



**Together Queensland, Industrial Union of Employees**  
**Financial Disclosure Statement**  
**Year Ending 30 June 2014**

**Section 557P Accounts**

Financial Statements for the Year Ending 30 June 2014 can be found at this link: <http://www.together.org.au/about/public-notices/>

**Section 557Q Remuneration and benefits for highest paid officers**

**Financial Disclosure Statements**

**Period From 1 July 2013 to 30 June 2014**

**SECT 557K Remuneration and benefits for highly paid officials**

	Remuneration	Superannuation	Allowances	Honoraria	Other Benefits	Description of Allowance and Other Benefits
	\$	\$	\$	\$	\$	
A Scott	171,506	30,468	210		20,979	Meeting allowances, fully maintained vehicle, car park
J Bignell	138,072	27,076	10,804		7,135	Car Allowance, meeting allowances, vehicle operating expenses, car park
K Place	124,214	18,381	141		14,935	Meeting allowances, fully maintained vehicle, car park
V Doogan	108,259	25,390	2,810		4,351	Car Allowance, meeting allowances, vehicle operating expenses, car park
K Flanders	81,701	14,417	189		10,349	Meeting allowances, fully maintained vehicle, car park
K Dwyer*	85,424	21,278				
S Parrington*	82,220	20,819			1,955	Vehicle supplied for work purposes only as part of regional organiser duties.
A Finley-Bissett*	100,244	26,476				
P Cattach			351	3850		Meeting Allowances and honoraria
P Devey			181	3600	281.25	Meeting Allowances, honoraria and travelling allowances

\* Staff delegates to Together Council



### Section 557R Financial Registers

The following Registers are published at [www.together.org.au/financial-disclosure/](http://www.together.org.au/financial-disclosure/)

- Sect 557A Register of gifts, hospitality and other benefits given and received
- Sect 557B Register of political spending
- Sect 557C Register of credit card and cab charge account spending
- Sect 557D Register of credit card and cab charge account spending for 2012-13 financial year
- Sect 557E Register of loans, grants and donations

### Section 557S Spending for political purposes

Nature	Amount	GST	Total	Political object
	\$	\$	\$	
Letterboxing	2,800.85	280.09	3,080.94 )	Campaigning - Redcliffe by election To help protect the employment conditions and services provided to the community by hard working public servants.
Printing	1,283.00	128.30	1,411.30 )	
Telephone Polling	602.12	60.21	662.33 )	
Total spend	4,685.97	468.60	5,154.57	



**Section 557T Political party affiliation fees**

Together Queensland, Industrial Union of Employees was not affiliated to any political party during the year.

## Section 557U Financial policies

Name	Brief Description (Purpose)	Date Policy adopted	Date Last Reviewed
<b>Access to and Use of Facilities</b>	This policy sets out the basis on which organizations external to the union may make use of the union's facilities and equipment, and how the interests of union members shall be protected and prioritised.	<b>16 December 2013</b>	<b>25 March 2014</b>
<b>Board Appointments and other Employment</b>	This policy governs the terms under which an employee or full-time elected official of the union may accept an appointment to a board or similar body, employment secondary to their employment with the union or participate in personal income-generating activity secondary to their employment with the union.	<b>16 December 2013</b>	<b>16 January 2014</b>
<b>Complaints – Governance and Financial Management</b>	This policy aims to provide a simple and transparent process for members to seek clarification or complain about the Union's financial management and governance and will include the steps which the organisation will take to collect, analyse and report on such issues.	<b>16 December 2013</b>	<b>16 January 2014</b>
<b>Credit Cards Policy</b>	The purpose of this policy is to establish guidelines for the operation of the Union's credit card facilities taking into account the Service Agreement between the State Union (Together) and the Federal Branch of the Union (ASUCSQ), and to create systems to ensure adequate security and control over purchasing/credit cards issued to authorised personnel.	<b>26 September 2012</b>	<b>16 January 2014</b>
<b>External Audit</b>	Annual external audit is an important feature of the union's financial management practice. This policy sets out the principles, policy and process governing the conduct of the union's external audit, drawing on the union's obligations by law and under the union rules and as good governance practices.	<b>19 February 2013</b>	<b>16 January 2014</b>
<b>Financial Management and Accountability</b>	This policy sets out the overall financial management and accountability practices for Together and provides financial management particulars on matters that are not otherwise captured in a specific policy.	<b>16 December 2013</b>	<b>25 March 2014</b>
<b>Gifts, Hospitality and Benefits</b>	This policy outlines the Union's position on giving and acceptance of gifts, hospitality and other benefits by officers and staff of the Union. The requirements	<b>16 December 2013</b>	<b>25 March 2014</b>

