subjected to harsh or unwarranted allegations that have the potential to lead to termination. The NIT has successfully challenged formal warnings in the Fair Work Commission and seen a shift in how some employers are approaching disciplinary issues as a result.

COLLECTIVE AGREEMENTS IN BARGAINING AT JUNE 30, 2019

Section	Total
ECS	11
Equity	6
Media	9
Total	26

COLLECTIVE AGREEMENTS APPROVED

Section		Total Count
ECS	FWC EBA	12
	FWC EBA (Greenfields)	6
	SAIRC	1
	Unregistered agreement	3
	WAIRC	1
ECS Total		23
Equity	FWC EBA	6
	Industry agreement	2
	Unregistered agreement	7
EQUITY Total		15
Media	FWC EBA	30
Media Total		30
SOMA	FWC EBA	5
SOMA Total		5
TOMA	FWC EBA	1
TOMA Total		1
Grand Total		74

MONIES RECOVERED

Section	2017-18 \$	2018-19 \$
No data	9,100	14,850
AJA	230,365	565,280
ECS	77,930	221,051
EQUITY	171,415	186,384
MUSO	84,076	22,992
Grand Total	572,886	1,010,560

CASES BY SECTION

Section	2017-18	2018-19
No data	100	120
AJA	368	456
ECS	153	212
EQUITY	278	312
MUSO (inc SOMA)	21	35
Grand Total	920	1135

CASES BY CASE TYPE

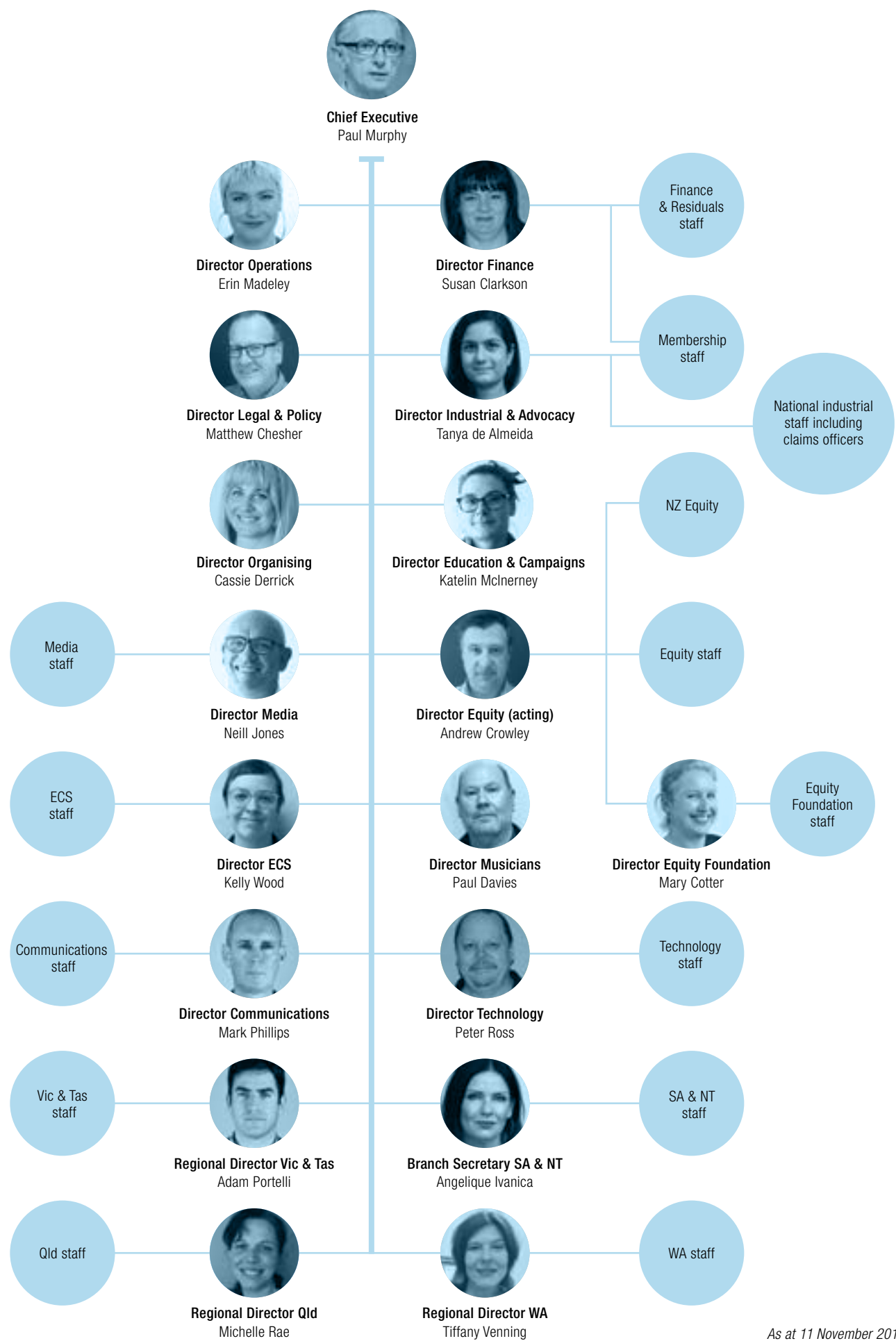
Case Type	2017-18	2018-19
Collective issue	129	103
Individual issue	791	1032
Grand Total	920	1135

CASES BY INQUIRY TYPE

Enquiry Type	2017-18	2018-19
Contract	235	205
Non-payment	79	99
Redundancy	75	89
Underpayment	8	84
Disciplinary	44	50
Other	70	46
Leave	32	43
Agreement interpretation	53	40
No data	14	38
Casual conditions	3	35
Dismissal	18	33
Inquiry	13	33
Bullying	21	31
Rate of pay	36	31
Classification & grading	16	30
Complaint	6	30
Hours of work & rostering	23	30
Non-industrial matter	26	27
Performance review	5	19
Workers compensation	9	16
Work health & safety	10	14
Superannuation	10	13
Harassment	16	12
Consultation	14	10
Copyright	10	10
Award	6	8
Bargaining	25	8
Performance management	18	8
Resignation	1	8
Sham contracting/Underpayment	2	8
Discrimination	8	6
Privacy	3	5
Industry agreement	7	3
Overpayment	2	3
Training	0	3
MPPA deed	0	2
Policy	1	2
Outsourcing	1	1
Press freedom	0	1
Sexual harassment	N/A	1
Grand Total	920	1135



