8.6. The Sponsoring Entity may terminate this Agreement at any time by giving three (3) months written notice to the Sponsored Organisation:

(a) if the Sponsored Organisation is unable to provide the Sponsorship Services;

(b) if a significant benefit of the Sponsorship Services to the Sponsoring Entity is adversely affected by a change in a relevant law or requirement; or

(c) If, the Sponsored Organisation conducts itself in a public way that has, or could, adversely affect the good name and reputation of the Sponsoring Entity if it were to continue its sponsorship under this Agreement.

8.7. Upon termination in accordance with this clause:

(a) antecedent rights and obligations will not be affected;

(b) the Sponsored Organisation must at its own expense seek to remove and immediately cease to deliberately refer to or use the Sponsoring Entity Name and Logo;

(c) in the event of termination by the Sponsoring Entity under this clause Sponsorship Fees for that specific year received by the Sponsored Organisation must be refunded to the Sponsoring Entity on a pro-rated basis;

(d) the fees to be refunded under paragraph (c) are to be repaid within 14 days of termination; and

(e) in the event of termination by Sponsoring Entity under sub-clauses 8.5 or 8.6, the Sponsored Organisation has no further claim against the Sponsoring Entity for the payment to the Sponsored Organisation whether by way of:

(i) further, and unpaid, Sponsorship Fees; or

(ii) compensation for an alleged loss sustained by the Sponsored Organisation.

9. INSURANCE AND INDEMNITIES

Indemnity

9.1. The Sponsored Organisation indemnifies and holds harmless the Indemnified Parties against all Liability arising from, or incidental to:

(a) advertisements, promotional material or signage produced or supplied by or on behalf of the Sponsored Organisation;

(b) a negligent, wilful act or omission by the Sponsored Organisation or any of its employees, agents or contractors;

(c) a breach by the Sponsored Organisation of the provisions of this Agreement (including warranty), a law or other regulatory requirement; and

(d) an injury to, or death of, a natural person and any loss of or damage to, the real or personal property of an Indemnified Party or a third party caused or contributed to by the Sponsored Organisation or its officers, employees, contractors, or agents,

except to the extent that any Liability is caused or contributed to by the act or omission of an Indemnified Party.

9.2. The Sponsored Organisation must effect and maintain, at its own cost, all insurances as would be required by a prudent person responsible for the Sponsorship Services, including insurance against liability for injury to employees, agents, contractors, volunteers, officials, participants, supporters and public and damage to property.

9.3. The Sponsored Organisation must, at the Sponsoring Entity's request, provide the Sponsoring Entity with copies of any insurance policies obtained in accordance with sub-clause 9.2.

9.4. The Sponsored Organisation must observe, perform and comply with all warranties and conditions in all insurance policies that the Sponsored Organisation obtains in accordance with sub-clause 9.2, and ensure that all premiums are paid when due.

10. DISPUTE RESOLUTION

10.1. The Parties agree not to commence legal proceedings (except proceedings seeking interlocutory relief) in respect of a dispute arising under this Agreement unless the procedure provided by this clause has first been followed:

(a) the Party claiming that there is a dispute will send the other Party a written notice setting out the nature and grounds of the dispute;

(b) the Parties will try to resolve the dispute through direct negotiation;

(c) the Parties have ten (10) business days from the date of the notice to reach a resolution or to agree that the dispute be submitted to mediation or some alternative dispute resolution procedures; and if:

(i) there is no resolution of the dispute; or

(ii) there is no agreement on submission of the dispute to mediation or some alternative dispute resolution procedure; or

(iii) there is a submission to mediation or some other form of alternative dispute resolution procedure, but there is no resolution within 14 business days of the submission, or such extended time as the Parties may agree in writing before the expiration of the 14 business days,

then either Party may commence proceedings.

11. NOTICES

11.1. A notice required or authorised to be given by either Party to the other concerning a matter relating to this Agreement will be in writing and be given by being sent by email addressed to the Party at its address hereinafter appearing and the notice will be deemed to be given two (2) business days following the day it was sent by email.

11.2. The service details for the Sponsored Organisation are set out in **Schedule A.**

11.3. The service details for the Sponsoring Entity are set out in **Schedule A.**

11.4. Each party agrees to promptly advise the other party of a change to the service details in respectively sub-clauses 11.2 and 11.3.

12. REPRESENTATIVES

12.1. The Sponsored Organisation may, from time to time, appoint a person as its representative, provided that the Sponsoring Entity is given notice of the appointment.

12.2. The Sponsoring Entity may, from time to time, appoint a person as its representative, provided that the Sponsored Organisation is given notice of the appointment.

13. GENERAL

13.1. This Agreement embodies the entire agreement between the Parties and supersedes a prior agreement or understanding between the Parties and there are no agreements, representations or warranties oral or written between the Parties other than those set forth or provided for in this Agreement.

13.2. The Parties agree that each will execute and deliver to the other any and all documents and do or carry out such acts as may be reasonably required or requested to effect the transactions contemplated by this Agreement.

13.3. Nothing in this Agreement creates a joint venture, partnership, or the relationship of principal and agent, or employee and employer between the Parties.

13.4. Neither Party has the authority to bind the other Party by any representation, declaration or admission, or to make any contract or commitment on behalf of the other Party or to pledge the other Party's credit.

13.5. This Agreement may only be varied or replaced by a written agreement executed by the Parties.

13.6. The rights and obligations of the parties under this Agreement are personal to them and cannot be assigned, charged or otherwise dealt with, and the Parties will not attempt nor purport to do so, without the prior written consent of the other Party (where such consent must not be unreasonably withheld).

13.7. If a clause or part of a clause is in any way unenforceable, invalid or illegal, it is to be read down so as to be enforceable, valid and legal. If this is not possible, the clause (or where possible, the offending part) is to be severed from this Agreement without affecting the enforceability, validity or legality of the remaining clauses (or parts of those clauses) which will continue in full force and effect.

13.8. This agreement may be executed in counterpart and will take effect, according to its terms, from the time of the last Party executing it unless otherwise provided by this Agreement.

13.9. This execution of this Agreement may be evidenced by a PDF version.

13.10. This Agreement will be governed by and construed in accordance with the laws of the State provided for in **Schedule A**.

EXECUTED for, and on behalf, of the Windsor Management Insurance Brokers Pty Ltd in accordance with section 127 of the *Corporations Act 2001*:

Signature of witness	Signature of authorised representative
NICOLINA HANNE	STEVEN TSALIKIDIS
Name of Witness	Name and Title of Representative
Date: 1/07/2024	Date: 1/07/2024

EXECUTED for, and on behalf of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (Cth):

Signature of witness	Signature of ~~Secretary~~ CFO
Adrian Saug	HEMAL PATEL
Name of Witness	Name of ~~Secretary~~ CFO
Date:	Date:

Schedule A

Term	Details
Account	BSB: 064001 A/C: 00090130
Commencement Date	1 July 2024
Sponsoring Entity Name and Logo	Windsor Management Insurance Brokers Pty Ltd 
Sponsored Organisation's Details	Name: Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland in respect of its State Construction and General Division ABN: 12 898 529 251 Address for Service: 61 Campbell Street Bowen Hills in the State of Queensland Attention: State Secretary
Sponsored Organisation Name and Logo	Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division CFMEU
Sponsoring Entity Service Details	Steve Tsalikidis, Director: stsalikidis@wmib.com.au Lina Hanne, Marketing: lhanne@wmib.com.au
Sponsorship Services	The following services can be utilised by Windsor Management Insurance Brokers or any of its related entities: • Advertisements and advertorials in each edition of the Construction Worker magazine (two editions per year); • Training and Education – the opportunity for the Sponsoring Entity to provide to the Sponsored Organisation's organisers and appropriate office staff on a regular basis; • Update Sponsored Organisation's Executive Officers – the opportunity for the Sponsoring Entity to update the Officers at least six-monthly, or more frequently if required; • Individual site promotions – the opportunity to promote the Sponsoring Entity at up to six meetings per year; • Two Sponsored Organisation's communications (to be agreed) to delegates – the Sponsoring Entity Inserts in mailouts; • Bi-Monthly delegates meetings – contribution to and distribution of the Sponsoring Entity materials;

	• May Day celebrations – the Sponsoring Entity participation at May Day celebrations including distribution of the Sponsoring Entity's promotional material and merchandise; • Web site link and web program – development of an effective link and program between the Sponsoring Entity and the Sponsored Organisation; • One of the sponsors for the Apprentice Award Night which attracts nearly 600 people and has representatives from all areas of the construction industry; • Numerous sub branch meetings across Queensland and Northern Territory – contribution to and distribution of the Sponsoring Entity's materials; • One of the major sponsors for the Delegates Convention, which is a major event for the Sponsored Organisation; • One of the major sponsors to the national conferences of National Construction and General Division and National CFMEU; Major conference for the National CFMEU held yearly; and • Sponsorship of indigenous activities associated with the CFMEU Indigenous Training program in Queensland and the Northern Territory.
Sponsorship Fee	2024/25: $220,000 + GST 2025/26: $220,000 + GST 2026/27: $220,000 + GST Invoiced quarterly
Term	Financial years 2024/25, 2025/26 and 2026/27
Territory	Queensland and Northern Territory

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Windsor Management Insurance Brokers P/L
Level 1, 151 Rathdowne Street
Carlton VIC 3053
ABN: 93 707 887 544
Email: rren@wmib.com.au

Purchases [Supplier Detail]

July 2022 To June 2023

Date	Supplier Inv. Nc	Item/Acct	Description	Amount	Amt + Tax	Tax	Status
CFMEU Qld State Construction & General Division			***None**				
13/07/2022	INV00482	6-0130	Advertising and Promotions Package - July to September 2022	$55,000.00	$60,500.00	GST	Closed
1/09/2022	INV00507	6-1951	Major Projects Queen's Wharf & Euro Precast - April to June 2022	$68,069.09	$74,876.00	GST	Closed
4/10/2022	INV00517	6-0130	Advertising and Promotions Package - October to December 2022	$55,000.00	$60,500.00	GST	Closed
1/12/2022	INV00546	6-1951	Major Projects Queen's Wharf & Euro Precast - July to September 2022	$74,054.55	$81,460.00	GST	Closed
9/01/2023	INV00554	6-0130	Advertising and Promotions Package - Jan to Mar 2023	$55,000.00	$60,500.00	GST	Closed
7/03/2023	INV00574	6-1951	Major Projects Queen's Wharf & Euro Precast - October to December 2022	$74,614.55	$82,076.00	GST	Closed
3/04/2023	INV00586	6-0130	Advertising and Promotions Package - April to June 2023	$55,000.00	$60,500.00	GST	Closed
1/06/2023	INV00616	6-1951	Major Projects Queen's Wharf & Euro Precast - January to March 2023	$70,596.36	$77,656.00	GST	Closed
			CFMEU Qld State Construction & General Division Total:	$507,334.55	$558,068.00		
			Grand Total:	$507,334.55	$558,068.00		

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Purchases [Supplier Detail]

July 2023 To June 2024

Date	Supplier Inv. No	Item/Acct	Description	Amount	Amt + Tax	Tax	Status
CFMEU Qld State Construction & General Division			***None**				
3/07/2023	INV00625	6-0130	Advertising and Promotions Package - July to September 2023	$55,000.00	$60,500.00	GST	Closed
19/09/2023	INV00643	6-1951	Major Projects Queen's Wharf & Euro Precast - April to June 2023	$66,258.18	$72,884.00	GST	Closed
3/10/2023	INV00651	6-0130	Advertising and Promotions Package - October to December 2023	$55,000.00	$60,500.00	GST	Closed
11/12/2023	INV00685	6-1951	Major Projects Queen's Wharf & Euro Precast - July to September 2023	$57,785.45	$63,564.00	GST	Closed
8/01/2024	INV00690	6-0130	Advertising and Promotions Package - January to March 2024	$55,000.00	$60,500.00	GST	Closed
1/03/2024	INV00719	6-1951	Major Projects Queen's Wharf & Euro Precast - October to December 2023	$51,432.73	$56,576.00	GST	Closed
2/04/2024	INV00730	6-0130	Advertising and Promotions Package - April to June 2024	$55,000.00	$60,500.00	GST	Closed
3/06/2024	INV00760	6-1951	Major Projects Queen's Wharf & Euro Precast - January to March 2024	$52,098.18	$57,308.00	GST	Closed
			CFMEU Qld State Construction & General Division Total:	$447,574.54	$492,332.00		
			Grand Total:	$447,574.54	$492,332.00		

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Windsor Management Insurance Brokers P/L
Level 1, 151 Rathdowne Street
Carlton VIC 3053
ABN: 93 707 887 544
Email: rren@wmib.com.au

Purchases [Supplier Detail]

July 2024 To June 2025

Date	Supplier Inv. Nc	Item/Acct	Description	Amount	Amt + Tax	Tax	Status
CFMEU Qld State Construction & General Division			***None**				
1/07/2024	INV00774	6-0130	Advertising and Promotions Package - July to September 2024	$55,000.00	$60,500.00	GST	Closed
15/07/2024	INV00781	6-0130	CFMEU Biennial Delegates Convention Sponsorship - 31 Jul 2024 to 2 Aug 2024	$15,000.00	$16,500.00	GST	Closed
2/09/2024	INV00801	6-1951	Major Projects Queen's Wharf - April to June 2024	$55,538.18	$61,092.00	GST	Closed
1/10/2024	INV00805	6-0130	Advertising - Oct to Dec 2024	$55,000.00	$60,500.00	GST	Closed
2/12/2024	INV00835	6-1951	Major Projects Queen's Wharf - Jul to Sep 2024	$51,109.09	$56,220.00	GST	Closed
6/01/2025	INV00840	6-0130	Advertising and Promotions Package - Jan to Mar 2025	$55,000.00	$60,500.00	GST	Closed
3/03/2025	INV00852	6-1951	Major Projects Queen's Wharf - Oct - Dec 2024	$32,476.36	$35,724.00	GST	Closed
1/04/2025	INV00859	6-0130	Advertising and Promotions Package - Apr to Jun 2025	$55,000.00	$60,500.00	GST	Closed
4/06/2025	INV00882	6-1951	Major Projects Queen's Wharf - Jan to Mar 2025	$24,120.00	$26,532.00	GST	Closed
			CFMEU Qld State Construction & General Division Total:	$398,243.63	$438,068.00		
			Grand Total:	$398,243.63	$438,068.00		

DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Construction, Forestry, Maritime, Mining and Energy Union
(AG2023/4359)

MULTIPLEX AUSTRALASIA PTY LTD AND CFMEU UNION COLLECTIVE AGREEMENT 2023–2027

Building, metal and civil construction industries

COMMISSIONER JOHNS SYDNEY, 29 NOVEMBER 2023

Application for approval of the Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2023-2027

[1] An application has been made for approval of an enterprise agreement known as the *Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2023-2027* (**the Agreement**). The application was made pursuant to s.185 of the *Fair Work Act 2009* (**the Act**). It has been made by the Construction, Forestry, Maritime, Mining and Energy Union. The Agreement is a single enterprise agreement.