	under this policy aim to protect staff, officers and the Union from real or perceived influence and possible criticism.		
<b>Managing Conflicts of Interest</b>	This policy sets out the principles and processes to underpin the management of real or potential conflicts of interests on part of union officials and staff in order to ensure that the interests of members are given precedence at all times. It also establishes the processes by which the Union's legislative obligations with respect to the disclosure and recording of potential conflicts of interest are met.	<b>19 February 2013</b>	<b>16 January 2014</b>
<b>Mortality Benefit</b>	The rules of Together provide for payment of a mortality benefit on the death of a member. This policy sets out the terms and processes for payment of this benefit.	<b>20 December 2013</b>	
<b>Procurement</b>	'Procurement' refers to the acquisition of goods and services of an estimated value of over \$1000. This policy articulates the guiding principles and provisions that apply when sourcing goods or services for the Union.	<b>26 September 2012</b>	<b>25 March 2014</b>
<b>Purchasing Policy</b>	'Purchasing' refers to the purchase of goods or services of an estimated value of less than \$1000 that forms part of the Union's ordinary budgeted expenditure. This policy articulates the guiding principles and processes that apply to purchasing on the part of the Union and authorizes the relevant staff to do so in the normal course of the Union's business.	<b>26 September 2012</b>	<b>25 March 2014</b>
<b>Travel and Accommodation Policy</b>	This policy sets out guidelines for the provision of travel and accommodation by officers, delegates, members and staff of Together/ ASU. Travel and accommodation is provided to Together/ASU officers, delegates, members and staff is to assist them in carrying out the duties of their role.	<b>26 September 2012</b>	<b>16 January 2014</b>
<b>Use of Computers, Devices, Email and Internet</b>	Access to the internet and email is provided to Union staff to assist them in carrying out the duties of their employment. This policy sets out guidelines for acceptable use of the internet and email network by employees of the Union.	<b>26 September 2012</b>	<b>25 March 2014</b>
<b>Use of Motor Vehicles</b>	Use of the union motor vehicle fleet is provided to Union staff and officers to assist them in carrying out the duties of their employment. This policy sets out guidelines for acceptable use of the union vehicles by staff and officers of the Union.	<b>16 December 2013</b>	
<b>Privacy Policy</b>	Together provides the following information regarding the process of application of the National Privacy Policy	<b>12 March 2014</b>	

**Section 557V Officers' financial management training**

**Staff who have completed Union Financial Management Training in 2013**

<b>Name</b>		<b>Date Completed</b>	<b>Job Title</b>
Jan	Sheppard	Friday, 1 November 2013	Advocate
Jo	Justo	Friday, 1 November 2013	Advocate
Irene	Monro	Friday, 22 November 2013	Trainer
Fekada	Meresne	Tuesday, 3 December 2013	Accountant
Nicole	Hipkin	Tuesday, 3 December 2013	Executive Assistant
Tracey	Mogno	Tuesday, 3 December 2013	Executive Assistant
Paul	Beaton	Tuesday, 3 December 2013	Accountant
Jo	McConnell	Tuesday, 10 December 2013	Director
Margaret	Young	Friday, 13 December 2013	Accountant
Michael	Thomas	Friday, 13 December 2013	Director