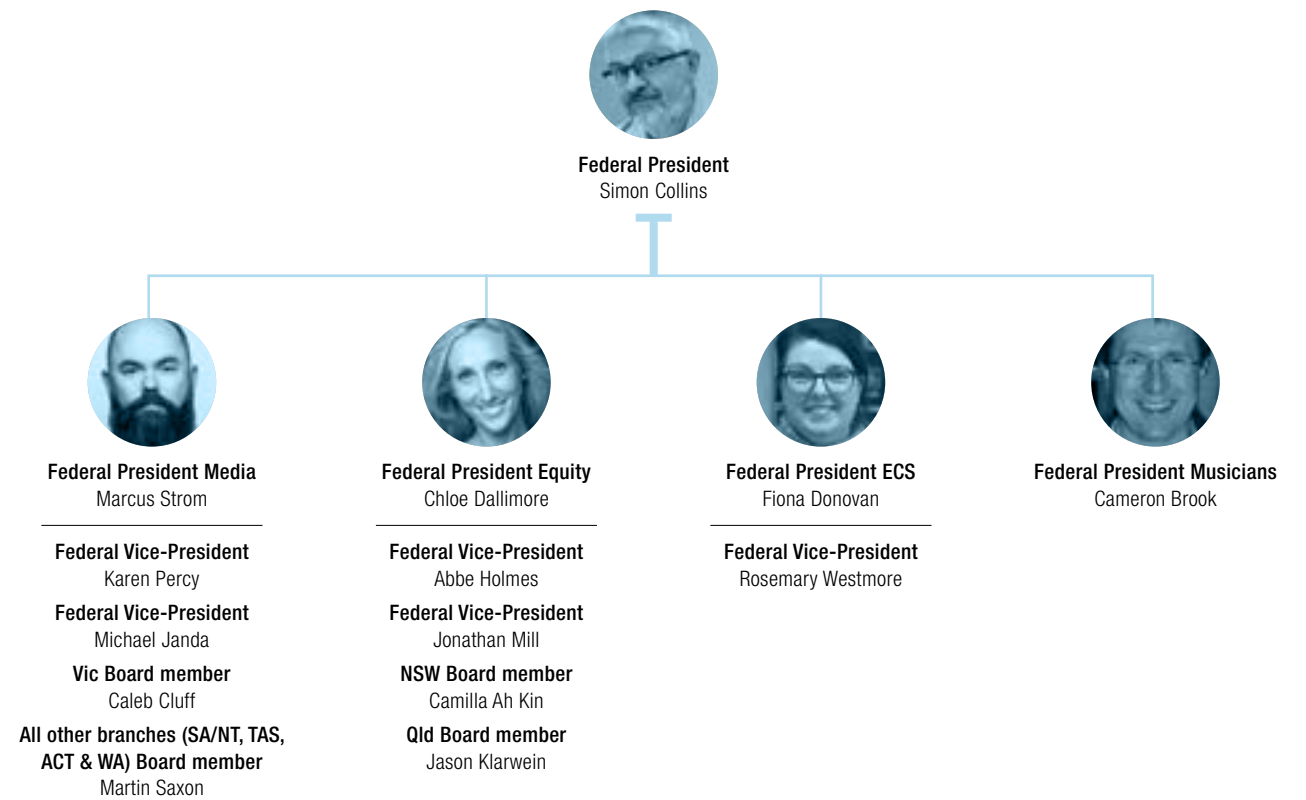
WHO'S WHO AT MEAA | STAFF



As at 11 November 2019

WHO'S WHO AT MEAA | ELECTED OFFICERS

MEAA's **Federal Council** is made up of elected representatives from across the country and every section of the union. They are elected by MEAA members every two years. The current Federal Council was elected in July 2019.



FEDERAL COUNCIL STATE REPRESENTATIVES

	NSW	VIC	QLD	SA/NT	WA	TAS	ACT
MEDIA	<b>Sunanda Creagh (President)</b> Osman Faruqi (Vice-President) Catherine Bouris Tyron Butson Stephanie Convery Rae Johnston Greg Miskelly Fran Molloy Peter Ryan Leigh Tonkin Cathy Wilcox	<b>Marisa Wikramanayake (President)</b> Myriam Robin (Vice-President) Robyn Arthur Michala Banas Mike Bishop Alan Fletcher Nadine Garner	<b>Peter McCutcheon (President)</b> Anne Syvret (Vice-President) Stefan Armbruster Daniel Johnson Kathy McLeish	<b>Samela Harris (President)</b> Jane Bardon Shauna Black	<b>Martin Turner (President)</b> Neale Prior Emma Wynne	<b>A. Mark Thomas (President)</b>	<b>Sally Whyte (President)</b>
EQUITY	<b>Tina Bursill (President)</b> Glenn Hazeldine (Vice-President) Ali Aitken Jonathan Biggins Wayne Blair Jonathan Chan Laurence Coy Helen Dallimore Francisco Lopez Geoff Morrell Fiona Press Courtney Stewart Jessica Tovey	<b>Sharon Davis (President)</b> Sam Gaskin (Vice-President) Robyn Arthur Michala Banas Mike Bishop Alan Fletcher Nadine Garner	<b>Michael Balk (President)</b> Asabi Goodman (Vice-President)	<b>Tiffany Lyndall-Knight (President)</b>	<b>Stuart Halusz (President)</b> Cinzia Lee Monica Main Ngairé Pigram Irma Woods		
ECS	<b>James Minogue (President)</b> Scott Smith (Vice-President) Sharna Galvin Aron Walker	<b>Pat Shaw (President)</b> Cindy Louey (Vice-President) Jack Kenneally Howard Marosi Imogen Titmarsh Zoe Watkins	<b>Andrew Conder (President)</b> Bruce Bright	<b>Jennifer Bichard (President)</b> Beverley Freeman	<b>Matthew Nankivell (President)</b> Nigel Devenport		
MUSICIANS	<b>Leon Gaer (President)</b> Peter Jenkin	<b>Carl Polke (President)</b> Tania Hardy-Smith			<b>Liam O'Malley (President)</b>		





The Walkley Foundation is at the heart of the Australian media, celebrating and encouraging the nation's very best journalism. This year Kerry O'Brien took over from Quentin Dempster as our chair and we built on the strategic direction launched in 2018 with philanthropic support playing a growing role in the Foundation's work to reinvest in Australian journalism.