[2] I am satisfied that each of the requirements of ss.186, 187 and 188 as are relevant to this application for approval have been met.

[3] The Construction, Forestry, Maritime, Mining and Energy Union being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it. In accordance with s.201(2) I note that the Agreement covers the organisation.

[4] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 6 December 2023. The nominal expiry date of the Agreement is 2 July 2027.



COMMISSIONER

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CFMEU

QLD/NT

Multiplex Australasia Pty Ltd

and CFMEU Union Collective Agreement

2023 – 2027

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PART 1 ADMINISTRATION

1. TITLE

1.1 This agreement is known as the Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2023–2027 (the Agreement).

2. DEFINITIONS

The following definitions shall apply to this Agreement:

Apprentice or Trainee means an apprentice or trainee within the meaning of the Vocational Education, Training and Employment Act 2000 (VETE Act). Apprenticeship and Traineeship have a corresponding meaning.

Award means the Building and Construction General On-site Award 2020, Mobile Crane Hiring Award 2020. Each as amended from time to time.

BERT is an acronym used for the Building Employee Redundancy Trust (ACN 82 010 917 281) (BERT Fund) as described in the Trust Deed creating the BERT Fund.

BEWT is an acronym for the Building Employees Welfare Trust. The "BEWT Fund" means the fund established pursuant to a deed between B.E.R.T Pty Limited and James Kristen Peterson. "Trustee of the BEWT Fund" means B.E.R.T Pty Limited or any trustee appointed under the BERT Redundancy Trust Deed.

BUSSQ is an acronym for the Building Unions Superannuation Scheme (Queensland) Pty Ltd ABN 85 571 332 201.

Continuous Service includes absence due to: Annual Leave; Personal Leave; Parental Leave; illness or accident up to a maximum of 4 weeks after the expiration of sick leave; jury service; injury received during the course of employment and up to a maximum of 52 weeks for which the Employee received workers` compensation; where called up for military service for up to 3 months; long service leave.

Continuous Shift Worker means, for the purpose of the additional week of annual leave provided by the NES means an Employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least five consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the Employer) and who is regularly rostered to work those shifts.

CIPQ means Construction Income Protection Queensland Ltd (ACN 110 841 962).

CIPS means Construction Income Protection Scheme.

Dispute means any dispute or grievance that arises at the workplace between an employee or and the employer, or between the Union and the employer, about the NES or the interpretation or application of this Agreement or in relation to any matters pertaining to the relationship between the employer and an employee (or employees), or that between the employer and the Union, including but not limited to a dispute about any condition of employment or industrial matter.

Double time and a half means one and a half day's wages in addition to the Employee's ordinary time rate of pay or pro rata if there is more or less than a day.

Early Start Penalty is a penalty applied to hours worked prior to 6am on day shifts starting between 4am and 6am that will be paid for at 200% of the ordinary rate and accrue towards the totally ordinary hours for the day.

Employee means an employee of the Employer.

Employer means Multiplex Australasia Pty Ltd (ABN 33146787395),

Brisbane	Level 6, 240 Queen Street, Brisbane, QLD 4000
Gold Coast	39 Production Avenue, Molendinar, QLD 4214

FW Act means the Fair Work Act 2009 (Cth) or its successor legislation.

FWC means the Fair Work Commission.

Inclement Weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, fog, extreme heat, lightening, smoke or the like or any combination of these conditions) where it is not reasonable or it is unsafe to continue working in those conditions.

Injury shall have the same definition as the Workers' Compensation and Rehabilitation Act 2003 (Qld), the Workers' Compensation Act 2015 (NT), as applicable.

Kept waiting for wages on pay day means all such time spent waiting, wherever the waiting is done.

Parties means the Company, the Employees and/or the Union as the context requires.

QBCC means the Queensland Building and Construction Commission.

QIRC means Queensland Industrial Relations Commission.

Overtime means any time worked in excess of or outside of the ordinary working hours unless noted otherwise in this agreement.

Redundancy means a situation where an Employee ceases to be employed by the Employer, other than for reasons of general, serious willful misconduct. **Redundant** has a corresponding meaning.

SGA means the *Superannuation Guarantee (Administration) Act 1992*.

SGL means Superannuation Guarantee Levy.

Sham Contracting is where an employment relationship is disguised as a contracting relationship and if the work can be performed under this agreement, then it must be performed under this agreement and any other arrangement shall be considered sham contracting for the purposes of this agreement, and subject to the penalties contained in clause 49 of this agreement.

Shiftwork shall be defined as per clause 38.12.

Special Class Dogman means a Dogman having no less than 12 months on the job experience in dogging tower cranes and, having obtained a 'Verification of Competency (VOC) for a particular tower crane.

Special Class Tradesperson means a tradesperson who is engaged on work which requires the use of complex, high quality trade skills and experience which are not generally exercised in normal construction work. For the purpose of this definition, complex and high-quality trade skills and experience will be deemed to be acquired by the tradesperson:

(a) Having had not less than 12 months' on-the-job experience of such skilled work, and

(b) Having, by satisfactory completion of a prescribed post trade course, or other approved course, or the achievement of knowledge and competency by other means including the on-the-job experience, as will enable the tradesperson to perform such work unsupervised where necessary and practical, to the required standard of expertise/skill.

Status Quo means the arrangements in place prior to the Dispute arising. This includes the performance, operation and management of all work and rates of pay and allowances.

Total Cost of Work means the total value of the project declared to QLeave or NT Build.

Union Delegate means an Employee elected by Union members and endorsed by the Union to represent the interests of Union members. All parties to this Agreement shall be notified as soon as practicable after the election of a Union Delegate.

Union or CFMEU means The Construction, Forestry, Maritime, Mining and Energy Union (Queensland Northern Territory Construction and General Divisional Branch).

WHS Act means the Work Health and Safety Act 2011 (Qld) or the Work Health and Safety (National Uniform Legislation) Act 2012 (NT), where applicable.

WHS EPH means Workplace Health and Safety Entry Permit Holders under the WHS Act.

Workplace Impairment Policy and Procedures means the Workplace Impairment Policy and Procedures found in APPENDIX 4.

3. DATE OF OPERATION

3.1 This Agreement remains in force until 2/7/2027. The agreement will continue to apply beyond its expiration date until it is replaced in accordance with the FW Act.

4. APPLICATION OF AGREEMENT

4.1 This Agreement applies to:

(a) Multiplex Australasia Pty Ltd (the Employer)

(b) the CFMEU (the Union)

(c) all Employees of the Employer engaged in construction work and for whom classifications and rates of pay are provided by this Agreement (the Employee).

Collectively known as Parties

4.2 This Agreement only applies to work done in Queensland or Northern Territory and to work temporarily done outside Queensland or Northern Territory by Employees who are based in Queensland or Northern Territory, except where employees are covered by a subsequent Greenfields agreement made under s.182(3) of the Fair Work Act 2009 (Cth) and approved by the Fair Work Commission.

4.3 Associated Entity

(a) In accordance with Division 2 of Part 2-8 of the Fair Work Act, where an Employee transfers to an Associated Entity of the Employer and performs the same work or substantially the same work for the Associated Entity of the Employer, the Agreement will continue to cover the Employee.

(b) For clarity, this clause does not apply to a circumstance where an Employee commences employment with the associated entity more than 3 months after the Employee ceases working for the Employer.

5. PARTIES BOUND AND COVERED

5.1 This Agreement is legally binding upon and covers the Employer, its Employees and The Construction, Forestry, Maritime, Mining and Energy Union.

6. RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS

6.1 This Agreement is intended to be interpreted in conjunction with the Building and Construction General On-Site Award 2020, Mobile Crane Hiring Award 2020, and the terms of the Workplace Impairment Policy and Procedures in APPENDIX 4.

6.2 Where this Agreement is silent, the terms of the above documents as amended from time to time during their life, apply. Where there is conflict between a term of this Agreement and a term of the above documents, or a conflict between two terms of this Agreement, the higher wage outcome or other outcome more favorable to the Employee will apply.

7. OBJECTIVES OF THE AGREEMENT

7.1 The parties agree that key objectives of this agreement are;

(a) to provide terms and conditions of employment commensurate with the challenges associated with working in the construction industry

(b) to provide safe working conditions

(c) to provide a functional work/life balance and a comfortable standard of living

(d) providing a framework that seeks to maximise productivity and minimise lost time.

7.2 This shall be achieved through genuine communication, consultation, collaboration and a sensible and practical application of terms contained in this agreement.

8. INCLUSION

8.1 The Parties recognise that everyone is entitled to work in an environment that is free of discrimination, harassment and bullying. It is the Employer's responsibility to ensure it complies with relevant legislative requirements including the Anti-Discrimination Act 1991 (Qld).

First Nations People

8.2 The Parties recognise there is a significant population of First Nations People within Queensland and the Northern Territory. The Employer shall use best endeavors to employ a minimum of 5% of its total workforce who identify as First Nations People.

8.3 The Employer will ensure that cultural awareness forms part of the induction process to ensure that all workers are made aware of the history and spiritual connection that traditional owners have with each area where work takes place.

8.4 First Nations people will be entitled cultural and ceremonial leave as per clause 8.6 below.

8.5 A cultural ceremony will be arranged on each project with the relevant traditional custodians of the land on which the project is being built. The particulars of which will be determined through consultation with the relevant traditional custodians and should also consider project site and location but shall take place not later than when the number of onsite workers reaches 50. Consultation shall also deal with subsequent cultural events onsite depending on the makeup and constitution of the project and advice from the relevant traditional custodians. This shall form part of the Employers commitment to the principles of social, restorative justice and cultural affirmation.

8.6 The Employer will also implement policies that ensure:

(a) access to personal leave for participation in cultural and ceremonial activities

(b) skill and career development opportunities for First Nations Employees

(c) the development of retention and promotion for First Nations Employees.

8.7 Where the workplace is a construction site, the Employer's obligations in 8.2 and 8.3 will be deemed to have been met, if provided by the principal contractor on the site.

Women in the Industry

8.8 Parties respect equal employment opportunities and it is recognised the demographic of the construction industry could be more diverse. To that end, the Parties support the promotion of women into the industry and shall discuss means to achieve this objective including ways to encourage and assist women to seek and maintain employment in the construction industry. The 5-day work week and Job-Sharing initiatives contained in this agreement are examples of this.

8.9 At a minimum, female toilets with sanitary bins shall be provided at all workplaces. In determining the location of the amenities, the Employer must consider the most appropriate balance of privacy, safety and security. This will be done under consultation with the safety committee.

8.10 The parties recognise the right of women to feel safe at work. Sexual harassment, intimidation, ostracism, or any other unacceptable behavior will not be tolerated. Any such behavior will be thoroughly investigated. Breaches of this clause will involve disciplinary action up to and including termination of employment.

Mature Age Workers

8.11 The parties recognise that a lifetime in the construction industry can take its toll on a person's wellbeing. Wherever possible, the Employer shall implement measures to encourage the retention of older employees. To the extent possible, this includes (but is not limited to) the preservation of jobs such as hoist operators, traffic controllers and peggies for workers over the age of 50.

PART 2 DISPUTE RESOLUTION AND CONSULTATION

9. DISPUTES SETTLEMENT PROCEDURE

9.1 A major objective of this Agreement is to eliminate lost time and/or production arising out of disputes or grievances. Disputes over any work related or industrial matter (including a dispute about whether a workplace right has been breached) or any matters arising out of the operation of the Agreement or incidental to the operation of the Agreement should be dealt with as close to its source as possible. Disputes over matters arising from this Agreement (or any other dispute related to the employment relationship or the NES, including subsections 65(5) or 76(4) of the Fair Work Act) shall be dealt with according to the following procedure.

9.2 The pre-dispute status quo shall prevail while the matter is being dealt with in accordance with this procedure.

9.3 All Employees have the right to appoint a representative in relation to a dispute. It is the express priority of all Parties to attempt to settle a dispute at the workplace level at first instance.

9.4 In the event of any work-related grievance arising between the Employer and an Employee or Employees, the matter shall be dealt with in the following manner:

(a) The matter shall be first submitted by the Employee/s or his/her job delegate/ employee representative or other representative, to the site foreperson/supervisor or the other appropriate site representative of the Employer and if not settled, to a more senior representative of the Employer.
(b) Alternatively, the Employer may submit an issue to the Employee/s who may seek the assistance and involvement of the job delegate/employee representative or other representative.
(c) If still not resolved, there may be discussions between the relevant Union official (if requested by the employee/s), or another representative of the employee, and senior representative of the Employer.
(d) Should the matter remain unresolved, either of the parties or their representative shall refer the dispute at first instance to FWC for review. FWC may exercise conciliation and/or arbitration powers in such review.

9.5 This procedure shall be followed in good faith without unreasonable delay.

9.6 If any party fails or refuses to follow any step of this procedure the non-breaching party will not be obligated to continue through the remaining steps of the procedure and may immediately seek relief by application to FWC.

9.7 Any resolution of a dispute under this clause by the FWC will not be inconsistent with legislative obligations or any other applicable Codes or Regulations.

10. CONSULTATION

10.1 Effective consultation is essential for continuous workplace reform and such consultation can take place at any time during the life of a Project.