**Elected Officers Union Financial Management  
Training completed in 2013**

Name		Date Completed	Elected Position
Barry	Stark	Friday, 1 November 2013	Council Delegate
Elizabeth	Barnes	Friday, 1 November 2013	Council Delegate
Errold	Bryant	Friday, 1 November 2013	Council Delegate
Kerry	Celledoni	Friday, 1 November 2013	Council Delegate
Mandy	Fisher	Friday, 1 November 2013	Council Delegate
Mark	Taylor	Friday, 1 November 2013	Council Delegate
Amanda	Timmers	Sunday, 3 November 2013	Council Delegate
Andrew	Coates	Sunday, 3 November 2013	Council Delegate
Andrew	Ryan	Sunday, 3 November 2013	Council Delegate
Brian	Fuller	Sunday, 3 November 2013	Council Delegate
Bronwen	Hodges	Sunday, 3 November 2013	Council Delegate
Bronwen	Horold	Sunday, 3 November 2013	Council Delegate
Cameron	Brown	Sunday, 3 November 2013	Council Delegate
Carla	Gorton	Sunday, 3 November 2013	Council Delegate
Cathy	Leftwich	Sunday, 3 November 2013	Council Delegate
Christine	Fox	Sunday, 3 November 2013	Council Delegate
Daniel	Sweeney	Sunday, 3 November 2013	Council Delegate
Deborah	Green	Sunday, 3 November 2013	Council Delegate
Debra	Fennell	Sunday, 3 November 2013	Council Delegate
Debra	Young	Sunday, 3 November 2013	Council Delegate
Edward	Hayton	Sunday, 3 November 2013	Council Delegate
Ellen	Weber	Sunday, 3 November 2013	Council Delegate
Eva	Foster	Sunday, 3 November 2013	Council Delegate
Gary	Roberts	Sunday, 3 November 2013	Council Delegate

George	Horold	Sunday, 3 November 2013	Council Delegate
Gregory	Brazier	Sunday, 3 November 2013	Council Delegate
Gregory	Walters	Sunday, 3 November 2013	Council Delegate
Ian	Parker	Sunday, 3 November 2013	Council Delegate
Jamie	Coburn	Sunday, 3 November 2013	Council Delegate
Joanne	O'Shanesy	Sunday, 3 November 2013	Council Delegate
John	Marhin	Sunday, 3 November 2013	Council Delegate
John	Stack	Sunday, 3 November 2013	Council Delegate
Judith	Guley	Sunday, 3 November 2013	Council Delegate
Kim	McDavid	Sunday, 3 November 2013	Council Delegate
Lachlan	Rich	Sunday, 3 November 2013	Council Delegate
Lawrence	Turner	Sunday, 3 November 2013	Council Delegate
Linda	O'Gorman	Sunday, 3 November 2013	Council Delegate
Marie	Edwards-Giller	Sunday, 3 November 2013	Council Delegate
Mark	Weber	Sunday, 3 November 2013	Council Delegate
Martin	A'Bell	Sunday, 3 November 2013	Council Delegate
Maureen	McKirdy	Sunday, 3 November 2013	Council Delegate
Michael	Hart	Sunday, 3 November 2013	Council Delegate
Michelle	Byard	Sunday, 3 November 2013	Council Delegate
Norman	Jacobsen	Sunday, 3 November 2013	Council Delegate
Patricia	Neill	Sunday, 3 November 2013	Council Delegate
Paul	Goulevitch	Sunday, 3 November 2013	Council Delegate
Pauline	Spackman	Sunday, 3 November 2013	Council Delegate
Peter	Cattach	Sunday, 3 November 2013	Council Delegate
Peter	Keys	Sunday, 3 November 2013	Council Delegate
Peter	Yates	Sunday, 3 November 2013	Council Delegate
Raymond	Lihou	Sunday, 3 November 2013	Council Delegate