The Walkley Foundation is a custodian of excellence in reporting and we work independently with all media to encourage work that maintains that high standard. The Walkley Awards set the nation's benchmark for media excellence. In 2018 Hedley Thomas and Slade Gibson shared the Gold Walkley for *The Teacher's Pet* podcast from *The Australian*. Helen Pitt's *The House* won the Walkley Book Award, and the SBS Dateline team behind *Myanmar's Killing Fields* won the Walkley Documentary Award. Former ABC Pacific correspondent Sean Dorney was recognised for his Outstanding Contribution to the industry.

From May to July the What Price

Would You Pay? campaign, featuring Walkley-winning journalists, was rolled out nationally on billboards and television, in print and online, and social media. Our call to action was for Australians to "Stand up for quality journalism and subscribe, support or become a member of one (or many) of Australia's media organisations today". The broad support for this project was heartening and speaks to how Australians value quality journalism.

In April, 11 projects were announced as beneficiaries of the inaugural Walkley Grants for Freelance Journalism from a field of 117 applicants. The initial pool of \$50,000 from the Walkley Public Fund for Journalism was boosted by an additional \$25,000 contribution from the Judith Neilson Institute for Journalism and Ideas. The public interest journalism produced by the grantees will be published later in the year. Ben Bohane was announced as the inaugural winner of the \$10,000 Sean Dorney Grant to encourage reporting on the Pacific islands region. Throughout 2019 we've also facilitated free digital skills training for journalists around Australia with support from Google News Initiative.

Building on nine years of success with the Jacoby-Walkley Scholarship with Nine, the Foundation launched new opportunities for emerging and early career journalists. The Media

Super Scholarship with Seven is for a journalist aged 28 or younger. The William Buckland Foundation Scholarship with *The Age* is focused on journalists from regional Victoria. And the Walkley Young Indigenous Scholarship with Junkee Media and Ten, supported by BHP, will open for applications in October.

In 2019 the Walkley Foundation also administered a new award in partnership with Media Diversity Australia to highlight great reporting on cultural and linguistic diversity. The response exceeded expectations with 72 entries, with the team from ABC's *You Can't Ask That* the winner.

The Foundation also fosters the next generation of journalists through the Young Australian Journalist of the Year Awards, with winners matched with senior industry mentors to further develop their careers. Oliver Gordon from ABC Alice Springs was named 2019 Young Australian Journalist of the Year.

The Walkley Digital Archive project continues to make progress, with a completed pilot website the first step on a journey to collate and present 60 years of Walkley-winning stories. The archive will serve as a record of the quality, groundbreaking reporting that has shaped the country we are today, and we hope it will be used to inform research and reporting techniques and to entertain and teach future generations.



The Equity Foundation is the professional development arm of MEAA Equity. 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, and other events specific to the educational needs of professional performers across Australia and New Zealand.

In 2018-19, the Foundation provided two scholarships to attend the Atlantic School in New York for the spring/summer semester, one each for an Australian and New Zealand performer. All scholarships

come with a cash component to assist with travel and living costs for the six-week period. This year's winner of the Australian Scholarship was Andrea Solonge. Andrea was also a participant in our Screen Diversity Showcase in 2017. The NZ winner was Arlo Green.

This year's winner of the Student Internship program was Madeline Exarhos who spent the week on the set of *Home and Away*. This paid internship was supported by Media Super.

Our annual awards program includes the Equity Ensemble Awards to honour the outstanding small screen ensemble cast in drama, comedy and miniseries. This year's winners were SBS comedy *Homecoming Queens*, ABC drama *Mystery Road* and ABC miniseries *Riot*.

The winners of the Equity Lifetime Achievement Award, presented by Foxtel, were Terry Norris and Julia Blake. Their performing lives were celebrated at an event at the Arts Centre, Melbourne, in November.

The Equity Self Test Studios in Auckland, Melbourne and Sydney have been a huge success. As a free venue to professionally record their auditions, this is a service that Equity members greatly value. Funding has been received for Brisbane and Perth and we are currently negotiating space for both.

Storyville, the Foundation's community service program, is now in its third year. Performers volunteer their time to read to children in low socio-economic schools and where children come from homes where English is a second language. We currently read to approximately 2000 children each week.

This year the Foundation received funding to conduct intensive training in Intimacy Direction. World expert Ita O'Brien travelled from London to QLD, NSW, SA, VIC, WA and NZ to deliver a series of seminars, workshops and intensives. About 1000 industry professionals attended one or more of these events.



MEDIA, ENTERTAINMENT & ARTS ALLIANCE  
AND ITS CONTROLLED ENTITIES

ABN 84 054 775 598

CONSOLIDATED FINANCIAL STATEMENTS  
YEAR ENDED 30 JUNE 2019





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ELECTED OFFICERS' REPORT 30 JUNE 2019

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 30 June 2019.

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 fifth edition Reporting Guidelines issued on 4 May 2018. 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 \$100,077 or about 1% on the previous year, to \$8,080,271. This has contributed to an operating surplus for 2018-19.

Significant resources are always directed to recruitment campaigns. Membership growth in ECS and Equity has been encouraging over the past twelve months, and continuing that growth will be a focus this year. Membership in Media has stabilised somewhat, but still declined as a result of continuing industry instability.

Staff remained the major cost for MEAA. At the end of the financial year MEAA itself employed 67 staff either full-time or part-time. There was a significant restructure and relocation of our membership service centre was completed in August 2018.

The mortgage over MEAA properties decreased during the year to \$872,733 underpinned by properties in Sydney, Melbourne and Adelaide with a book value of about \$4.3 million and a commercial valuation of about \$10.2 million.

Our net assets are now about \$8.6 million with a turnover of about \$14.1 million. Our working capital (the difference between current assets and current liabilities) is about \$5.2 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**

When fees are paid to MEAA employees for sitting on boards or committees, they are remitted to the union. MEAA nominates two board members and one alternate board member to Media Super, a superannuation fund. Our two board members are Shauna Black, an elected officer of the union, and Gerard Noonan. Neither are employed by MEAA. Paul Murphy is an alternate board member. As an employee of the union, his fees are remitted to MEAA.

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.

**Officers & 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

\$74,000 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	Subcategory	June 30 2019 TOTAL FINANCIAL Members
Media	Full	4,822
	Students	211
	Section total	5,033
Equity	Full	4,404
	Extras	339
	Students	587
	Section total	5,330
Entertainment, Crew & Sport	Section total	3,302
Musicians	General	361
	SOMA	545
	Section total	906
Total		14,571



Number of employees and salary scales  
Salary scales of all MEAA staff fell into the following bands:

	Number Employed	
	2018-2019	2017-2018
Under \$20,000	0	1
\$20,000-\$30,000	6	1
\$30,000-\$40,000	5	2
\$40,000-\$50,000	4	3
\$50,000-\$60,000	2	1
\$60,000-\$70,000	3	8
\$70,000-\$80,000	10	14
\$80,000-\$90,000	7	4
\$90,000-\$100,000	7	7
\$100,000-\$110,000	5	6
\$110,000-\$120,000	6	12
\$120,000-\$130,000	6	0
\$130,000-\$140,000	1	3
Over \$140,000	5	4
Total	67	66

Elected employed officers  
There are no elected employed officers.