10.2 Consultative Committees may be set up for this purpose.

Consultation about major workplace change

10.3 If the Employer is considering making a decision, and prior to the decision being made, to introduce a major workplace change that is likely to have a Significant Effect on a number of Employees, the Employer must notify those Employee(s) and the Union.

10.4 As soon as practicable and prior to implementation, the Employer must discuss with the Employees and the Union the introduction of the change; and the effect the change is likely to have on the employees. The Employer must discuss measures to avert or mitigate the adverse effect of the change on the Employees.

10.5 For the purposes of the discussion the Employer will provide the Employees, the Union and/or their nominated representative/s in writing:

(a) All relevant information about the change including the nature of the change proposed

(b) Information about the expected effects of the change on the Employees; and

(c) Any other matters likely to affect the Employees.

10.6 However, the Employer is not required to disclose confidential or commercially sensitive information.

10.7 The Employer must give prompt and genuine consideration to matters raised about the major change by the Employees and the Union.

10.8 "**Significant Effect**" under clause 10.3 above includes termination of employment (including redundancy), major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; changes to safety and/or management systems, any changes to employment practices that result in privacy concerns for employees such as implementation of electronic inductions and/or access systems; the need for retraining or transfer of Employees to other work areas or locations and the restructuring of jobs.

Consultation about changes to rosters or hours of work

10.9 Where the Employer proposes to change an Employee's regular roster or ordinary hours of work, the Employer must consult with those Employee(s) and the Union about the proposed change.

10.10 As soon as practicable after proposing to introduce the change, the Employer must:

(a) discuss with the relevant Employees and the Union the introduction of the change; and

(b) provide to the Employees, there Union and/or their representatives details of the following in writing:

(i) all relevant information about the change, including the nature of the change; and

(ii) information about what the Employer reasonably believes will be the effects of the change on the Employees; and

(iii) information about any other matters that the Employer reasonably believes are likely to affect the Employees; and

(c) Invite the Employee(s) and the Union, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities) and give consideration to any views about the impact of the proposed change that are given by the Employee(s) concerned and their Union.

(d) The requirement to consult under this clause does not apply where an Employee has irregular, sporadic or unpredictable working hours.

10.11 These provisions are to be read in conjunction with other Agreement or Award provisions concerning the scheduling of work and notice requirements.

PART 3 SAFETY

11. PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS

11.1 The Employer, the Employees and the Union agree that for the purposes of s. 81 of the WHS Act matters about work health and safety arising at the workplace shall be resolved in accordance with this procedure.

11.2 The Parties agree that for the purposes of this procedure and s. 81(3) of the WHS Act the following persons shall be the representatives of the following parties:

(a) the Principal Contractor (as defined in the WHS Act) - Site Manager or any other person nominated by the Principal Contractor

(b) the Employers - the Site Manager or any other person nominated by the Employer(s)

(c) The Employees - the Union or other representatives.

(Collectively referred to as "Nominated Parties")

11.3 The Nominated Parties agree that representatives shall be entitled to:

(a) inspect any work system, plant, substance, structure, or other thing relevant to resolving the issue

(b) consult with relevant Employees in relation to resolving the issue

(c) consult with the relevant PCBU (as defined in the WHS Act) about resolving the issue

(d) inspect and take copies of any document that is directly relevant to resolving the issue; and

(e) advise any person whom the representative reasonably believes to be exposed to a serious risk to his or her health and safety, emanating from an immediate and imminent exposure to a hazard of that risk.

11.4 The Nominated Parties and/or their representatives may commence the procedure by informing, either by themselves or their representative, the other Parties and/or representatives that:

(a) there is an issue to be resolved; and

(b) the nature and scope of the issue.

11.5 As soon as the Parties and/or their representatives are informed of the issue, the Nominated Parties and/or their representatives must meet or communicate with each other to attempt to resolve the issue.

11.6 The Nominated Parties and/or their representatives must have regard to all relevant matters including:

(a) the degree and imminent risk to the Employees or other persons affected by the issue.

(b) the number and location of Employees and other persons affected by the issue.

(c) the measures both temporary and permanent that must be implemented to resolve the issue.

(d) who will be responsible for implementing the resolution measures.

(e) whether the hazard or risk can be isolated; and

(f) the time that may elapse before the hazard or risk is permanently corrected.

11.7 Once the issue is resolved details of the issue and its resolution must be set out in writing with all Nominated Parties and/or their representatives to be satisfied that the agreement reflects the resolution of the issue with a copy given to all Nominated Parties and/or their representatives to the issue. The issue, once resolved, shall be recorded in the next safety committee meeting minutes with the agreed resolution.

11.8 The Nominated Parties and/or their representatives must make reasonable efforts to achieve a timely and final resolution of the issue. If within a reasonable time there is still no resolution, any of the Nominated Parties attempting to resolve the issue may then ask Work Health and Safety Queensland, and/or the QBCC, where applicable, to arrange for an inspector to attend the workplace to assist in resolving the issue.

11.9 Direction to cease work

(a) If -

(i) an issue concerning health or safety arises at a workplace or from the conduct of the undertaking of the Employer; and
(ii) the issue concerns work which involves an immediate threat to the health or safety of any person; and
(iii) given the nature of the threat and degree of risk, it is not appropriate to adopt the processes set out in clause 11.7 above

(b) the Employer and/or the health and safety representative for the designated work group in relation to which the issue has arisen may, after consultation between them, direct that the work is to cease.

(c) During any period for which work has ceased in accordance with such a direction, the Employer may assign any Employees whose work is affected to suitable and safe alternative work.

11.10 Fundamental to this process is a standing invitation for Union representatives to attend site to assist with all matters relating to health and safety.

11.11 Employees are not required to work in circumstances where the employee or a Union representative reasonably believes a safety law is being, or will be, contravened. Consultation between the relevant parties will occur throughout this procedure including with senior representatives of the Employer and the Union.

12. HEALTH AND SAFETY REPRESENTATIVES

12.1 The Employer and its Employees will comply with Part 5 of the WHS Act – Consultation, representation and participation in relation to the establishment of a health and safety committee. To ensure a timely resolution of issues in relation to WHS, all parties may be represented on the health and safety committee.

12.2 A standing invitation will exist for the Union to assist in the voting up of Health and Safety Representatives and the forming of safety committees. Health and safety representative/s (HSR) shall be elected by the Employees on the job, via a show of hands vote conducted by a representative of the Union and shall be subject to recall by a similar process.

12.3 Parties covered by this Agreement recognise the important role of HSRs. The HSRs have a key role in the early intervention in health and safety issues under this Agreement.

12.4 The HSRs shall be allowed to consult with the PCBUs, Unions, principal contractor or persons acting on his/her behalf, on matters directly concerned with the safety of workers, and promote the safe conduct of work generally.

13. HEALTH AND SAFETY REPRESENTATIVE MEETINGS

13.1 A health and safety representative will be allowed reasonable paid time during working hours to attend occupational health and safety matters, including meetings affecting employees they represent, providing that the Representative informs their manager.

14. HOT WEATHER GUIDELINES

14.1 Under this Agreement when air temperature reaches:

(a) 35°C; or

(b) 29°C and 75% humidity or more after three hours from commencement of each trades shift in southeast Queensland, it shall constitute inclement weather (Extreme Hot Weather).

14.2 This definition will be subject to review in other regions. This clause 14 must be incorporated in the Employer's OHS Procedures for all applicable Projects.

14.3 Before finishing work, Employees must be alerted to possible Extreme Hot Weather forecasted for the following day by the PCBU, Site manager, and HSRs. This will allow preparation for works to be modified to reduce this category of heat exposure in accordance with clause 14.1. For forecasting, planning and guidance the Bureau of Meteorology (BOM) shall be used for weather observations. Monitoring heat on the day will be done with a calibrated wet bulb thermometer.

14.4 When Extreme Hot Weather is forecasted for the following day, the Employer's Site Manager, WHS Committee and WHS Representatives will consult and determine what actions are to be taken to reduce exposure and modify the program and/or workload prior to the Extreme Hot Weather, which may include:

(a) rescheduling work so that certain tasks are performed during the cooler part of the day, or on another day

(b) reducing the time spent doing hot tasks (for example, by job rotation)

(c) arranging for more workers to do the job

(d) providing extra rest breaks in a cool area

(e) providing cool drinking water and ice (machines) near the work site

(f) increasing air movement by fans or coolers

(g) installing shade cloth to reduce radiant heat from the sun

(h) consideration must be given to working an eight-hour day.

14.5 Once the temperature reaches extreme levels, as defined in clause 14.1 the following process will be followed:

(a) Where the temperature reaches 35°C, there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the program and workload as described in clause 14.4.

(b) where the temperature is 29°C and 75% humidity or more after three hours from the commencement of a shift, there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the program and/or workload as described in clause 14.4.

14.6 If there are areas of the workplace that are below any Extreme Hot Weather, work shall continue as normal in those areas. Employees unable to work elsewhere may be transferred to these areas below the extreme levels if work is available. Employees may walk a reasonable distance through areas effected by extreme hot weather to and from amenities, provided it does not pose an imminent risk to their health or safety. The primary objective is to ensure that

there is no reasonable concern for an Employee undertaking work of an imminent risk to their health or safety.

14.7 Extreme Hot Weather shall be measured on site by a temperature gauge compliant to Australian Standards and shall be undertaken in accordance with the manufacturer's operating instructions. The Parties agree that a measurement taken using the Wet Bulb in Globe Temperature index mode will not be used. Wet bulb thermometers will be used in temperature mode and then humidity mode separately and combined will be an acceptable method of measuring extreme hot weather. It is the responsibility of the PCBU to implement these guidelines.

14.8 The PCBU shall supply a Wet Bulb Thermometer for each job and depot.

15. AIR QUALITY PROCEDURE

Definitions

Acceptable Air Quality

15.1 Air Quality Index (AQI) is categorized as good to extremely poor by the Queensland Department of Environment and Science.

15.2 PM2.5 are tiny particles in the air that reduce visibility and cause air to appear hazy when levels are elevated. They can by carcinogenic, as advised by the World Health Organisation. Where possible, PM2.5 readings shall be the preferred test for acceptable air quality.

Measuring of air quality

15.3 Measuring of air quality will be done through either of the following, in agreement between the parties:

(a) The Department of Environment and Science web site (des.qld.gov.au) using the closest station to the work site (see instruction below).

(i) Click on environment.

(ii) Go to Our Environment and click on air.

(iii) Click on live air data.

(iv) Scroll down and view closest Station to the job site.

(v) Refer to Air Quality Procedure (15.9 below).

(b) Where site-based monitoring is undertaken it shall take precedence over measurements from The Department of Environment and Science web site. Devices shall be certified to the Australian Standards AS3580 and operated by a competent person (e.g. occupational hygiene technician).

Bushfire smoke

15.4 Bushfire smoke is a mixture of different-sized particles, water vapor and gases, including carbon monoxide, carbon dioxide and nitrogen oxides. During bushfires and similar events, large amounts of finer particles are released that are small enough to breathe deep into the lungs and can cause adverse health effects. These chemicals are known "Cancer Causing Agents".

15.5 During bushfires and similar events, the Employer must verify that their work area is within a safe range for air quality as defined by the Queensland Department of Environment and Science.

Air Quality Procedure

15.6 The PCBU, Site Manager and WHS Reps must alert workers the day before extreme or excessive poor air quality conditions are expected.

15.7 After three consecutive hours of POOR air quality above 50µG per/m3, there will be an orderly cessation of work and preparation for safe completion of critical tasks. Unaffected work areas will be monitored and continue without disruption.

15.8 Once the air quality index reaches 75µG per/m3 there will be an immediate cessation of work with only safe completion of critical tasks allowable. Unaffected work areas will be monitored and continue without disruption.

15.9 Inclement weather provisions of the Award shall be invoked. To be clear, all the provisions contained in clause 24 of the Award shall apply in instances of poor air quality, including 24.14.

15.10 All air quality related incidents are to be reported to the employer, site safety coordinator, WHS Committee and any relevant employee representative`s immediately.

Fit testing

15.11 The accepted method of fit testing of RPE is Quantitative fit testing.

(a) Quantitative fit testing will only be done with reusable half face RPE. It is an essential step in the RPE selection process and allows a PCBU to determine if the specific make and model of RPE is a suitable size, fit and comfort for the worker who is going to use it..

(b) Quantitative fit-testing is a much more effective way to fit-test RPE, as it doesn't depend on tasting or smelling a test agent. For this reason, the PCBU must make sure quantitative fit-testing is used for all RPE.

16. INCLEMENT WEATHER

16.1 The parties are committed to working together to minimize the impact of inclement weather. The employer will ensure reasonable allowance is included in contracts taking into account historic weather conditions and forecast rainfall.

16.2 Inclement weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, extreme heat (as defined in clause 14), poor air quality (as defined in clause 15), or the like or any combination of these conditions) where it is not reasonable or it is unsafe for employees to continue working in those conditions.

16.3 The employer or its representative, when requested by the employees or their representative, must confer within a reasonable time (which does not exceed 60 minutes) for the purpose of determining whether or not the conditions referred to in clause 16.2 apply.

16.4 The time work stops due to inclement weather and the resumption of work after a period of inclement weather has ended will be recorded by the employer.

16.5 When inclement weather conditions exist, an affected employee is not required to start or continue to work where it is unreasonable or unsafe to do so. In cases where emergency work is required or it is necessary to complete a concrete pour already commenced to a practical stage, work may occur or continue provided that such work does not give rise to a reasonable concern on the part of an employee undertaking the work of an imminent risk to their health or safety.

16.6 Where emergency work or a concrete pour is completed in accordance with clause 16.5, work will be paid at the rate of 200% of the ordinary hourly rate calculated to the next hour, and in the case of wet weather, the employee will be provided with adequate wet weather gear. If an employee's clothes become wet as a result of working in the rain the employee will be allowed to go home for the remainder of the day without loss of pay.

16.7 Where an employee is not able to perform any work at any location because of inclement weather, the employee will receive payment at the ordinary hourly rate for ordinary hours. Payment for time lost due to inclement weather is subject to a maximum of 32 hours pay in any 4-week period for each employee. Payment is subject to adherence to the terms of clause 16.