Robyn	Sharpe	Sunday, 3 November 2013	Council Delegate
Rodney	Harris	Sunday, 3 November 2013	Council Delegate
Ros	Hirst	Sunday, 3 November 2013	Council Delegate
Ross	Butler	Sunday, 3 November 2013	Council Delegate
Rowena	Wichman	Sunday, 3 November 2013	Council Delegate
Sarah	Crundall	Sunday, 3 November 2013	Council Delegate
Shawn	Wondunna-Foley	Sunday, 3 November 2013	Council Delegate
Simon	Cox	Sunday, 3 November 2013	Council Delegate
Stephen	Louwrens	Sunday, 3 November 2013	Council Delegate
Stephen	McGinley	Sunday, 3 November 2013	Council Delegate
Sylvia	Smith	Sunday, 3 November 2013	Council Delegate
Sylvia	Whittaker	Sunday, 3 November 2013	Council Delegate
Trish	Martin	Sunday, 3 November 2013	Council Delegate
Andrea	Hull	Tuesday, 5 November 2013	Council Delegate
Anne-Marie	Bergel	Tuesday, 5 November 2013	Council Delegate
Belinda	Johnson	Tuesday, 5 November 2013	Council Delegate
Brendan	Lynch	Tuesday, 5 November 2013	Council Delegate
Bruce	Mercer	Tuesday, 5 November 2013	Council Delegate
Christina	Nipperess-Sims	Tuesday, 5 November 2013	Council Delegate
Colin	Callaghan	Tuesday, 5 November 2013	Council Delegate
David	McInnes	Tuesday, 5 November 2013	Council Delegate
Dominic	Ginley	Tuesday, 5 November 2013	Council Delegate
Helen	Bannerman	Tuesday, 5 November 2013	Council Delegate
John	Szandurski	Tuesday, 5 November 2013	Council Delegate
John	Treloar	Tuesday, 5 November 2013	Council Delegate
Joseph	Simon	Tuesday, 5 November 2013	Council Delegate
Justin	Desmond	Tuesday, 5 November 2013	Council Delegate

Kate	Burke	Tuesday, 5 November 2013	Council Delegate
Kathleen	Josey	Tuesday, 5 November 2013	Council Delegate
Kelly	Flood	Tuesday, 5 November 2013	Council Delegate
Kevin	McNulty	Tuesday, 5 November 2013	Council Delegate
Kirsteen	Thomson	Tuesday, 5 November 2013	Council Delegate
Manuel	Pereira	Tuesday, 5 November 2013	Council Delegate
Maria	Wingrove	Tuesday, 5 November 2013	Council Delegate
Rachel	Barley	Tuesday, 5 November 2013	Council Delegate
Robyn	Treloar	Tuesday, 5 November 2013	Council Delegate
Ron	Hale	Tuesday, 5 November 2013	Council Delegate
Ron	West	Tuesday, 5 November 2013	Council Delegate
Shanti	Thompson	Tuesday, 5 November 2013	Council Delegate
Simon	Conlon	Tuesday, 5 November 2013	Council Delegate
Simone	Hitchcock	Tuesday, 5 November 2013	Council Delegate
Tahnee	Christensen	Tuesday, 5 November 2013	Council Delegate
Thomas	Flood	Tuesday, 5 November 2013	Council Delegate
Tim	Lowrey	Tuesday, 5 November 2013	Council Delegate
Trevor	Baker	Tuesday, 5 November 2013	Council Delegate
Trevor	Toon	Tuesday, 5 November 2013	Council Delegate
Vivienne	Doogan	Tuesday, 5 November 2013	President
Wayne	May	Tuesday, 5 November 2013	Council Delegate
Wendy	Lawrence	Tuesday, 5 November 2013	Council Delegate
William	Nason	Tuesday, 5 November 2013	Council Delegate
Denis	Auberson	Tuesday, 12 November 2013	Council Delegate
Derek	Willie	Tuesday, 12 November 2013	Council Delegate
Karen	Faulkner	Tuesday, 12 November 2013	Council Delegate
Michele	Bailey	Tuesday, 12 November 2013	Council Delegate