Names of Board members and period positions held during the financial year  
The Board came into effect on 31 October 2014, when the rule change was accepted by the General Manager – Fair Work Commission.

Names of Board members and period positions held from 7 August 2017 to the date of this report, following the Australian Electoral Commission's Returning officers report relating to election E2017/107

Simon Collins	Federal President
Marcus Strom	Federal President (Media)
Chloe Dallimore	Federal President (Actors Equity)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Michael Janda	Federal Vice-President
Karen Percy	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 30 June 2019 were:

Name	Attended	Eligible
Board Members election E2017-107		
Simon Collins	7	7
Marcus Strom	7	7
Chloe Dallimore	3	7
David Turnbull	7	7
Cameron Brook	6	7
Michael Janda	6	7
Karen Percy	2	7
Abbe Holmes	7	7
Jonathan Mill	6	7
Sue Marriott	7	7
Pearl Tan	3	7
Ben Butler	6	7
Jason Klarwein	3	7
Martin Saxon	6	7
Shauna Black	6	7

MEAA is now conducting board meetings at more flexible times to enable greater participation by all board members.

For MEAA Board: Simon Collins

Title of Office held: Federal President  
Dated 11 November 2019

Expenditure report  
The Board of the Media, Entertainment & Arts Alliance (MEAA) presents the expenditure report as required under subsection 255(2A) of the *Fair Work (Registered Organisations) Act 2009* on MEAA for the year ended 30 June 2019.

Categories of expenditures	2019 \$	2018 \$
Remuneration and other employment-related costs and expenses – employees	7,780,506	8,438,948
Advertising	1,351	1,462
Operating costs	4,691,223	4,479,829
Donations to political parties	2,500	-
Legal fees	171,247	80,608

For MEAA Board: Simon Collins

Title of Office held: Federal President  
Dated 11 November 2019



COMMITTEE OF MANAGEMENT STATEMENT 30 JUNE 2019

On 11 November 2019 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 30 June 2019:

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 11 November 2019



Consolidated Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2019

	Note	2019 \$	2018 \$
Revenue			
Revenue from ordinary activities	2	14,105,988	12,738,604
Expenditure			
Depreciation and amortisation	3	(254,786)	(307,265)
Finance costs	3	(66,969)	(58,567)
Employee costs	3	(7,780,506)	(8,438,948)
Site costs		(585,859)	(679,442)
Affiliation fees	3	(357,519)	(351,704)
Printing and postage		(91,741)	(125,415)
Telephone		(104,982)	(102,022)
Magazines		(192,494)	(321,195)
Repairs and maintenance		(330,905)	(333,002)
Travel		(149,249)	(204,961)
Events		(1,507,652)	(1,258,024)
Net losses from sale/disposal of assets	3	(61,271)	-
Other expenses from ordinary activities		(1,162,894)	(820,302)
Total direct costs		(12,646,827)	(13,000,847)
Profit/(Loss) before income tax		1,459,161	(262,243)
Income tax expense		-	-
Profit/(Loss) after income tax attributable to the members of Media, Entertainment & Arts Alliance		1,459,161	(262,243)
Other comprehensive income for the year (net of tax)		-	-
Total comprehensive income for the year attributable to the members of Media, Entertainment & Arts Alliance		1,459,161	(262,243)

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 Financial Position as at 30 June 2019

	Note	2019 \$	2018 \$
ASSETS			
Current assets			
Cash on hand and at bank	5	6,612,447	6,168,710
Cash held in trust	5	7,753,644	5,668,308
Term deposits	5	497,372	337,372
Trade and other receivables	6	3,149,070	633,747
Other current assets	7	304,889	576,134
Total current assets		18,317,422	13,384,271
Non-current assets			
Financial assets	8	21,714	21,714
Property, equipment and vehicles	9	4,252,276	4,362,337
Intangible assets	10	22,103	42,457
Total non-current assets		4,296,093	4,426,508
TOTAL ASSETS		22,613,515	17,810,779
LIABILITIES			
Current liabilities			
Trade and other payables	11	10,989,157	7,042,010
Short-term borrowings	12	68,796	64,800
Short-term provisions	13	1,212,363	1,228,184
Other current liabilities	14	846,303	1,278,552
Total current liabilities		13,116,619	9,613,546
Non-current liabilities			
Long-term provisions	13	52,200	65,890
Long-term borrowings	12	803,937	874,976
Total non-current liabilities		856,137	940,866
TOTAL LIABILITIES		13,972,756	10,554,412
NET ASSETS		8,640,759	7,256,367
EQUITY			
Reserves		3,671,021	3,314,485
Retained earnings		4,969,738	3,941,882
TOTAL EQUITY		8,640,759	7,256,367

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 30 June 2019

2019	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Campaign Reserve \$	Women in Media Reserve \$	Special Projects Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2018	1,000,000	1,392,899	352,444	177,922	316,453	74,769	-	3,941,880	7,256,367
Net Profit attributable to members of the entity	-	-	-	-	-	-	-	1,459,161	1,459,161
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	1,459,161	1,459,161
Transfers to and from reserves									
SOMA Reserve	-	-	-	51,303	-	-	-	(51,303)	-
Special Projects Reserve	-	-	-	-	-	-	380,000	(380,000)	-
Adjustments to reserves									
Women in Media Reserve	-	-	-	-	-	(74,769)	-	-	(74,769)
Balance at 30 June 2019	1,000,000	1,392,899	352,444	229,225	316,453	-	380,000	4,969,738	8,640,759
Supported by separate bank account	1,001,318	818,034	283,677	-	-	-	-	-	-

Consolidated Statement of Changes in Equity for the year ended 30 June 2018

2018	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Walkley Foundation Reserve \$	Campaign Reserve \$	Women In Media Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2017	1,000,000	1,392,899	352,444	177,922	372,203	316,453	52,369	3,854,320	7,518,610
Net Loss/Profit attributable to members of the entity	-	-	-	-	-	-	-	(262,243)	(262,243)
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	(262,243)	(262,243)
Transfers to and from reserves									
Walkley Reserve	-	-	-	-	(372,203)	-	-	372,203	-
Women In Media Reserve	-	-	-	-	-	-	22,400	(22,400)	-
Balance at 30 June 2018	1,000,000	1,392,899	352,444	177,922	-	316,453	74,769	3,941,880	7,256,367
Supported by separate bank account	1,005,881	816,949	179,250	-	-	-	52,451	-	-