16.8 An employee working on a Job Share arrangement pursuant to clause 30—Job Share, that is affected by inclement weather, will be entitled to payment from the 32-hour inclement weather bank on a pro rata basis.

16.9 Employees accumulated inclement weather bank shall not be deducted whilst they remain on site.

16.10 Inclement weather occurring during overtime will not be taken into account for the purposes of clause 16 and employees will not be entitled to any payment for stoppages because of inclement weather that occurs outside of ordinary hours.

16.11 Employees on a portion of a site not affected by inclement weather must continue to work even though employees working on other areas of the site may have stopped work because of inclement weather.

16.12 Subject to the availability of alternative work in an employee's classification, an employer may require employees to transfer:

(a) from a location on a site where it is unreasonable and/or unsafe to work because of inclement weather, to another area on the same site, where it is reasonable and safe to work; and/or

(b) from a site where it is unreasonable and/or unsafe to work because of inclement weather, to another site, where it is reasonable and safe to work, and where the employer, where necessary, provides transport.

Inclement weather procedure

16.13 Remaining on site where, because of inclement weather, the employees are prevented from working:

(a) for more than an accumulated total of 4 hours of ordinary time in any one day; or

(b) after the main meal break, for more than half of the ordinary work time; or

(c) during the final 2 hours of the normal workday for more than an accumulated total of one hour;

the employer will not be entitled to require the employees to remain on site beyond the expiration of any of the above circumstances. However, where genuine training has been agreed in writing between the parties, then the course maybe completed in extraordinary circumstances.

Rain at Starting Time

16.14 Where the employees are in the sheds, because they have been rained off, or because it is at starting time, morning tea, or lunch time, and it is raining, they will not be required to go to work in a dry area or to be transferred to another site unless:

(a) the rain stops; or

(b) a covered walkway has been provided; or

(c) the sheds are under cover and the employees can get to the dry area without going through the rain; or

(d) adequate protection is provided.

16.15 Protection must, where necessary, be provided for the employees' tools.

Dewatering

16.16 All sites will develop a Dewatering Plan through consultation with the Union, HSRs, Safety Committee and the site Contractors.

16.17 This plan will:

(a) Outline appropriate dewatering strategies, hydraulic engineering solutions and Dewatering Crew requirements

(b) Require relevant HSR`s to assess the areas in a staged sequence giving priority to accessways

(c) Commence dewatering activities and open areas progressively once dewatering is complete

(d) Including staggered meal breaks of the Dewatering Crew and Safety Committee

(e) Outline minimum requirements of PPE and dewatering tools/equipment

(f) The Dewatering plan will be reviewed and updated on a reasonable basis depending on job type, size, constitution etc.

(g) Plans for work activities (including agreed training) to take place in dry areas during periods of inclement weather

16.18 All Contractors will supply adequate manpower for the site Dewatering Crew as per the Dewatering Plan.

16.19 Mitigation strategies such as, but not limited to, the following should be considered where reasonably practicable;

(a) falls to slabs which are exposed to elements for extended periods of time

(b) additional drainage outlets to slabs

(c) integrated into jump or standalone retractable roof over stair/lift cores

16.20 Employees on the Dewatering Crew will remain on site in the instances the rest of the site has gone home only for the purpose of dewatering the site to maximise the potential for the site to be reopened the following day. These employees will be paid a disability allowance of double time for all hours worked once the site has gone home.

17. ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS

Personal Protective Equipment

17.1 The following clothing will be supplied to all Employees after consultation with Delegate. The employer shall provide clothing and Personal Protective Equipment that is suitable, fit for purpose and manages risk relative to the task at hand (no later than 1 month after commencement). Employees when working on site are required to wear all footwear and clothing supplied. The issue will be:

(a) 1 pair of safety boots (if the Employee buys such boots, the Employer will reimburse the Employee up to $225.00 upon producing of a purchase receipt): and

(b) 5 sets of shirts and shorts/trousers, overalls or bib and brace overalls, or any combination as agreed: and

(c) 1 high visibility winter jacket.

17.2 The abovementioned items will be replaced on a fair wear-and-tear basis. Where an Employee has not sought replacement of any of the abovementioned items on a fair wear- and-tear basis within twelve months from the date of issue, then that Employee will be entitled to a re-issue of the items at the completion of those twelve months.

17.3 All items will comply with the relevant Australian Standards. The clothing selected will need to be breathable, be light weight, UV stable, have a high visibility quality, and have the maximum UPF rating. The Employer undertakes to source Australian made clothing and equipment, in so far as it is possible.

17.4 No agreement to pay cash in lieu of supply of clothing/footwear is permitted.

17.5 When the Employer requires an Employee to wear spectacles with toughened glass lenses the Employer will pay the cost of the toughening process.

Workplace Impairment Policy

17.6 The Employer Workplace Impairment Policy can be found in APPENDIX 4.

18. CRANE CREW

18.1 The crane crew for each crane must consist of at least the following:

(a) A crane driver; and

(b) A Dogman/stand-by driver; and

(c) A Dogman.

18.2 The Dogman/stand-by driver will be paid at the same rate as the driver for all hours worked.

18.3 From 1/7/2025 the entire crew on a tower crane shall be paid at the CW7 rate.

PART 4 EMPLOYMENT

19. SECURITY OF PERSONAL INFORMATION

19.1 For this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth).

19.2 The company undertakes not to pass on or sell Employees' personal information either directly or indirectly (e.g. contractual arrangements with clients), except to comply with a specific direction from a government authority or a request from a party to this agreement (e.g. time and wages information). To the extent allowable by law, all requests for the Company to provide personal information shall be notified to the Union and genuine consultation shall occur between the parties to this agreement. The company commits to minimise the extent of employee information held in order to meet its legal and employment relationship requirements.

20. SITE ACCESS SYSTEMS AND INDUCTIONS

20.1 Site access systems shall be agreed between the Parties.

20.2 The particular type of site access system to be installed will be reviewed for each project having regard to client requirements, the project's hours of work, work force numbers and available technology in order to alleviate 'bottle necks' and inconvenience to workers in its operations.

20.3 The Company will comply with the Australian Privacy Principles in the Privacy Act 1988 (Cth) in relation to any personal information (for the purpose of this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth)) they hold in relation to Employees.

20.4 The Company undertakes that, to ensure the highest level of compliance with Health and Safety legislation, all inductions shall be conducted "face to face" and on the job. Further, all inductions shall include site specific hazards and requirements for each project. Industry specific inductions that cannot be conducted onsite and are required by law (such as General Construction Induction, or Rail Industry Safety Induction etc) are excluded from the operation of this clause.

20.5 As part of the induction process Union Delegates will be afforded an opportunity to speak to new Inductees about the benefits of union membership and other Union business as the Delegate deems necessary.

20.6 Employees must not be required to use personal electronic devices, without agreement between the parties.

21. TOOLBOX MEETINGS

21.1 At least one toolbox meeting will be convened by the Employer per site, each month to facilitate and foster communication and consultation. Items to be discussed at each meeting may include programming of site work, site issues, work health and safety, job design, productivity issues, management policies, Agreement compliance, wages and conditions, compliance with statutory obligations and any other relevant issue raised. Notice of the meeting will be given at least one (1) week prior to the scheduled date. There will exist a standing invitation for representatives of the Union to attend such toolbox meetings.

22. CONTRACT OF EMPLOYMENT

22.1 At the point of engagement of each Employee, the Employer must inform the person in writing whether the engagement is on a permanent, casual or job share basis, stating by whom the Employee is employed, the job performed, the classification level, office from which they are engaged and the relevant rate of pay. Employees may relocate and transfer their office of engagement provided that there has been consultation between the Parties and it is agreed in writing between the Employer and the Employee. Each new Employee shall upon commencement also be provided with a copy of this Agreement, or alternatively, access to the Agreement in electronic format at the discretion of the Employee.

22.2 The Employer may direct an Employee to carry out such duties as are reasonably within the limits of the Employee's skill, competence and training consistent with the Employee's classification provided that such duties do not promote deskilling.

22.3 If an Employee is absent from work for a period for which they have or will claim workers' compensation, the Employee's contract of employment shall remain intact during the period of absence. The Employer shall continue to make contributions (and where applicable, reports of service) on behalf of the Employee to BUSSQ, BERT, BEWT, CIPQ and Qleave or NTBuild or other funds nominated herein. The Employee shall also continue to accrue all appropriate leave entitlements for the first twelve months of the Employee's absence due to the workers compensation claim.

23. EFFECTIVE WORK ORGANISATION

23.1 Effective Work Organisation refers to methods of organising work so that Employee and Employer objectives can be achieved efficiently, sustainably and safely, producing results which are acceptable to all concerned.

23.2 Where the Employer is the principal contractor, or they are required under contract to provide the following key site attendant roles on a project, the Employer shall engage these employee`s directly unless otherwise agreed:

(a) Union Delegates

(b) First aid attendants

(c) Amenities attendants

(d) Hoist drivers (including builders' lift drivers)

(e) Crane crews (except were supplied by a specialist company or subcontractor)

(f) Gate persons

(g) Primary traffic attendant roles (except were supplied by a subcontractor as an ancillary aspect of their scope of works or where there is a legal requirement).

(h) Reasonable numbers of labourer's and tradespeople, relative to the size and nature of the project.

23.3 The parties acknowledge that traditional trade-based training through apprenticeships, was one of the best paths for career development in the Construction Industry. The employer will engage a reasonable number of apprentices and trainees directly through consultation with the Union.

24. CASUAL EMPLOYMENT

24.1 A casual Employee is an Employee employed on an occasional basis and whose work pattern is not regular and systematic. When a person is engaged on a casual basis, they will be supplied in writing that the engagement is to be as a casual, the job to be performed, the classification level, the actual or likely length of engagement including number of hours to be worked per week, and the relevant rate of pay.

24.2 A casual Employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement except annual leave, personal leave, and payment for public holidays on which no work is performed. A casual Employee is entitled to unpaid bereavement leave, domestic violence leave and unpaid career's leave.

24.3 Except on Saturdays and Sundays, on each occasion a casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of eight (8) hours work (with 0.8 of an hour on each of these days accruing toward an RDO) plus the relevant fares and travel allowance prescribed by clause 0 below. On Saturdays and Sundays, a casual Employee is entitled to payment for a minimum of four (4) hours, plus the relevant fares and travel allowance prescribed by clause 0 below.

24.4 A casual Employee for working ordinary time shall be paid 125% of the hourly rate prescribed in APPENDIX 1 for the Employee's classification.

24.5 A casual Employee required to work overtime, or weekend work shall be entitled to the relevant penalty rates prescribed in this Agreement:

(a) where the relevant penalty rate is time and a half, the Employee shall be paid 175% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification

(b) where the relevant penalty rate is double time, the Employee shall be paid 225% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification; and

(c) where the relevant penalty is a public holiday, the Employee shall be paid 275% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification.

24.6 For the purposes of clarity, the applicable contributions to BUSSQ, BERT, CIPQ and BEWT or other funds nominated herein, must be made by the Employer in respect of casual Employees. A casual Employee shall also be entitled to receive, in addition to their casual rate, penalty payments for Overtime, work performed on weekends, work performed on public holidays and RDOs, Domestic Violence leave and unpaid cultural leave.

24.7 Termination of all casual engagements shall require one hour's notice by either the Employer or Employee, or the payment or forfeiture of one hour's pay, as the case may be. This clause will not reduce the entitlements of injured Employees.

Casual Conversion

24.8 A casual Employee, who has been engaged by the Employer on a regular and systematic basis for a period in excess of six-weeks, thereafter, will have their contract of employment converted to permanent employment unless otherwise agreed in writing between the parties. Regular and systematic shall be defined as an average of 4 days or more, per week, over 6 weeks. Eligible current employees will be transitioned to full time no later than 6 weeks from the date of approval of this agreement.

24.9 Any Employee, who is entitled to be converted to permanent employment pursuant to this clause, and is not converted to permanent employment, is entitled to be paid 175% of the hourly

rate prescribed in this Policy for the Employee's classification from the first day of the seventh week of their employment onwards.

25. APPRENTICES/TRAINEES

25.1 Apprentices/Trainees shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement.

25.2 For clarification, in addition to the rates in APPENDIX 1, Trainees are entitled to receive full Daily Travel, BERT, BEWT, CIPQ, Superannuation and any other entitlements in accordance with this document. Such entitlements shall not be paid at rates applicable to Apprentices.

25.3 Training arrangements for Apprentices/Trainees shall be as provided in the Building and Construction General On-site Award 2020.

25.4 Apprentices/Trainees shall be entitled to be paid the daily fares and travel allowance whilst attending training.

25.5 The Employer shall be responsible for meeting all costs associated with Apprenticeship/Traineeship training, including any student registration, tuition fee or other course costs.

25.6 During the first year of an Apprenticeship, tools to the minimum retail value of $600.00 shall be supplied by the Employer within a period of three months after the expiry of the probationary period or within a period of six months from the date of commencement of the employment, whichever first occurs.

25.7 During the second and subsequent years (or part of a year) of apprenticeship tools to the retail value of $600.00 shall be supplied by the Employer within a period of three months from the commencement date of each such year (or part of a year) of the indentured Apprenticeship.

25.8 Where an Apprentice has entered a Competency Based Training Agreement, the provision of tools will be on the following basis:

(a) During the term of Apprenticeship, an Employer shall, in respect of each level of the apprenticeship program, supply the Apprentice with tools of trade, to a minimum retail value of $600.00.

(b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award.

(c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the apprenticeship.

(d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in clause 25.6 and clause 25.7 above.

Apprentice Ratio

25.9 The Employer recognises that in order to increase the efficiency and productivity of the Employer, a significant commitment to structured training and skill development is required. They also recognise the importance of the apprenticeship system to the construction industry. Therefore, the Parties agree:

(a) If the Employer employs five (5) or more tradespeople in any one classification, it undertakes to employ an apprentice(s) or make arrangements to host an apprentice from an agreed scheme.