Ryan	Sheedy	Tuesday, 12 November 2013	Council Delegate
Vicki	Larner	Tuesday, 12 November 2013	Council Delegate
Alan	Burt	Sunday, 17 November 2013	Council Delegate
Emma	Tovell	Sunday, 17 November 2013	Council Delegate
Jeanetta	Tolu	Sunday, 17 November 2013	Council Delegate
Madonna	Gentry	Sunday, 17 November 2013	Council Delegate
Perry	Mitchell	Sunday, 17 November 2013	Council Delegate
Peter	Devey	Sunday, 17 November 2013	Council Delegate
Peter	Robertson	Sunday, 17 November 2013	Council Delegate
Robert	Rigg	Sunday, 17 November 2013	Council Delegate
Ross	Uhlmann	Sunday, 17 November 2013	Council Delegate
Stephen	Bonnick	Sunday, 17 November 2013	Council Delegate
Stephen	Hinkler	Sunday, 17 November 2013	Council Delegate
Alexander	Scott	Friday, 22 November 2013	Secretary
Andrew	Grodecki	Friday, 22 November 2013	Council Delegate
Angie	Saville-Balsamo	Friday, 22 November 2013	Council Delegate
Bill	Harvey-Walker	Friday, 22 November 2013	Council Delegate
Damian	Jones	Friday, 22 November 2013	Council Delegate
Kayleen	Dwyer	Friday, 22 November 2013	Council Delegate
Renee	Kempin	Friday, 22 November 2013	Council Delegate
Stephanie	Nguyen	Friday, 22 November 2013	Council Delegate
Suellen	Sellwood	Friday, 22 November 2013	Council Delegate
Vicki	Jordan	Friday, 22 November 2013	Council Delegate
Darren	Roach	Monday, 25 November 2013	Council Delegate
Ian	McCulloch	Monday, 25 November 2013	Council Delegate
James	Gannon	Monday, 25 November 2013	Council Delegate
Ray	Booker	Monday, 25 November 2013	Council Delegate

Sue	Dinning	Monday, 25 November 2013	Council Delegate
Danielle	Wilson	Friday, 29 November 2013	Council Delegate
Kelleigh	Hall	Sunday, 1 December 2013	Council Delegate
Kirsten	Richards	Sunday, 1 December 2013	Council Delegate
Mary	Haire	Sunday, 1 December 2013	Council Delegate
Paul	O'Driscoll	Sunday, 1 December 2013	Council Delegate
Barbara	Melville	Tuesday, 3 December 2013	Council Delegate
Chris	Barrett	Tuesday, 3 December 2013	Council Delegate
Christine	Collyer	Tuesday, 3 December 2013	Council Delegate
Gavin	Neville	Tuesday, 3 December 2013	Council Delegate
Julie	Bignell	Tuesday, 3 December 2013	Branch Secretary
Mark	Starkey	Tuesday, 3 December 2013	Council Delegate
Ross	Hall	Tuesday, 3 December 2013	Council Delegate
Ruth	McFarlane	Tuesday, 3 December 2013	Council Delegate
Barbara	Heath	Tuesday, 10 December 2013	Council Delegate
Christine	Radke	Tuesday, 10 December 2013	Council Delegate
Gordon	Murray	Tuesday, 10 December 2013	Council Delegate
Jim	Davies	Tuesday, 10 December 2013	Council Delegate
Josephine	Peat	Tuesday, 10 December 2013	Council Delegate
Karl	Peeters	Tuesday, 10 December 2013	Council Delegate
Lynn	Rowell	Tuesday, 10 December 2013	Council Delegate
Phillip	Carswell	Tuesday, 10 December 2013	Council Delegate
Sharon	Abbott	Tuesday, 10 December 2013	Council Delegate
Simon	James	Tuesday, 10 December 2013	Council Delegate
Alexander	Donald	Thursday, 12 December 2013	Council Delegate
Helen	West	Thursday, 12 December 2013	Council Delegate
Matthew	Dunford	Thursday, 12 December 2013	Council Delegate
Paul	Ready	Thursday, 12 December 2013	Council Delegate
Peter	Ashby	Thursday, 12 December 2013	Council Delegate
Colin	Liddell	Friday, 13 December 2013	Council Delegate
Geraldine	Mein	Friday, 13 December 2013	Council Delegate
Janette	Papani	Friday, 13 December 2013	Council Delegate
Kevin	Place	Friday, 13 December 2013	Council Delegate
Dolores	Adams	Sunday, 15 December 2013	Council Delegate
Helen	Ryan-Sykes	Sunday, 15 December 2013	Council Delegate
Matthew	Ryan-Sykes	Sunday, 15 December 2013	Council Delegate
Matthew	Weinert	Sunday, 15 December 2013	Council Delegate
Rodney	Miles	Sunday, 15 December 2013	Council Delegate
Adrian	Tantari	Monday, 16 December 2013	Council Delegate
Anthony (Tony)	Collins	Monday, 16 December 2013	Council Delegate