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 30 June 2019

		Note	2019 \$	2018 \$
Cash flows from operating activities:	Receipts from members and sponsors (inclusive of GST)		12,473,445	13,794,473
	Payments to suppliers and employees (inclusive of GST)		(9,715,890)	(13,648,848)
	Interest received		251,170	251,170
	Finance costs		(66,969)	(58,567)
Net cash provided by operating activities		15	2,941,756	338,228
Cash flows from investing activities:	Acquisition of property, equipment and vehicles	9	(185,640)	(112,157)
	Acquisition of intangibles	10	-	(39,561)
	Amounts paid for term deposits		(160,000)	(7,908)
Net cash used in investing activities			(345,640)	(159,626)
Cash flows from financing activities:	Repayment of borrowings		(67,043)	(70,547)
Net cash used in financing activities			(67,043)	(70,547)
Net increase in cash held			2,529,073	108,055
Cash and cash equivalents at beginning of year			11,837,018	11,728,963
Cash and cash equivalents at end of financial year		5	14,366,091	11,837,018

The above Consolidated Statement of Cash Flows should be read in conjunction with the accompanying notes.



Notes to the Financial Report for the year ended 30 June 2019

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.

Accounting standards and interpretations issued but not yet effective

All new standards, amendments to standards or interpretations that were effective for the first time for annual periods commencing after 1 January 2018 have been applied in preparing these financial statements. None of these, including the initial application of AASB 9 Financial Instruments, had a significant impact on the financial statements of MEAA.

A number of new standards, amendments to standards and interpretations are effective for annual periods beginning after 1 January 2019, and have not been applied in preparing these financial statements. The new standards, amendments to standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods that are expected to have a future financial impact on MEAA include:

*AASB 1058 Income of Not-for-Profit Entities*  
AASB 1058 provides a more comprehensive model for accounting for income of not-for-profit entities for the recognition of income. Under AASB 1058, the timing of income recognition will depend on whether a transaction gives rise to a performance obligation, liability or contribution by owners. It replaces existing requirements in AASB 1004 Contributions. AASB 1058 is effective for annual reporting periods beginning on or after 1 January 2019, with early adoption permitted for entities that have also adopted AASB 15. MEAA is assessing the potential impact on its financial report resulting from the application of AASB 1058.

*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 1 January 2019. 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. MEAA is assessing the potential impact on its financial report resulting from the application of AASB 15.

*AASB 16 ‘Leases’*  
This standard is applicable to annual reporting periods beginning on or after 1 January 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. MEAA is assessing the potential impact on its financial report resulting from the application of AASB 16.

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 less, where applicable, any accumulated depreciation and impairment losses.

Land and buildings

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

For impairment purposes, 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.

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.



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

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 expensed.

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. 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 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, equipment and vehicles in Note 9 of this financial report.

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.



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

**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. Assets and liabilities measured at fair value are disclosed in Note 19.  
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 30 June 2019.

NOTE 2: REVENUE

Operating activities	2019 \$	2018 \$
Subscriptions and fees	8,080,271	7,980,194
Grants, sponsorships and events income	3,937,780	2,825,826
Interest from financial institutions	203,287	251,170
Rental income	277,150	214,307
Levies	784,478	784,243
Sundry income	823,022	682,664
Grants and/or donations	-	200
Revenue from recovery of wages activity	-	-
<b>Total revenue</b>	<b>14,105,988</b>	<b>12,738,604</b>

MEAA was not in receipt of any financial support from another reporting unit of the organisation during the year (2018: \$Nil).

(a) **Levies**  
The levies disclosed in total above were in respect to monies collected from membership fees:

	2019 \$	2018 \$
Debt reduction levy	313,778	313,684
Campaign levy	470,700	470,559
<b>Total levies</b>	<b>784,478</b>	<b>784,243</b>

NOTE 3: LOSS/PROFIT BEFORE INCOME TAX

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

	2019 \$	2018 \$
Finance costs – financial institutions	66,969	58,567
Legal fees (other legal costs)	50,349	80,608
Legal fees (litigation)	120,898	-
Donations paid – \$1,000 or less	60	1,361
Donations paid – above \$1,000	2,500	-
Grants paid – \$1,000 or less	-	-
Grants paid – above \$1,000	-	-
Honoraria	18,264	12,300
Audit fees	32,000	36,000
Other services provided by auditors (Equity Trust quarterly residuals audit, FBT review and financial statement preparation)	20,000	25,675
Consideration to employers for payroll deductions	2,094	2,947
Capitation fees	-	-
Compulsory levies	12,217	11,794
Fees/allowances – meetings and conferences	-	-
Conference and meeting expenses	151,100	249,518
Advertising fees	1,351	1,462
Penalties – via RO Act or RO Regulations	-	-
Rental expense on operating leases	65,210	161,575

Depreciation and amortisation

	2019 \$	2018 \$
Depreciation of property, equipment and vehicles	234,432	272,570
Amortisation of intangibles	20,354	34,695
<b>Total depreciation and amortisation</b>	<b>254,786</b>	<b>307,265</b>

Net losses from sale/disposal of assets

	2019 \$	2018 \$
Property, equipment and vehicles	61,271	-
Intangibles	-	-
<b>Total net losses from sale/disposal of assets</b>	<b>61,271</b>	<b>-</b>

Employee benefits – office holders

	2019 \$	2018 \$
Salaries	-	-
Annual leave	-	-
Long service leave	-	-
Separation and redundancies	-	-
Superannuation	-	-
Other employee costs	-	-
<b>Total employee benefits to office holders</b>	<b>-</b>	<b>-</b>

Employee benefits – staff other than office holders

	2019 \$	2018 \$
Salaries	5,771,010	6,227,038
Annual leave	566,651	502,989
Long service leave	28,368	11,451
Separation and redundancies	255,510	634,801
Superannuation	738,475	753,274
Other employee costs	420,492	309,395
<b>Total employee benefits to staff other than office holders</b>	<b>7,780,506</b>	<b>8,438,948</b>

(a) **Levies**  
The levies disclosed in total above were in respect of the following funds:

	2019 \$	2018 \$
ACT Journalist Benevolent Fund	3,120	2,998
SA Journalist Benevolent Bund	1,128	1,280
WA Journalist Benevolent Fund	7,969	6,971
WA Entertainment, Crew & Sport Benevolent Fund	-	545
<b>Total Levies</b>	<b>12,217</b>	<b>11,794</b>



NOTE 3: LOSS/PROFIT BEFORE INCOME TAX (cont.)