(b) The Employer is committed to ensuring that apprentices receive appropriate on the job training by experienced tradespeople and apprentice numbers are maximised, to this end the Employer will endeavor to maintain at least one apprentice to every five (5) tradespeople.

(c) If the Employer does not currently have an apprentice as provided for in paragraph (a) above, the Employer will engage in consultation with the Union in relation to their obligations under this clause but shall be afforded reasonable time to enable the Employer to comply with this clause. Further, the Parties are committed to a strong ratio of apprentices in the industry.

26. ADULT APPRENTICES

26.1 Adult apprentices are apprentices who commence their apprenticeship at the age of 21 years or older. Adult apprentices engaged under any of the classifications set out in Appendix 1 and will be paid a minimum rate equal to the rate of pay for a second-year apprentice, for the first two years of the apprenticeship, then on parity with other apprentices for the third and fourth years.

27. TRAINING AND RELATED MATTERS

27.1 The parties are committed to the promotion of a highly skilled industry that delivers ongoing employment opportunities and a world-class product through an efficient and safe construction process. To this end, the Employer agrees that appropriate training, including the engagement and training of apprentices, and skills development for the workforce will be provided during the term of this agreement.

27.2 The Employer will implement a policy where all Employees will have their current skills assessed against those required in the nationally recognised formal training package relevant to their work. Where any skill deficiencies are identified through the assessment process, the necessary training will be provided to attain the relevant nationally recognised formal qualification.

27.3 Where possible training and skill development is to be carried out in normal working hours. It is agreed that the Employer will bear all costs associated with the provision of the training, including costs and material costs and the provision of the Employee's wages for the period of the training.

HSR training

27.4 Any Employees elected as a workplace HSR will undertake a training course approved by the State or Territory Government and provided by the Employer within six weeks of being elected, at no cost to the Employee.

Asbestos Awareness Training

27.5 The Employer agrees that it will schedule training in the nationally accredited asbestos awareness training course 10279NAT Identification and Awareness of Asbestos Containing Materials. The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

Silica Dust Training

27.6 The Employer agrees that it will schedule training in the "Course in identification of crystalline silica containing material and the associated risks for workers in the construction industry". The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

Mental Health Training

27.7 The Employer agrees that it will schedule training in the nationally accredited Supporting positive mental health in the Construction Industry 11085NAT. The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

General

27.8 The Employer agrees that it will, within 7 days of receiving a written request from the Union, provide:

(a) evidence to demonstrate the positive commitment to training and skill development; and
(b) the information as to the number of apprentices and visa holders engaged by the Employer.

27.9 Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

28. EMPLOYMENT SECURITY

28.1 The parties to this agreement agree to maximise the continuity of employment for existing and future employees and to ensure that permanent employment opportunities and the opportunity for promotion transfer and re-training or upskilling are not eliminated, reduced or eroded.

28.2 The Employer recognises that the use of subcontractors and labour hire may affect the job security of current and future employees covered by this Agreement.

28.3 As soon as practicable after being awarded a contract and prior to engaging subcontractors to perform work in the classifications covered by this agreement, the employer shall inform the Union Delegate (where applicable) which subcontractors it intends to use for the project.

28.4 The application of this Employment Security clause shall recognise geographical and commercial circumstances. In these circumstances the Employer and the Union may agree to vary the requirements of clause 28 on a project-by-project basis. Negotiations are to be conducted in good faith and agreement will not be unreasonably withheld.

28.5 **Use of Contractors**

(a) If the employer wishes to engage contractors and their employees to perform work in the classifications covered by this agreement, the employer must first consult in good faith with the union. Consultation will occur prior to the engagement of sub-contractors.

(b) If the employer decides to engage subcontractors, the employer shall ensure that these contractors and their employees receive wages, allowances and conditions equal to or better than those contained in this agreement.

(c) The use of sham sub contracting arrangements is a breach of this agreement. The contractor who engages subcontractors is responsible for ensuring the employees of sub-contractors receive wages, allowances and conditions equal to or better those contained in this agreement, this obligation extends to liability for all outstanding wages conditions and entitlements under this agreement.

28.6 **Labour Hire**

(a) Labour hire is defined as temporary "top up" labour designed to meet short situations such as absences due to sick leave, annual leave, and short time work peaks. The employer will not use labour hire in any position on site for a period of more than six weeks. Any departure from this maximum period shall require the agreement of the Union and incur a 175% penalty rate for all work done.

(b) Where there is need for supplementary labour to meet temporary/peak work requirements, such labour may be accessed from bona fide businesses, including sub-contractors and labour hire companies, following consultation with the union.

(c) The employer shall ensure that any workers engaged by such businesses and performing work described in the classifications of this agreement receive wages, allowances and conditions equal to or better than those contained in this agreement.

28.7 The contractor who engages labour hire workers is responsible for ensuring those workers are paid at rates no less than those contained in this agreement. This obligation extends to liability for all outstanding wages conditions and entitlements under this agreement.

28.8 There will be no redundancies made while the employer has engaged labour hire to undertake work that is the subject of this agreement. Any departure from this shall require the agreement of the Union.

28.9 **Tower Cranes**

(a) In order to maximise the continuity and security of employment for Employees and to ensure that the Employer's equipment is operated only by qualified, experienced and capable persons, the Employer agrees that in relation to the operation of tower cranes all tower cranes which are hired out by the Employer (or by an associated entity of the Employer), and which are capable of being operated by Employees of the Employer shall be supplied with a suitably qualified crane crew who are current Employees of the Employer for the duration of the hire period.

29. INDIVIDUAL FLEXIBILITY AGREEMENTS

29.1 Where the Employer wants to enter into a variation agreement it must provide a written proposal to the Employee and the Union. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.

29.2 The Employer must ensure that any variation agreement is genuinely agreed to by the Employer, the Union and the Employee and that the terms of the variation agreement:

(a) are about permitted matters under section 172 of the FW Act; and

(b) Relates only to:

(i) Salary sacrifice agreements

(ii) Increase in annual leave accrual each year

(iii) Increase in rate of accrual of Rostered days off

(iv) Increase in wages

(v) Increase in training leave (Union or otherwise)

(c) are not unlawful terms under section 194 of the FW Act; and

(d) result in the Employee being better off overall than the Employee would be if no arrangement (variation agreement) was made.

29.3 The Employer must also ensure that any such variation agreement is:

(a) Agreed to by the Union

(b) in writing (including details of the terms that will be varied, how the variation agreement will vary the effect of the Enterprise Agreement terms, how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement, and the day on which the arrangement commences)

(c) includes the name of the Employer and Employee

(d) signed by the Employer and the Employee, and if the Employee is under 18, by a parent or guardian of the Employee

(e) provided to the Employee within 14 days after it is agreed to: and

(f) able to be terminated by either the Employer or Employee giving written notice of not more than 28 days, or at any time by both parties agreeing in writing.

29.4 Where any of the requirements of this clause are not met, the variation agreement is of no effect.

30. JOB SHARE

30.1 In order to promote flexibility in the workplace, in particular for older workers and single parents, the parties agree to consider job sharing arrangements only in accordance with this clause.

30.2 For the purposes of this agreement job sharing is defined as two permanent Employees of the same classification sharing one full-time position. This is taken to mean that the 2 positions shall provide a combined minimum of 36 ordinary hours.

30.3 All job share arrangements shall be subject to agreement between the Union and the Employer and must be confirmed in writing to the Employee prior to the commencement of such an arrangement.

30.4 Variation of a job share agreement will require consultation between the relevant Employees, the Employer and the Union and 14 days' notice of variation unless agreed by all parties.

30.5 The termination of a Job Share agreement will require consultation between the relevant Employees, the Employer and the Union and 28 days' notice unless agreed by all parties.

30.6 Superannuation and BERT payments will be calculated on a pro rata basis. As will any allowances that are calculated on a weekly basis.

30.7 Breaches of this clause will require the breaching Employer to back pay both employees as if employed fulltime 50 hours per week for the length of the Job Share agreement.

PART 5 WAGES AND ALLOWANCES

31. WAGES

31.1 Employees must be paid wages in accordance with APPENDIX 1 from the first full pay period after the dates specified. Those rates include the following increases:

Date	Percent
1 July 2023	5%
1 July 2024	5%
1 July 2025	5%
1 July 2026	5%
1 July 2027	5%

31.2 The wage rates detailed in APPENDIX 1 of this agreement are structured as follows:

(a) The wage rates detailed in APPENDIX 1 for classifications CW1 to CW4 inclusive include the weekly hand tool allowance (where relevant)

(b) The ordinary time hourly rate for all purposes shall be calculated by dividing the appropriate weekly rate by 36.

(c) The wage rates for classifications CW 5 and above detailed in APPENDIX 1 do not contain the weekly hand tool allowance. Where this allowance is applicable, it must be paid in addition to the rates contained in APPENDIX 1.

31.3 Wages for apprentices shall be calculated by applying a fixed percentage to the rates of specific trades as provided by the applicable award or order. Provided that the trade rate shall not include the hand tool or power tool allowances for the purpose of this calculation.

Jump Up

31.4 Where on a site at which the employee is engaged the wages and conditions for the majority of people employed are higher than those provided in this enterprise agreement, the employee will receive such higher wages and conditions in accordance with their relevant classification.

32. CLASSIFICATIONS

32.1 The Classification levels for Employees engaged under this agreement shall be read in accordance with the Award unless specifically amended by the terms of this Agreement. Classification levels, relativities, pay rates and other details are contained in APPENDIX 1.

Marker/Setter Out

32.2 An Employee not already engaged as CW4 (marker/setter) shall be paid an all-purpose allowance of 5% of his/her applicable hourly rate when performing this work.

Higher Duties

32.3 Where any Employee on any day performs two or more classes of work to which different rates of pay are applicable, the Employee shall be paid at the higher hourly rate for the day if the Employee is required to work at that class of work for two (2) hours or more, and if for less than two (2) hours during any one (1) day the Employee will be paid the higher rate for the time so worked.

Health and Safety Representative

32.4 Where an Employee is elected by Employees of the Employer as a HSR and agrees to undertake the required training to fulfil the role, the Employee will be classified as the higher of CW4, or the Employee's usual classification. In addition, a HSR is entitled to an all-purpose hourly allowance for the life of this agreement as per the table at Appendix 2 – Health and Safety Representatives Allowance.

(a) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 32.4 and 32.5.

Union Delegate

32.5 Where an Employee is elected by Employees of the Employer as a Union Delegate, and the Union notifies the Employer of this election, the Employee will be classified as the higher of CW4, or the Employees usual classification. In addition, a Union Delegate is entitled to an all-purpose hourly allowance for the life of this agreement as per the table at Appendix 2 – Delegate Allowance.

(a) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 32.4 and 32.5. Notwithstanding, no Union Delegate will suffer a reduction in pay as a result of the implementation of this clause.

33. SUPERANNUATION

33.1 It is agreed that the default fund under this agreement shall be BUSSQ.

33.2 All Employees shall be entitled to receive Employer superannuation contributions and shall also co-contribute a minimum amount from their wages.

33.3 On projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

Date	1/7/2023	1/7/2024	1/7/2025	1/7/2026	1/07/2027
Super	$285/week	$297/week	$310/week	$323/week	$345/week

33.4 On projects where the Total Cost of Work is $50m or greater, every Employee shall co-contribute by way of salary sacrifice the following minimum weekly amount:

Date	1/7/2023	1/7/2024	1/7/2025	1/7/2026	1/07/2027
Co-Cont.	$72/week	$75/week	$78/week	$81/week	$85/week

33.5 The contributions in clauses 33.3 and 33.4 shall be in addition to all other entitlements prescribed by this Agreement.

33.6 Contributions for apprentices shall be calculated at 12% of ordinary time earnings.

33.7 Apprentices shall co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

33.8 On projects where the Total Cost of Work is less than $50m, superannuation shall be calculated at the rate outlined in the Superannuation Guarantee (Administration) Act 1992 (SGAA), be paid on all hours worked, up to a maximum of 36 hours per week and contributed to the Superannuation fund on a monthly basis.

33.9 Where an employee has worked on multiple sites during the week, the higher contribution for superannuation outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

33.10 The Employer will, on behalf of the Employee, forward the above amounts directly to each Employee's superannuation account at least once each calendar month.

33.11 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by Qleave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

33.12 Should it be established that the Employer has failed to make payments as required; the Employer shall be liable to make the appropriate contributions immediately upon being notified of the non-compliance. Further, the Employer shall pay an additional 10% per annum (calculated on a pro-rata basis) to offset the interest that the contributions would have attracted in the relevant fund had they been paid on the due dates. The requirement for the Employer to make retrospective payments shall not limit any common law action which may be available in relation to death, disablement, or any similar cover existing within the terms of a relevant fund.

34. SALARY SACRIFICE ARRANGEMENTS

34.1 Employees covered by this Agreement will have access to salary sacrifice arrangements in addition to the compulsory arrangement detailed above. The requirements of any such arrangements shall ensure that:

(a) Accessing a salary sacrifice arrangement is a voluntary decision to be made by the individual Employee.

(b) An Employee wishing to enter into a salary sacrifice arrangement will be required to notify their Employer in writing of the intention to do so and have sought expert advice in relation to entering into such an arrangement.

(c) The Employer shall meet the cost of implementing the administrative and payroll arrangements necessary for the introduction of salary sacrifice to the Employees under the Agreement.

(d) The co-contribution of superannuation payments referred to herein shall be made by way of salary sacrifice arrangements.

35. INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE

35.1 The Employer will contribute the following amounts (including GST) per week to CIPQ in respect of each of its Employees for, or on account of, the premium insuring income protection for each of those Employees:

Date	1/3/2023	1/3/2024	1/3/2025	1/3/2026	1/3/2027
CIPS	$47.00	$51.00	$54.00	*	*

To be advised in accordance with 35.2

The income protection policy provided by the Employer will provide $1600 as a weekly benefit in the event of a claim.

35.2 If CIPQ decides that a higher weekly rate per Employee must be paid or provided, the Employer must pay that higher rate as and from the date CIPQ determines. Payment at the rate specified under clause 35.1 from the date determined by CIPQ will satisfy the Employer's obligations under clause 35.1.