Brad	Zeller	Monday, 16 December 2013	Council Delegate
Damien	Hamwood	Monday, 16 December 2013	Council Delegate
Ian	Miller	Monday, 16 December 2013	Council Delegate
Linda	Robinson	Monday, 16 December 2013	Council Delegate
Robert	Kelly	Monday, 16 December 2013	Council Delegate
Angela	King	Wednesday, 18 December 2013	Council Delegate
Craig	Melchior	Wednesday, 18 December 2013	Council Delegate

**Elected Officers Union Financial Management  
Training completed in 2014**

<b>Name</b>		<b>Date Completed</b>	<b>Elected Position</b>
Leo	Drysdale	Sunday, 30 March 2014	Council Delegate
James	Emerson	Sunday, 30 March 2014	Council Delegate
Adilia	Murabito	Sunday, 30 March 2014	Council Delegate
Lyn	Payne	Sunday, 30 March 2014	Council Delegate
Paul	Prenzler	Sunday, 30 March 2014	Council Delegate
Tracey	Smith	Sunday, 30 March 2014	Council Delegate
Daniel	Stewart	Sunday, 30 March 2014	Council Delegate
Kim	Sunarjana	Sunday, 30 March 2014	Council Delegate
Narelle	Sutherland	Sunday, 30 March 2014	Council Delegate
Philip	Kyson	Tuesday, 6 May 2014	Council Delegate
Arthur	Young	Tuesday, 6 May 2014	Council Delegate
Perry	Faint	Thursday, 15 May 2014	Council Delegate
James	Swan	Friday 30 May 2014	Council Delegate
Elise	Wall	Friday 30 May 2014	Council Delegate
Cristelle	Mulvogue	Friday 30 May 2014	Council Delegate
Darren	Cowen	Saturday, 21 June 2014	Council Delegate
Kathleen	Wacker	Saturday, 21 June 2014	Council Delegate
Lyn	Stephens	Saturday, 21 June 2014	Council Delegate
Margaret	Crowther	Saturday, 21 June 2014	Council Delegate
Zac	Murphy	Tuesday, 24 June 2014	Council Delegate
Allison	Finley-Bissett	Friday, 27 June 2014	Council Delegate
Jon	Morris	Friday, 25 July 2014	Council Delegate
Katherine	Flanders	Monday, 4 August 2014	Assistant Secretary
Ihab	Erian	Tuesday, 26 August 2014	Council Delegate
Peter	Hughes	Friday, 29 August 2014	Council Delegate
Ian	Miller	Friday, 12 September 2014	Council Delegate

**The following Elected Officers have not completed the required training.**

All officers on this list have been contacted a number of times in relation to undergoing this training.

<b>First</b>	<b>Surname</b>	<b>Elected Position</b>
Kay	Alexander	Council Delegate
Peter	Ashby	Council Delegate
Susan	Brassel	Council Delegate
Stephen	Buchanan	Council Delegate
George	Byers	Council Delegate
Anne-Maree	Byrnes	Council Delegate
Chris	Carman	Council Delegate
Pamela	Coles	Council Delegate
Matthew	Collins	Council Delegate
Daniel	Collins	Council Delegate
John	Costello	Council Delegate
Alex	Cutts	Council Delegate
Brian	Dalton	Council Delegate
Sallyanne	Doyle	Council Delegate
Karlene	Evans	Council Delegate
Simon	Gideon	Council Delegate
Kenneth	Hall	Council Delegate
Catherine	Hogarth	Council Delegate
David	Horn	Council Delegate
Jason	Hunt	Council Delegate
Gavin	Janson	Council Delegate
Susan	Johnston	Council Delegate

Christine	Lowrie	Council Delegate
Megan	Miller	Council Delegate
Barry	Millwood	Council Delegate
Catherine	Moller	Council Delegate
Serah-Jane	Morgan	Council Delegate
Suzanne	Price	Council Delegate
Dennis	Richardson	Council Delegate
Adrian	Ryan	Council Delegate
Debra	Scott	Council Delegate
Kerri-Ann	Stedman	Council Delegate
Leaza	Stritzke-Fontana	Council Delegate
Debra	Thomas	Council Delegate
Debra	Weekes	Council Delegate
Marta	Wood	Council Delegate