(b) Affiliation fees  
The affiliation fees disclosed in total above were in respect of the following entities:

Affiliation	Which Members	2019 \$	2018 \$
National			
ACTU	All sections (except Media)	56,910	56,732
NZ Council of Trade Unions <sup>1</sup>		-	5,825
State and Territories			
Unions NSW	All sections in NSW (except Media and SOMA)	17,227	13,232
South Coast Labour Council		524	513
Victorian Trades Hall Council	All sections in Victoria (except Media and SOMA)	28,573	27,690
Gippsland Trades & Labour Council		154	155
Ballarat Trades Hall		428	214
Queensland Council of Unions	All sections in QLD (except Media)	6,720	5,957
South Australia United Trades and Labour Council	All sections in SA (except Media and SOMA)	1,951	1,846
Western Australia Trades and Labour Council	All sections in WA (except Media and SOMA)	2,821	3,119
Unions ACT		2,295	2,475
Unions Tasmania		1,442	1,402
Trade union centres – other			
APHEDA		1,311	1,272
Australian Labor Party			
Australian Labor Party (NSW)	All sections in NSW (except Media and SOMA)	17,254	17,776
Australian Labor Party (SA)	All sections in SA (except Media and SOMA)	1,852	1,762
International			
International Federation of Actors	Equity	25,625	28,427
International Federation of Journalists	Media	37,251	36,516
International Federation of Musicians	SOMA and freelance musicians	5,543	5,255
International Freedom of Expression Exchange (IFEX)		2,954	2,841
Union Network International – MEI	Entertainment, Crew and Sport	13,375	12,917
Professional and Policy			
Australian Copyright Council		3,841	2,545
Australian Press Council		113,453	111,264
Chamber of Arts and Culture WA		700	700
Night Time Industries Association		2,500	-
Membership Services			
Professionals Australia – Member Advantage Program		12,815	11,269
Total		357,519	351,704

<sup>1</sup> Affiliation fees were paid on behalf of Equity NZ

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

(b) Key management personnel compensation

	2019 \$	2018 \$
Salary	192,118	187,852
Superannuation	20,172	19,724
Total	212,290	207,576

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

Simon Collins	Federal President
Marcus Strom	Federal President (Media)
David Turnbull	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Actors Equity)
Karen Percy	Federal Vice-President (Media)
Michael Janda	Federal Vice-President (Media)
Abbe Holmes	Federal Vice-President (Actors Equity)
Jonathan Mill	Federal Vice-President (Actors Equity)
Sue Marriott	Federal Vice-President (ECS)
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

The MEAA Board have elected not to receive an honorarium for the 2018/2019 financial year. Total honoraria for the MEAA Board in the year to 30 June 2019 was \$Nil (2018: \$Nil). Total honoraria for SOMA Executive were \$18,264 (2018: \$12,300).

**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

	2019 \$	2018 \$
Cash on hand	2,125	662
Cash at bank	6,011,405	5,359,765
Term deposits (Money held in trust note 21)	3,300,000	3,300,000
Term deposits (MEAA)	598,917	808,283
Cash held in trust (note 21)	4,453,644	2,368,308
Cash per Cash Flow Statement	14,366,091	11,837,018
Other term deposits	497,372	337,372
Total cash and cash equivalents	14,863,463	12,174,390

NOTE 6: TRADE AND OTHER RECEIVABLES

	2019 \$	2018 \$
Current		
Membership debtors	46,538	50,440
Provision for doubtful debts	-	-
Other receivables	3,102,532	583,307
Total trade and other receivables	3,149,070	633,747

No receivables with another reporting unit were present as at 30 June 2019 (2018: \$Nil).

NOTE 7: OTHER CURRENT ASSETS

	2019 \$	2018 \$
Current		
Prepayments	304,089	574,004
Deposits refundable	800	2,130
Total other assets	304,889	576,134

NOTE 8: FINANCIAL ASSETS

	2019 \$	2018 \$
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	20,677	20,677
Total available for sale financial assets	21,714	21,714

NOTE 9: PROPERTY, EQUIPMENT AND VEHICLES

		2019 \$	2018 \$
Land and buildings			
Sydney	At cost	5,594,689	5,542,149
	Less accumulated depreciation	(2,736,898)	(2,610,686)
		2,857,791	2,931,463
Brisbane	At cost	48,427	139,340
	Less accumulated depreciation	(8,475)	(78,069)
		39,952	61,271
Adelaide	At cost	204,628	204,628
	Less accumulated depreciation	(128,070)	(122,954)
		76,558	81,674
Melbourne	At cost	1,713,750	1,705,916
	Less accumulated depreciation	(525,898)	(483,069)
		1,187,852	1,222,847
Equipment and vehicles			
	At cost	1,747,793	1,687,264
	Less accumulated depreciation	(1,657,670)	(1,622,182)
		90,123	65,082
Total property, equipment and vehicles		4,252,276	4,362,337

- (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	2,931,463	61,271	81,674	1,222,847	65,082	4,362,337
Additions	52,540	48,427	-	7,834	76,839	185,640
Disposals	-	(61,271)	-	-	-	(61,271)
Depreciation expense	(126,212)	(8,475)	(5,116)	(42,829)	(51,798)	(234,430)
Carrying amount at the end of year	2,857,791	39,952	76,558	1,187,852	90,123	4,252,276

- (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 30 January 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 30 June 2019, and as such no impairment is deemed necessary.  
The freehold land and building in Melbourne was independently valued on 28 March 2017 by Jones Lang LaSalle, when the property was valued at \$3,100,000. The valuation was based on capitalisation 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 16 February 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

	2019 \$	2018 \$
Software		
At cost	121,862	121,862
Less accumulated amortisation	(120,771)	(112,286)
	1,091	9,576
Website		
At cost	289,596	289,596
Less accumulated amortisation	(268,584)	(256,715)
	21,012	32,881
Total Intangibles	22,103	42,457

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

2019	Software \$	Website \$	Total \$
Balance at the beginning of year	9,576	32,881	42,457
Additions	-	-	-
Disposals	-	-	-
Amortisation expense	(8,485)	(11,869)	(20,354)
Carrying amount at the end of year	1,091	21,012	22,103

NOTE 11: TRADE AND OTHER PAYABLES

	2019 \$	2018 \$
Current		
Unsecured liabilities	Trade payables	10,472,180
	Goods and Services Tax payable	362,862
	Creditors and accruals	154,115
Total unsecured liabilities	10,989,157	7,042,010

	2019 \$	2018 \$
Litigation	-	-
Other legal matters	22,738	5,681
Consideration to employers for payroll deductions	-	-
Employee benefits to staff	939	461
Total	23,677	6,142

- (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 30 June 2019 (2018: \$Nil).