35.3 If the Employer does not contribute to CIPQ the amount required under clause 35.1 in respect of each and every Employee, the Employer will pay an additional $1,500 per week on top of what benefit the policy provides and also reimburse the Employee for costs (i.e. medical expenses, claims management and rehabilitation expenses) incurred by the Employee, for a period of three years in the event that an Employee is unable to make a claim because of the non-payment by the Employer.

35.4 All accrued and unused sick leave will be notified to CIPQ upon termination for each employee, for the purposes of portable sick leave.

36. REDUNDANCY

36.1 The Employer will utilise BERT to meet all of the liabilities for Redundancy payments and further to ensure that an amount equal to the credit balance of the Employee's account in the Employee's Redundancy fund is paid to the Employee when the Employee is entitled to that payment pursuant to the terms of the Employee's Redundancy fund.

36.2 For projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount listed below for redundancy:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$120.00	$126.00	$138.00	$151.00	$165

New rates are effective from the first pay period of the month listed

At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$17.50	$20.00	$23.00	$25.00	$28.00

New rates are effective from the first pay period of the month listed

36.3 For projects where the Total Cost of Work is less than $50m, the Employer will contribute on behalf of each Employee the following minimum weekly amount for redundancy:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$82.00	$87.00	$91.00	$96.50	$100.00

New rates are effective from the first pay period of the month listed

At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$9.00	$9.50	$10.00	$10.50	$11.00

New rates are effective from the first pay period of the month listed

36.4 Where an employee has worked on multiple sites during the week, the higher contributions for BERT and BEWT outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

36.5 Apprentice contributions shall be calculated using the following percentage of the trade rate:

Stage	4 year Apprentice Percentage	3 year Apprentice Percentage
1st	50%	50%
2nd	60%	70%
3rd	75%	90%
4th	90%	N/A

36.6 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

36.7 Where the Employee's balance in the Employee's Redundancy fund reaches $20,000.00 or an amount that equals 10 weeks' wages, the Employee will have the option to continue to have contributions paid to their Redundancy fund or redirected to BUSSQ. It is the Employee's option only. Where an employee exercises (or has exercised) this option, his or her Redundancy

entitlement will be deemed met for all current and future entitlements arising from the current employment engagement.

36.8 Contributions to the Employee's Redundancy fund must be made, at a minimum, monthly, by no later than the 15th of the following month. Details of the Employer's contribution for each month including when contribution was made and for how much, are to be shown on the Employee's wage statement by the end of the second week of each subsequent month. Late payments shall attract a penalty of 10% of the total amount due, unless there is a reasonable explanation that is acceptable to the parties of this agreement.

37. ALLOWANCES

37.1 In addition to the wage rates prescribed in this Agreement, Employees shall be paid additional allowances as provided for by the Award. The rates for the various allowances shall be as provided below and/or in APPENDIX 2 of this Agreement.

37.2 The rates for all allowances shall be payable from the commencement of the first pay period after the dates specified.

Fares and Travel Allowance

37.3 All Employees shall be entitled to receive the fares and travel allowance as follows:

(a) Employees engaged on projects valued over $50 million.

Distance	1/9/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Zone 1	$55 per day*	$60 per day	$62 per day	$64 per day	$66 per day
Zone 2	$75 per day	$80 per day	$82 per day	$84 per day	$86 per day
Zone 3	$95 per day	$100 per day	$102 per day	$104 per day	$106 per day

*This rate applies from 1/7/2023

(b) Employees engaged on projects valued under $50 million.

Distance	1/9/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Zone 1	$30 per day*	$35 per day	$37 per day	$39 per day	$41 per day
Zone 2	$50 per day	$55 per day	$57 per day	$59 per day	$61 per day
Zone 3	$70 per day	$75 per day	$77 per day	$79 per day	$81 per day

*This rate applies from 1/7/2023

(c) Zones 2 and 3 only apply to employees who live further than 50Kms from their place of work.

(d) There shall exist zone borders at both 50kms, 100kms and 150kms from the business address where the employee is engaged. The business address where the employee is engaged will be the address listed in definitions under `Employer` or by written agreement with the Union.

(e) At the commencement of the project the radial distance from the business address to the project will be calculated.

(f) Employees will be paid the corresponding travel allowance based on the zone the project is located in relative to the business address where they are engaged. Appendix 2 contains visual representation to enable easier understanding of this clause.

(g) In the event that the Employer supplies a vehicle for travelling to and from work to the employee the amount of travel paid for zone 2 and 3 will be the difference between the relevant zone travelled too and the amount due from zone one. This shall be considered payment for distant travel.

(h) No employee will be worse off, than they were directly prior to certification, due to the implementation of this clause.

(i) For clarity the fares and travel allowance under the applicable awards will not apply. The allowances for being sent to multiple jobs in a day as listed in Appendix 2 will continue to apply.

(j) Apprentices shall receive the following percentage of the amount detailed above:

Stage	Percentage	Stage	Percentage
1st	75%	3rd	90%
2nd	85%	4th	95%

Leading Hand

37.4 A leading hand is an Employee who is given by the Employer, or the Employer's agent, the responsibility of directing and/or supervising the work of one or more other persons. A person specifically appointed to be a leading hand, will be paid for all purposes, the leading hand allowance appropriate for the number of persons in the Employee's charge. Additionally, a leading hand will be paid at the hourly rate of the highest classification supervised or the Employee's own hourly rate, whichever is the highest.

Living Away from Home Allowance

37.5 Where an Employee is engaged on distant work, the provision of reasonable board and lodgings will be supplied by the Employer, at no cost to the Employee.

(a) Reasonable board and lodging means, a minimum of three adequate meals per day, and a single room (not shared) which is quiet with air conditioning/heating, suitable ventilation, comfortable and clean bedding, appropriate lighting and furnishings, an ensuite with a toilet, shower and basin both with running hot and cold water, a television and tea and coffee making facilities. All facilities must be clean and fully functioning.

(b) Where reasonable board and lodging are not available, the Employer and the Employee may agree to alternative arrangements, provided that the Employee is not placed in a financial disadvantage as a result of the alternative arrangement.

(c) If the Employer does not supply meals then an allowance will be paid per meal in accordance with appendix 2 per meal not supplied.

(d) Where Employees are required to work on a project more than 150km from the business address where the Employee is engaged, this shall be referred to as distant work. Distant work shall only be undertaken with agreement from the Union. Such agreement will take into consideration daily travelling time and its effect on fatigue and may include an agreement to enact the distant works provision of this agreement where workers are required to travel less than 150km.

(e) Rosters for distant work shall be agreed in writing between the Employer and the Union before the distant work commences.

(f) Employees rostered for distant work must be notified in writing by the Employer. To ensure fatigue is managed safely, no Employee will be required to work on distant work for more than 14 consecutive days or have less than 7 consecutive days between engagements on distant work. Notwithstanding any other requirements in this clause, no Employee will be required to be away from home for more than 3 weeks without returning home at the Employer's expense.

(g) An Employee may refuse to work in circumstances where the working would result in the Employee working hours which are unreasonable having regard to matters including:

(i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;
(ii) the Employee's personal circumstances including any family responsibilities.
(iii) the needs of the workplace or enterprise;
(iv) the notice (if any) given by the Employer, and by the Employee of his or her intention to refuse it; and
(v) any other relevant matter.

(h) All time spent by Employees travelling to and from distant work will be paid as if worked during the time the travel is taken.

Power Tools

37.6 Where an Employee is specifically required to supply their own power tools (maximum of three commercial quality power tools plus a lead) by the Employer, the Employer will be responsible for all consumables and tagging and will replace all stolen tools if in an Employer lock up. Where the Employer requires the Employee to lend a power tool to another Employee, the Employer is deemed to have taken ownership of the tool and will replace the tool with a new tool of the same brand and model or an agreed alternative. The Employer will pay the rate per hour: as detailed in APPENDIX 2 of this Agreement.

Site Allowance

37.7 A Site Allowance as detailed below will be paid as a flat amount for each hour worked and will remain unaltered for the duration of each project. At the commencement of any new project by the Employer the Employer will inform the relevant Employees of the value of the project. Where there is a dispute with the value of the project, the Qleave or NTBuild declaration of the "Total Cost of Work" will apply.

Value of Project	Site Allowance	Value of Project	Site Allowance
$50m-$80m	$1.70	$500m-$600m	$6.00
$80m-$100m	$2.50	$600m-$700m	$7.00
$100m-$200m	$3.50	$700m-$800m	$8.00
$200m-$300m	$4.50	$800m-$900m	$9.00
$300m-$400m	$5.00	$900m-$1b	$10.00
$400m-$500m	$5.50	$1b +	$11.00

(a) Site Allowance is not subject to any premium or penalty and shall compensate for

(b) all disabilities other than:

(i) Heavy Blocks

(ii) Explosive

(iii) Powered Tools

(iv) Scaffolder's Licence Allowance

(v) Unbacked Insulation

(vi) Swing Stage

(vii) Height/ Multi Storey.

For these items the applicable rate in APPENDIX 2 will apply.

NB: the Living Away from Home Allowance, travel allowance, transfers during working hours and all allowances referred to in clause 37 of this Agreement are not disability allowances for the purposes of this clause.

Height Allowance

37.8 Height allowance will be payable on all multi-story projects from commencement as per the following:

a) Where the Total Cost of Work is $50m or greater, height allowance shall be paid in accordance with the rates in Appendix 2 of this Agreement.

b) Where the Total Cost of Work is less than $50m, the value of height allowance shall be paid in accordance with the Building and Construction General Onsite Award 2020.

37.9 The applicable Height and Site Allowances will be paid to Employees on a project in respect of works performed by the Employer on that project:

a) Up to the Employer's contractual practical completion for the last separable portion of that project, and

b) Also, to any additional work that is continuous and carried out by the Employees of the Employer on that project post practical completion, that falls under the Employer's original contract (for example defects work).

Engagement of more than one mobile crane

37.10 Where more than one mobile crane is engaged on any single lift the following additional payments shall be made per lift:

Number of Cranes	1/07/2023	1/72024	1/07/2025	1/07/2026	1/07/2027
2	$4.64	$4.87	$5.12	$5.37	$5.64
3	$8.92	$9.37	$9.84	$10.33	$10.85
4	$13.72	$14.41	$15.13	$15.89	$16.68
5+	$18.13	$19.04	$19.99	$20.99	$22.04

PART 6 HOURS OF WORK

38. HOURS OF WORK

38.1 Appendix 2 contains a visual representation to aid in the interpretation of hours of work clauses under this document.

Ordinary hours

38.2 Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00am and 6.00pm Monday to Friday. All time worked outside the aforementioned span of hours shall be by agreement with and notified to the Union and paid at double time. Agreement will not unreasonably be withheld.

38.3 There must be allowed, without deduction of pay, a minimum rest break of 20 minutes between 9.00am and 11.00am in lieu of an afternoon rest pause.

Start and Finish Times

38.4 Typically, work should not commence later than 7.00am on any day unless prior written agreement has been reached with the Union.

38.5 Any hours worked between 4.00am and 6.00am will be paid at double time for the disability of starting early and accrue towards the ordinary hours for the day.

38.6 Alteration of the typical start and finish times within the spread of ordinary daily hours shall be by written agreement with the Union. Additionally, the Employer will;

(a) provide not less than 48 hours' notice to affected Employees of the change to start and finish times;

(b) have regard to the intention of avoiding excessive overtime.

Overtime

38.7 It is the intention of the Employer and Employees that excessive overtime will not be worked.

(a) To this end the general standard of weekly hours will usually not be more than 50 per week, which shall be taken to mean not more than 10 hours per day Monday to Friday, for an individual Employee. The aforesaid 'usual weekly hours' of the affected Employees may by agreement be exceeded from time to time to perform works which the Employer considers necessary and to meet operational requirements including but not limited to the need to perform works which are critical to the ongoing productivity or safety of other employees on the project or where a critical work task is delayed due to unforeseen circumstances.

38.8 Reflecting this intention, it is recognised that:

(a) The Employer is not restricted as to the setting of daily hours within the 50-hour general standard;

(b) Subject to written agreement with the Union a majority of Employees may agree to work on a Saturday following a Monday RDO, provided there is strict adherence with the rest of this clause. Agreement will not unreasonably be withheld, and particular consideration shall be given to weeks where both RDOs and public holidays occur.

38.9 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees

(b) the Employee's personal circumstances including any family responsibilities

(c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

Overtime Penalty Rates

38.10 On projects where the Total Cost of Work is $50m or greater, all time worked in excess of the ordinary hours and on weekends shall be paid at double time.

38.11 On projects where the Total Cost of Work is less than $50m, the overtime penalties will be paid for at the rate of time and a half for the first two hours and at double time thereafter, notwithstanding this, all hours worked on Saturdays and` Sunday will be paid at Double time.

Shiftwork

38.12 All shifts starting or finishing more than 2 hours outside of the ordinary hours of work will be classified as Shiftwork and be paid at double time for the entire shift. Appendix 2 of this agreement contains a visual representation to clarify hours of work obligations.

38.13 An early start between 4.00am and 6.00am on a regular day shift will be paid at double time for those hours worked up until 6.00am, and will count towards the ordinary hours for the day and not be considered shift work for the purposes of this clause.

38.14 A late finish between 6.00pm and 8.00pm will be paid at double time for those hours worked outside the ordinary span of hours, will count towards the ordinary hours for the day if occurring within 8 hours of the start time and not be considered shift work for the purposes of this clause.

38.15 Shiftwork shall be paid at the rate of double time for all hours worked.

38.16 Unless otherwise agreed between the parties an Employee who has to work Shiftwork shall be given at least 48 hours' notice of the requirements to work shift work.

38.17 An Employee may refuse to work Shiftwork in circumstances where the working of such shift would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees

(b) the Employee's personal circumstances including any family responsibilities

(c) the notice (if any) given by the Employer of the Shiftwork and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

38.18 This clause will replace the Shiftwork clause under the Award.

Easter and Christmas

38.19 An Employee required to work during the Easter and Christmas period, that is to work on any day between and inclusive of Christmas Day and New Year's Day and any day, between and inclusive of Good Friday and Easter Monday, shall be paid 300% of the hourly rate prescribed in the Agreement for the Employee's classification. Any work undertaken during these periods will be by written agreement with the Union.