NOTE 12: BORROWINGS

		2019 \$	2018 \$
Current			
Secured liabilities	Bank loans	68,796	64,800
		68,796	64,800
Non-current			
Secured liabilities	Bank loans	803,937	874,976

- (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:

	2019 \$	2018 \$
Employee provisions – office holders:		
Annual leave	-	-
Long service leave	-	-
Separation and redundancies	-	-
Other provisions	-	-
Subtotal employee provisions – office holders	-	-
Employee provisions – staff:		
Annual leave	603,710	654,941
Long service leave	661,280	639,560
Separation and redundancies	-	-
Other provisions	(427)	(427)
Subtotal employee provisions – staff	1,264,563	1,294,074
Total employee provisions	1,264,563	1,294,074
Current		
	1,212,363	1,228,184
Non-current		
	52,200	65,890
Total employee provisions	1,264,563	1,294,074

No staff held positions as Office Holders from 23 April 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:

	2019 \$	2018 \$
Employee benefits obligation expected to be settled after 12 months	52,200	65,890
Total Employee Provisions		
	1,264,563	1,294,074
Other Provisions		
	-	-
Total Provisions	1,264,563	1,294,074

NOTE 14: OTHER LIABILITIES

	2019 \$	2018 \$
Current		
Deferred membership income	30,277	55,119
Deferred other income	773,243	1,143,636
Media Safety & Solidarity Fund	42,783	79,797
Other current liabilities	-	-
Total other liabilities	846,303	1,278,552

- (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:

	2019 \$	2018 \$
Balance as at 1 July	79,797	84,754
Funds raised during the year	27,789	117,602
Payments made during the year	(64,803)	(122,559)
Balance as at 30 June	42,783	79,797

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

	2019 \$	2018 \$
Net surplus for the year after income tax expense	1,459,161	(262,243)
Adjustments for		
Depreciation and amortisation	254,786	307,265
Net losses from sale/disposal of assets	61,271	
Increase in fair value of available-for-sale financial assets	-	(392)
Expenses in relation to Women in Media Reserve	(74,769)	-
Changes in assets and liabilities		
Increase in trade and other receivables and other assets	(2,244,079)	(227,479)
Increase in trade and other payables and other liabilities	3,514,897	565,538
Decrease in provisions	(29,511)	(44,461)
Net cash provided by operating activities	2,941,756	338,228

There were no cash flows to or from other reporting units and/or controlled entities during the year to 30 June 2019 (2018: \$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) **Campaign Reserve**

The Campaign Reserve has been set up to advance the interests of the members.
- (e) **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.
- (f) **Women in Media Reserve**

The Women in Media Reserve was set up to advance the interests of Women in Media.
- (g) **Special Projects Reserve**

The Special Projects Reserve was set up for contingencies, such as legal costs.

NOTE 17: CAPITAL AND LEASING COMMITMENTS

- (a) **Operating lease commitments – as lessee**

Future minimum rentals payable under non-cancellable operating leases as at 30 June 2019 are as follows:

	2019 \$	2018 \$
Payable minimum lease payments		
not later than 12 months	89,691	77,511
between 12 months and 5 years	195,809	156,084
<b>Total operating lease commitments – as lessee</b>	<b>285,500</b>	<b>233,595</b>
- (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 30 June 2019 are as follows:

	2019 \$	2018 \$
Receivable minimum lease payments		
not later than 12 months	207,120	257,863
between 12 months and 5 years	111,507	296,733
<b>Total operating lease commitments – as lessor</b>	<b>318,627</b>	<b>554,596</b>
- (c) **Capital expenditure commitments**

There are no material capital expenditure commitments as at 30 June 2019 (2018: \$Nil).

NOTE 18: FINANCIAL RISK MANAGEMENT

	Note	2019 \$	2018 \$
<b>Financial assets</b>			
Cash at bank and on hand	5	6,013,530	5,360,427
Cash held in trust	5	4,453,644	2,368,308
Term deposits (MEAA)	5	598,917	808,283
Term deposits (Equity Trust)	5	3,300,000	3,300,000
Term deposits (Walkley Foundation)	5	497,372	337,372
Loans and receivables	6	3,149,070	633,747
Available-for-sale financial assets	8	21,714	21,714
<b>Total financial assets</b>		<b>18,034,247</b>	<b>12,829,851</b>
<b>Financial liabilities at amortised cost:</b>			
Trade and other payables	11	10,472,180	6,314,580
Borrowings	12	872,733	939,776
<b>Total financial liabilities</b>		<b>11,344,913</b>	<b>7,254,356</b>

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 30 June 2019.

- 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 30 June 2019 totals \$21,714 (2018: \$21,714) – 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 have established a policy that these can only be held with AAA-rated entities.

The value of trade and other receivables at 30 June 2019 totals \$3,149,070 (2018: \$633,747), refer to note 6. The value of cash and cash equivalents at 30 June 2019 totals \$14,863,463 (2018: \$12,174,390), 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 30 June 2019 totals \$78,753 (2018: \$239,333). 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.

	2019 \$	2018 \$
Change in surplus:		
Strengthening/weakening in Australian Dollar by 5%	3,750	11,049
Change in equity:		
Strengthening/weakening in Australian Dollar by 5%	3,750	11,049

- 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 30 June 2019 totals \$14,863,463 (2018: \$12,174,390), of which \$4,396,289 is held in term deposits (2018: \$4,445,655). Finally, MEAA also has bank borrowings of \$872,733 (2018: \$939,776).

*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.

	2019 \$	2018 \$
Change in surplus:		
Strengthening/weakening in interest rate by 5%	3,513	46,989
Change in equity:		
Strengthening/weakening in interest rate by 5%	3,513	46,989

- 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	2019 \$	2018 \$
<b>Total facilities:</b>		
Used at the end of the reporting period	872,733	939,776
Unused at the end of the reporting period	-	-
	<b>872,733</b>	<b>939,776</b>

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 1 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 \$
<b>Consolidated – 2019</b>				
Assets				
Ordinary shares available-for-sale	21,714	-	-	21,714
<b>Total assets</b>	<b>21,714</b>	<b>-</b>	<b>-</b>	<b>21,714</b>
<b>Consolidated – 2018</b>				
Assets	-	-	-	-
Ordinary shares available-for-sale	21,714	-	-	21,714
<b>Total assets</b>	<b>21,714</b>	<b>-</b>	<b>-</b>	<b>21,714</b>

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 \$7,753,644 (2018: \$5,668,308). 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, 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.