39. EMPLOYEE ROSTERED DAY OFF

39.1 Ordinary working hours will be scheduled in a 10-day cycle, Monday to Friday inclusive, with 8 ordinary working hours worked for each of 9 days and with 0.8 of an hour on each of those days accruing toward the tenth day, which will be known as the rostered day off (RDO).

39.2 26 rostered days are scheduled to be taken off by an Employee for every 12 months' continuous service in accordance with the dates set out in the calendar contained in APPENDIX 3. The purpose of this calendar is to ensure workers and site management manage their fatigue levels, thereby encouraging safer and more productive Projects. Calendars for years not contained in this agreement will be published by the Union when the Holiday and School Terms are released by the Queensland Government.

39.3 Payment for RDOs will include an entitlement to the daily fares and travel allowance.

39.4 Each day of leave taken and any public holiday occurring during any cycle will be regarded as a day worked for accrual purposes.

39.5 An Employee who has not worked a complete cycle will receive pro rata accrued entitlements payable for the rostered day off.

39.6 Where an Employee has insufficient accruals for an RDO, the Employer may by agreement with the affected Employee, offset any deficiency from the Employee's annual leave entitlement.

39.7 Where the Employer wants an Employee or Employees to work on an RDO, the following process shall be followed:

(a) The Employer shall establish that there is a genuine need for the work to take place on the RDO. Examples of where work may take place include, but are not limited to, the following:

(i) jumping cranes, erecting, or dismantling jump form, high-risk activity after consultation with the safety committee),

(b) The Employer must consult with the affected Employee(s); and

(c) All work on RDO`s will only occur by agreement between the Employer and the Union. Such agreement will be in writing.

39.8 The Employer is committed to providing as much notice as is reasonably practicable for a requirement to work. Wherever possible, the process outlined above will occur at least 7 calendar days prior to the RDO in question.

39.9 An Employee may refuse to work an RDO in circumstances where the working of such a RDO would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees

(b) the Employee's personal circumstances including any family responsibilities

(c) any other relevant matter.

39.10 Where the procedure in clause 39.7 above has been followed and at least seven days' notice has been provided to Employees to work on the RDO, Employee's must be paid for at 200% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment for 8 hours, for that RDO. Where the procedure in clause 39.7 above has not been followed or less than 7 days' notice has been provided to Employees to work on the RDO, Employee's must be paid at 250% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment of 8 hours, for that RDO.

39.11 In addition to the loadings listed above, employees will be provided the opportunity to take the RDO at a later date of their choosing for each RDO that they are required to work.

39.12 Up to five (5) RDOs may be accrued under normal industry flexibilities. Accrued RDOs will be taken in the calendar year they were due or be transferred to the employee's annual leave bank in the last pay period of the calendar year provided sufficient RDO hours are retained to cover the scheduled RDOs for January of the following year.

40. PRODUCTIVITY SCHEMES

40.1 Productivity Schemes will be prohibited unless written agreement has been reached between the Employer and The Union.

PART 7 LEAVE

41. LEAVE

Annual leave

41.1 An employee's entitlement to annual leave will be consistent with the NES contained in the FW Act.

41.2 Annual leave shall accrue at the rate of three-hours per week (i.e. 36 ordinary hours) of service. If the Employee is a Continuous Shiftworker (as defined in this Agreement), the Employee shall accrue annual leave at the rate of 3.75 hours per week (i.e. 36 ordinary hours) of service.

41.3 The Employer will not unreasonably refuse a request for annual leave by an Employee.

41.4 Annual leave will be paid at the rate the Employee would have received if ordinary hours had been worked during the period of leave (including applicable allowances), plus a loading of 17.5%.

41.5 At the termination of employment, the Employee will be paid out all outstanding annual leave entitlements, including the 17.5% loading. The annual leave will be paid out as if the Employee were taking leave, commencing from the end of the termination notice period. As such, any public holidays occurring during the period for which the annual leave entitlement applies, will be paid for in addition to the annual leave entitlement.

Personal leave

41.6 Permanent Employees shall be entitled to paid leave when they are absent from work due to:

(a) personal illness or injury (sick leave, a form of personal leave)

(b) for the purposes of caring for partners, children and/or other household or family members who are sick or in a personal emergency and require the Employee's care and support (carer's leave, another form or personal leave)

(c) for cultural purposes as defined in clause 8.6 of this agreement; or

(d) compassionate leave.

41.7 Personal leave shall accrue as follows:

(a) Three days in the first month and then one additional day at the beginning of each of the next nine-calendar months will be available in the first year of employment

(b) 12 days at the beginning of the Employees second and each subsequent year will commence on the anniversary of engagement

(c) All unused personal leave is cumulative.

41.8 If required by the Employer, when an Employee is absent for more than two-consecutive days the Employee is required to give the Employer a doctor's certificate, or other reasonably acceptable evidence, about the nature and approximate duration of the illness.

41.9 Unpaid carer's leave will be in accordance with the NES.

Parental leave

41.10 An employee is entitled to the Parental Leave provisions contained within the NES.

41.11 In addition to the entitlement under the NES the Employer will pay an additional amount as follows:

(a) Where the employee is to be the primary care giver, pay the equivalent of the difference between the Government paid parental leave scheme and the employees normal take home pay for a period of four (4) weeks.

(b) Where the employee is not to be the primary care giver, pay the equivalent of the difference between the government paid parental leave scheme and the employees normal take home pay for a period of two (2) weeks.

41.12 To avoid doubt, if the Government paid parental leave scheme ceases to exist the Employer will pay to the employee the employees normal take home pay for the periods set out above.

Compassionate leave

41.13 Employees are entitled to compassionate leave in accordance with the National Employment Standards contained in the FW Act. In addition, compassionate leave is available for Employees upon the death of a family or household member, or close family Relatives.

Community Service Leave

41.14 Community Service Leave will be in accordance with the FW Act.

Long Service Leave

41.15 All Employees covered by this Agreement are entitled to long service leave on full pay under, subject to, and in accordance with, the provisions of Division 9, sections 93-114 of the *Industrial Relations Act 2016 (Qld)* as amended from time to time, or the provisions of the *Building and Construction Industry (Portable Long Service Leave) Act 1991 (Qld)*. Section 95 subsection (4) of the *Industrial Relations Act 2016 (Qld)* does not apply to Employees covered by this Agreement.

Unpaid leave

41.16 Employees may take unpaid leave (in addition to any entitlements to certain types of unpaid leave that are available in accordance with the NES). Such leave will be subject to the Employer's approval except for up to five-days per year of unpaid leave, which may be taken by notice given at or before the commencement of such leave. Unpaid leave can be taken for less than a day.

Public Holidays

41.17 Employee entitled to be absent on public holiday.

41.18 An Employee is entitled to be absent from their employment on a day or part-day that is a public holiday in the place where the employee is based for work purposes. If, in accordance with this clause, an employee is absent from his or her employment on a day or part-day that is a public holiday, the Employer must pay the employee at the employee's base rate of pay for the employee's ordinary hours of work on the day.

41.19 Reasonable requests to work on public holidays.

(a) The Employer may request an Employee to work on a public holiday if the request is reasonable. Further, written agreement must be reached between the Employer and the Union for any work on public holidays.

(b) If the Employer requests an Employee to work on a public holiday, the Employee may refuse the request if

(i) the request is not reasonable; or

(ii) the refusal is reasonable.

41.20 In determining whether a request, or a refusal of a request, to work on a public holiday is reasonable, the following must be taken into account:

(a) the nature of the Employer's workplace or enterprise (including its operational requirements), and the nature of the work performed by the employee

(b) the Employee's personal circumstances, including family responsibilities

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(c) whether the Employee could reasonably expect that the Employer might request work on the public holiday

(d) whether the Employee is entitled to receive overtime payments, penalty rates or other compensation for, or a level of remuneration that reflects an expectation of, work on the public holiday

(e) the type of employment of the Employee (for example, whether full-time, part-time, casual or shiftwork)

(f) the amount of notice in advance of the public holiday given by the Employer when making the request

(g) in relation to the refusal of a request—the amount of notice in advance of the public holiday given by the Employee when refusing the request

(h) any other relevant matter.

41.21 All work done by any employee on:

- 1st January
- 26th January
- Good Friday
- Easter Saturday (the day after Good Friday)
- Easter Sunday
- Easter Monday
- 25th April (Anzac Day)
- May Day
- The Birthday of the Sovereign
- Christmas Eve (from 6.00pm to midnight)
- Christmas Day
- Boxing Day; or
- any day appointed under the Holidays Act 1983 will be paid for at the rate of double time and a-half with a minimum of 4 hours.

41.22 In addition to the days set out above, Employees will be entitled to public holidays on any other day, or part-day, declared or prescribed by or under a law of Queensland to be observed generally within the Queensland, or a region of the State of Queensland, as a public holiday, other than a day or part-day, or a kind of day or part-day, that is excluded by the regulations from counting as a public holiday.

42. FAMILY VIOLENCE LEAVE

General Principles

42.1 The Employer recognises that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. The Employer is committed to providing support to staff that are subjected to family and/or domestic violence.

42.2 Understanding the traumatic nature of family and/or domestic violence the Employer will support their Employee if they have difficulties performing tasks at work. No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of being subjected to family and/or domestic violence. An Employee will not be discriminated

against or have adverse action taken against them because of their disclosure of, experience of, or perceived experience of, family violence.

Definition of Family and/or Domestic Violence

42.3 For the purpose of this clause, family and/or domestic violence is defined as any violent, threatening or other abusive behavior by a person against a member of the person's family or household (current or former). To avoid doubt, this definition includes behavior that:

(a) is physically or sexually abusive; or

(b) is emotionally or psychologically abusive; or

(c) is economically abusive; or

(d) is threatening; or

(e) is coercive; or

(f) in any other way controls or dominates the family or household member and causes that person to feel fear for their safety or wellbeing or that of another person; or

(g) causes a child to hear or witness, or otherwise be exposed to the effects of, such behavior.

Family and/or Domestic Violence Leave

42.4 An Employee, including a casual Employee, who is subjected to family and/or domestic violence is entitled to 10 days per year of paid family and/or domestic violence leave for the purpose of:

(a) attending legal proceedings, counselling, appointments with a medical or legal practitioner

(b) relocation or making other safety arrangements; or

(c) other activities associated with the experience of family and/or domestic violence.

42.5 In addition, an Employee, including a casual Employee, who provides support to a close personal contact who is subjected to family and/or domestic violence is entitled to access family and/or domestic leave for the purpose of:

(a) accompanying that person to legal proceedings, counselling, appointments with a medical or legal practitioner

(b) assisting with relocation or other safety arrangements; or

(c) other activities associated with the family and/or domestic violence including caring for children.

42.6 This leave will be in addition to existing leave entitlements, may be taken as consecutive or single days or as a fraction of a day, and can be taken without prior approval.

42.7 Upon exhaustion of the leave entitlement in clause 42.4, Employees will be entitled to up to [2] days unpaid family and/or domestic violence leave on each occasion.

Notice and Evidentiary Requirements

42.8 The employee will give his or her employer notice as soon as reasonably practicable of their request to take leave under this clause.

42.9 If required by the Employer, the Employee must provide evidence that would satisfy a reasonable person that the leave is for the purpose as set out in clause 42.4. Such evidence may include a document issued by the police service, a court, a health professional, a family violence support service, a lawyer, a financial institution, an accountant or a statutory declaration.

42.10 The Employer must ensure that any personal information provided by the Employee to the employer concerning an Employee's experience of family and/or domestic violence is kept confidential. Information will not be kept on an Employee's personnel file.

Individual Support

42.11 In order to provide support to an Employee who is subjected to family and/or domestic violence and to provide a safe work environment to all Employees, the Employer will approve any reasonable request from an Employee subjected to family and/or domestic violence for:

(a) changes to their span of hours or pattern or hours and/or shift patterns

(b) job redesign or changes to duties

(c) relocation to suitable employment within the Employer

(d) a change to their telephone number or email address to avoid harassing contact; or

(e) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.

PART 8 TERMINATION

43. TERMINATION

43.1 The Employer will consult with the Union prior to making any decision to terminate make redundant or any other form of cancelling the employment contract for any Employee.

43.2 Employment may be terminated by the Employer due to performance/general misconduct, serious and willful misconduct, or Redundancy.

Performance/General Misconduct

43.3 In the event that an Employee fails to maintain satisfactory performance levels in the case of general misconduct (e.g., lateness for work), the following 3 step counselling procedure will be applied. This procedure does not apply for Redundancy situations. An Employee may elect at any step to have their Employee Representative or any other person or persons of their choice, present. The Employee must be given an opportunity to respond to each allegation. At the request of the Employee, copies of any written warnings will be given to the Employee Representative or any other party to this Agreement.

43.4 Step 1- First Written Warning

(a) The Employer will have a discussion with the Employee, and the Employer will advise the Employee of the problems that the Employer believes exist in relation to the Employee's conduct. If appropriate the Employer will then issue a written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required.

43.5 Step 2- Final Written Warning

(a) If the Employee fails to meet the standards of improvement in accordance with Step 1 within a reasonable period of time, the Employer will have a further discussion with the Employee in which it will advise the Employee of the problems the Employer believes exists in relation to the Employee's conduct. If appropriate the Employer will then issue a final written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required; and

(iii) That it is a final written warning and that failure to meet the standards of improvement stated therein may lead to dismissal.

(b) If an Employee does not repeat the same offence which produced the need for the final warning, within 6 months of the warning, the final warning advice becomes null and void and cannot be considered grounds for dismissal.

43.6 Step 3- Dismissal

(a) If after receiving a final warning, the Employee repeats the same conduct within a period of 6 months, then the Employee may be dismissed. A written notice of dismissal will be provided to the Employee by the Employer outlining the reasons for the dismissal.

43.7 The Employer shall provide to each terminated Employee a written statement specifying the period of employment and the classification or type of work performed by the Employee.