	2019 \$	No of Performers	2018 \$	No of Performers
Total owed to cast members at 1 July	5,631,258		5,487,585	
Monies received in the year				
Residuals, claims and super received	12,517,663	7,191	7,990,382	7,341
Monies paid in the year				
Residuals, claims and super paid to performers	(9,211,567)	4,312	(7,005,797)	2,956
Payments made on behalf of performers to MEAA:	Residual fees deducted from residuals on behalf of members of which \$357,833 was paid including GST of \$32,530 to MEAA as Member Income (2018: \$277,934 which includes GST of \$25,267)	(358,845)	(288,023)	
	Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (current)	(196,447)	(182,932)	
	Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (non-current)	(5,089)	(9,491)	
	Administration fees deducted from residuals on behalf of non-members of which \$408,264 including GST of \$37,115 to MEAA Equity Trust (2018: \$351,949 including GST of \$31,995)	(411,360)	(355,467)	
Amounts paid to MEAA Equity Trust:	Interest Members Equity – term deposit not paid	(19,981)	(19,212)	
	Interest Members Equity June 2018 paid	19,212	19,212	
	Portion of amounts not able to be distributed within six years transferred to MEAA Equity Foundation for the interests of performers	(230,000)	(5,000)	
Total owed to cast members at 30 June	7,734,844		5,631,257	
The total owed to cast members at 30 June includes distributable amounts that are over six years old	2,024,262		1,866,113	
Interest received on recovered monies				
Interest received on Equity Trust bank accounts, of which \$140,921 (2018: \$127,499) was transferred to the MEAA Equity Trust	140,802		124,943	
Costs of administration (these have been accounted for in MEAA operations)	-		-	

NOTE 22: WALKLEY FOUNDATION

On 15 July 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, President of the Media section of MEAA, two Vice-Presidents of the Media Section of MEAA and up to two further directors.

The directors are MEAA Media President Marcus Strom, Kerry O’Brien, Karen Percy, Michael Janda, Marina Go and Lenore Taylor. Assets, liabilities and reserves of the Walkley Foundation are:

	2019 \$	2018 \$
Current assets		
Cash and cash equivalents	1,720,727	1,290,189
Trade and other receivables	2,878,300	422,086
Term deposits	497,372	337,372
Prepayments	31,030	93,754
Total current assets	5,127,429	2,143,401
Non-current assets		
Property, plant and equipment	71,494	15,117
Total non-current assets	71,494	15,117
Total assets	5,198,923	2,158,518
Current liabilities		
Trade and other payables	2,723,995	216,805
Deferred revenue	581,349	1,015,000
Provisions	166,890	205,460
Total current liabilities	3,472,234	1,437,265
Non-current liabilities		
Provisions	11,840	14,910
Total non-current liabilities	11,840	14,910
Total liabilities	3,484,074	1,452,175
Net assets		
	1,714,849	706,343
Equity		
Retained surplus	1,714,849	706,343
Total equity	1,714,849	706,343

The result for the year to 30 June 2019 in respect of the Walkley Foundation was a surplus of \$1,008,508 (2018: \$80,860).

Foundation Key Management Personnel Compensation

As 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.

	L Graham, Company Secretary + CEO	Total 2019
Salary	172,315	172,315
Superannuation	18,093	18,093
Termination benefits	-	-
Total	190,408	686,123

In addition to the above gross remuneration, Louisa Graham also received an accrued bonus of \$17,187 (2018: \$5,000).

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 11 November 2019 by the MEAA Board.

NOTE 24: RELATED PARTY TRANSACTIONS

In accordance with AASB 124 there are no other related party transactions as at 30 of June 2019 (2018: \$Nil).

NOTE 25: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at 30 June 2019 (2018: \$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 (2018: \$Nil) or as part of a business combination (2018: \$Nil).

NOTE 28: PAYMENTS TO FORMER RELATED PARTIES

MEAA did not make a payment to a former related party of MEAA during the year ended 30 June 2019 (2018: \$Nil).

NOTE 29: ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

MEAA did not have another entity administer the financial affairs of MEAA for the year ended 30 June 2019 (2018: None).

NOTE 30: OTHER INFORMATION

The former General Branch of the union now operates independently from the MEAA. Some services are delivered through an MOU.





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Media, Entertainment & Arts Alliance  
Independent Audit Report to the Members of Media, Entertainment & Arts Alliance

**REPORT ON THE AUDIT OF THE FINANCIAL REPORT**  
For the Financial Year Ended 30 June 2019

**Opinion**

We have audited the financial report of Media, Entertainment & Arts Alliance (the Reporting Unit) and its controlled entities (the Group), which comprises the consolidated statement of financial position as at 30 June 2019, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year ended 30 June 2019, notes to the financial statements, including a summary of significant accounting policies; the Committee of Management Statement and the subsection 255(2A) report.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Media, Entertainment & Arts Alliance and its controlled entities as at 30 June 2019, and its financial performance and its cash flows for the year ended on that date in accordance with:

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

We declare that management’s use of the going concern basis in the preparation of the financial statements of the Reporting Unit is appropriate.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor’s Responsibilities for the Audit of the Financial Report* section of our report. We are 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 our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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



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

**Responsibilities of Committee of Management for the Financial Report**

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

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

**Auditor’s Responsibilities for the Audit of the Financial Report**

Our 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 our 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, we exercise professional judgement and maintain professional scepticism throughout the audit. We 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 our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.



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- Conclude on the appropriateness of the Committee of Management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

We communicate with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We declare that we are an audit firm where at least one member is a registered auditor and are an auditor registered under the RO Act.

Registration number (as registered by the RO Commissioner under the RO Act): AA2017/28.

SDJA

Simon Joyce  
Director  
Dated 11 November 2019  
Sydney, New South Wales



s.268 *Fair Work (Registered Organisations) Act 2009*

**CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER**

Certificate for the period ended 30 June 2019

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 and controlled entities for the year ended 30 June 2019 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 11 November 2019; and
- that the full report was presented to a meeting of the MEAA Board on 19 November 2019 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Federal President: Simon Collins

Dated 19 November 2019



## WHERE TO FIND US

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