43.8 The Employer shall pay each terminated Employee all accrued entitlements and other wages owing within two business days of termination, or the Employee shall be entitled to claim payment for all time spent waiting for the wages up to a maximum of 8 hours pay per day (including Saturday and Sunday). This claim shall be regardless of whether or not the Employee remains on the job).

43.9 The Employer shall pay each terminated Employee for any public holiday that occurs in the period of annual leave that would have been payable had the Employee commenced annual leave on the date of termination. Where the Employee's leave balance would not include public holidays occurring within the 10 working days (excluding weekends) following termination, the Employee shall receive payment for these days.

43.10 In cases where the Employer is considering transferring, or terminating the services of an elected Union Delegate, Employee Representative, or a HSR, a five-day mandatory consultation period shall be initiated by the Employer in the form of a face to face meeting with the Union prior to any final decision on transfer or termination being made. The affected Employee and their nominated representative will be immediately advised in writing of the initiation of the consultation period and shall remain on the job during the consultation process. If the Employer fails to comply with any of these requirements, the notice period that the Employer must give to the affected Employee shall be increased to four weeks.

43.11 The Employer shall notify all funds upon termination of an Employee. This will include informing Qleave of time served.

PART 9 REPRESENTATION

44. UNION DELEGATE

44.1 Where an Employee has been elected as a Union Delegate, the Employer will recognise the following:

(a) the right to be treated fairly and to perform their role without any discrimination in their employment.

(b) for the Union Delegate to represent an Employee were requested in relation to a grievance, dispute or a discussion with a member of the Union.

(c) the right to place information related to permitted matters in prominent locations in the workplace except that the material must not breach freedom of association, privacy and other applicable laws.

(d) the right to paid time to attend industrial tribunals and/or courts where they have been requested to do so by an Employee (which may include themselves) whom they represent in a particular dispute in their workplace.

(e) the right to paid time to assist and represent Employees who have requested them to represent them in respect of a dispute arising in their workplace.

(f) the right to represent the interests of members in their workplace to the Union, the Employer and industrial tribunals/courts.

(g) the right to represent the interests of Employees who request their assistance in their workplace to the Employer and industrial tribunals/courts.

(h) the right for reasonable time off to attend accredited union education.

(i) the right to take reasonable leave to work with the Union.

(j) the right to have reasonable time off to participate in the operation of the Union.

(k) the right to address new Employees about the benefits of union membership at the time that they enter employment or on their first day on site.

45. UNION DELEGATE FACILITIES

45.1 The Employer shall provide an agreed facility for the use of the Union Delegate to perform their duties and functions as the on-site representative of the Employees. The provision of the following facilities is to ensure that the Union Delegate is able to effectively perform their functions in a professional and timely manner. The facilities shall include:

(a) a telephone

(b) an iPad equipped with mobile Internet access

(c) a table and chairs

(d) a filing cabinet

(e) air-conditioning/heating

(f) access to stationery and other administrative facilities, including use of facsimile, use of e-mail, (if available on site), following consultation between the Union Delegate and Site Management

(g) a private lockable area.

46. UNION TRAINING LEAVE

46.1 An Employee elected as Union Delegate shall, upon application in writing to the Employer, be granted up to five days paid leave each calendar year to attend relevant Union Delegate courses. Such courses shall be designed and structured with the objective of promoting good industrial relations within the building and construction industry.

46.2 Consultation may take place between the parties in the furtherance of this objective.

46.3 The application for leave shall be given to the Employer in advance of the date of commencement of the course. The application for leave shall contain the following details:

(a) The name of the Union Delegate seeking the leave

(b) The period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and

(c) A general description of the content and structure of the course and the location where the course is to be conducted.

46.4 The Employer shall advise the Union Delegate within seven clear working days (Monday to Friday) of receiving the application as to whether or not the application for leave has been approved.

46.5 The time of taking leave shall be arranged to minimise any adverse effect on the Employer's operations. The onus shall rest with the Employer to demonstrate an inability to grant leave when an eligible Union Delegate is otherwise entitled.

46.6 The Employer shall not be liable for any additional expenses associated with an Employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the relevant agreement classification rate including, shift work loadings where relevant plus Site Allowance where applicable.

46.7 Leave rights granted in accordance with this clause will not result in additional payment for alternative time off to the extent that the course attended coincides with a Union Delegate's RDO or with any concessional leave.

46.8 A Union Delegate on request by the Employer shall provide proof of their attendance at any course within 7 days. If an Employee fails to provide such proof, the Employer may deduct any amount already paid for attendance from the next week's pay or from any other moneys due to the Union Delegate.

46.9 Where a Union Delegate is sick during a period when leave pursuant to this clause has been granted proof of attendance at the course is not required for that period and the Employee shall receive payment if entitled under the provisions of the relevant award clause.

46.10 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

47. UNION RIGHTS PROMOTING REPRESENTATION OF MEMBERS

47.1 The company shall establish policies and procedures so that all reasonable steps are taken to encourage employees, to become financial members of the relevant branch of the Union, subject to relevant legislation.

47.2 Any company representative who discourages an employee from becoming a financial member of the Union breaches the intent of this agreement.

47.3 The company must invite the Union Delegate to attend every company induction for new Employees and to address Employees for at least half an hour per attendance.

47.4 A standing invitation exists for any representative of the Union covered by this agreement to enter any place where company Employees or representatives are for purposes including, but not limited to, dispute resolution or consultation meetings but not for purposes for which a Right of Entry exists under Part 3-4 of the Fair Work Act.

47.5 The company will allow the Union to promote membership of the Union.

47.6 The company will provide a Union noticeboard at every workplace. The display of material upon the Union noticeboard will be under the control of the Union.

47.7 The company will provide any information to the Union about Employees that the Union requires, and that is necessary to ensure compliance with this agreement.

47.8 The company will provide information about the Union to an Employee that the Union requires.

47.9 Employees are entitled to have paid time off to attend union meetings of up to 2 hours (or more by agreement) or participate in union activities. There shall be no more than one meeting per shift. The Union shall notify the Company that a meeting is to occur prior to the commencement of the meeting.

47.10 Upon request, the company will deduct Union dues from an Employee's weekly wages and remit such amount to the Union by EFT within 2 days of the deduction.

PART 10 COMPLIANCE

48. TIME AND WAGE RECORDS

48.1 Particulars of details of payment to each Employee must be included on the envelope including the payment or in a statement handed to the Employee at the time payment is made and will contain the following information:

(a) Name of employing Employer;

(b) Name of Employee;

(c) Employee's classification;

(d) Date of payment and period covered by wage statement;

(e) Details of the number of ordinary hours worked;

(f) Details of the number of overtime hours worked;

(g) The ordinary hourly rate and the amount paid at that rate;

(h) The overtime hourly rates and the amounts paid at those rates;

(i) The gross wages paid;

(j) The net wages paid;

(k) Details of any deductions made from the wages;

(l) Details of all accrued entitlements such as RDOs, personal leave, annual leave, etc;

(m) Details of the Employer BUSSQ contribution;

(n) Details of the Employer BERT contribution, including the amount;

(o) Details of the Employer CIPQ payment, including the amount;

(p) Details of the Employees BEWT payment, including and the amount.

48.2 In addition, the Employer must also maintain the following time and wage records:

(a) The Employee's date of birth;

(b) date when the Employee became an Employee of the Employer, if appropriate, the date when the Employee ceased employment with the Employer;

(c) The Employee's tax file number;

(d) The Employee's number;

(e) The Employee's BERT number;

(f) The Employee's QLeave or NTBuild number;

(g) The Employee's CIPQ number;

(h) Daily details of work including:

(i) Daily start time and finish time;

(ii) Time lunch and crib breaks taken;

(iii) Total ordinary hours worked and resulting wage;

(iv) Total time and a half hours worked and resulting wage;

(v) Total double time hours worked and resulting wage;

(i) Details of allowances paid;

(j) Details and payment for RDOs, Personal and annual leave, public holidays;

(k) Details of deductions;

(l) Details of additions;

(m) Total gross allowances paid per week and year to date;

(n) Total gross wages paid per week and year to date;

(o) Tax deducted from wages per week and year to date;

(p) Net wages per week and year to date;

(q) RDOs, sick and annual leave accrued per week and year to date;

(r) Superannuation, BERT, BEWT, and CIPQ paid per week and year to date.

49. SHAM CONTRACTING

49.1 Sham Contracting occurs when an Employer engages an individual to perform building work under a contract for services where the true character of the engagement or proposed engagement is that of employment.

49.2 The Employer agrees they will not engage in Sham Contracting and recognises that the practice of sham contracting is unlawful and undermines the job security of the Employees covered by this Agreement.

49.3 The Employer will not enter into a contract with another person ("the Contractor") under which services in the nature of building work are to be provided to the employer, if:

(a) the services are to be performed by an individual (who is not the Contractor); and the individual has any ownership in, or is an officer or trustee of, the contractor; and

(b) if the contract were entered into with the individual, the contract would be a contract of employment.

49.4 The Employer will maintain records about any Contractors that it has engaged in the preceding month which will include:

(a) the name of the Contractor;

(b) the owner(s) of the Contractor;

(c) the works that the Contractor was engaged to perform;

(d) basis on which the Contractor was paid for the work e.g. lump sum/fixed price, daily rate, other; and

49.5 The Employer will, within 7 days of receiving a written request from the Union, provide a copy of the records which it is required to keep pursuant to the previous subclause. Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

49.6 Where in breach of this clause a sham contract was in place, such that that Contractor was in fact an Employee under this Agreement, the calculation for back pay will be calculated on the basis of the difference between what they were paid under sham contract arrangement and:

(a) 175% of the applicable hourly rate contained in this Agreement; and

(b) the Site Allowance (if applicable); and

(c) the multi-story allowance (if applicable); and

(d) Superannuation (BUSSQ), BERT, CIPQ and BEWT.

50. SECURITY OF PAYMENTS

50.1 The Employer recognises that the under, non or late payment of building industry participants for services rendered can affect the entitlements of workers and the security of their employment.

50.2 The Employer acknowledges its obligations under the Building and Construction Industry Payments Act 2004 (as amended) and the Subcontractors Charges Act 1974.

50.3 The Employer will not engage in illegal or fraudulent phoenix activities for the purpose of avoiding any payment due to another building contractor or building industry participant or other creditor.

50.4 The Employer will:

(a) comply with all applicable laws and other requirements relating to the security of payments that are due to subcontractors; and

(b) ensure that payments which are due and payable are made in accordance with applicable legislative requirements; and

(c) have a documented dispute settlement process in accordance with all applicable legislative requirements that details how disputes about payments will be resolved, includes a referral process to an independent adjudicator for determination if the dispute cannot be resolved between the parties and must comply with that process; and

(d) as far as practicable, ensure that disputes about payments are resolved in a reasonable, timely and cooperative way.

(e) Principal contractors and contractors will ensure reasonable allowance is included in contracts taking into account historic weather conditions and forecast rainfall.

(f) The Employer will keep records demonstrating its compliance with clause 50.4 above. The Employer will, within 7 days of receiving a written request from the Union who has a reasonable belief of a non-compliance with clause 50.4 above, provide evidence demonstrating its compliance. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

51. TEMPORARY FOREIGN LABOUR

51.1 In this clause the term “temporary foreign labour” means a person that is not an Australian citizen or Australian permanent resident or does not have rights to work and live permanently with Australia who is employed or engaged to undertake building work by the Employer.

51.2 The Employer recognises that the engagement of temporary foreign labour may undermine the job security of the Employees covered by this Agreement. The parties wish to limit the circumstances in which temporary foreign labour can be engaged to ensure the job security of the Employees covered by this Agreement.

51.3 The Employer will not engage temporary foreign labour unless:

(a) the position is first advertised in Australia; and

(b) the advertising was targeted in such a way that a significant proportion of suitably qualified and experienced Australian citizens and Australian permanent residents (within the meaning of the Migration Act 1958 (Cth) would be likely to be informed about the position; and

(c) any skills or experience requirements set out in the advertising were appropriate to the position; and

(d) the employer demonstrates that no Australian citizen or Australian permanent resident is suitable for the job; and

(e) temporary foreign labour will be engaged in accordance with this Agreement, and

(f) Written agreement has been reached with the Union.

51.4 The Employer will, within 7 days of receiving a written request from the Union provide evidence demonstrating its compliance with this clause. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

51.5 Where an employer engages temporary foreign labour in breach of this clause, the position shall, as soon as practicable, be re-advertised and filled by the employer strictly in accordance with this clause.

52. QUALITY BUILDING MATERIALS

52.1 The Parties recognise the complex issue of non-conforming building products (NCBPs). NCBPs are building products about which false claims have been made as to their quality and purpose or do not meet required standards for their intended use. A building product is non-conforming if, in association with a building, the product:

(a) is not, or will not be, safe; or

(b) does not, or will not, comply with relevant regulatory provisions; or

(c) does not perform, or is not capable of performing, for the use to the standard represented.

52.2 The Parties recognise that domestically sourced and manufactured conforming building products are less likely to create the above conditions and accordingly wish to maximise the use of domestically sourced and manufactured building materials by the Employer.

52.3 The Employer will only use products in building work that comply with relevant Australian standards published by, or on behalf of, Standards Australia in accordance with the National Construction Code.

52.4 In order to maintain compliance, the Employer will maintain records in accordance with the Building and Construction Legislation (Non-Conforming Building Products – Chain of Responsibility and Other Matters) Amendment Act 2017

52.5 The Employer will, within 7 days of receiving a written request from the Union, provide a copy of the records which it is required to be keep pursuant to the previous clause 52.4 above.

53. COMPLIANCE WITH THIS AGREEMENT

53.1 Complaints, queries and concerns regarding entitlements paid in relation to the Award or this Agreement shall be raised and resolved in accordance with the disputes procedure in this Agreement. Authorised industrial personnel shall be provided access to time and wage records in accordance with all legal requirements. Relevant Union Officials shall be provided access to time and wages records in accordance with the FW Act.

53.2 The Employer will conduct an audit using the Audit Form provided for in APPENDIX 6 to confirm compliance with:

(a) Awards and workplace arrangements which have been certified, registered or otherwise approved under the relevant industrial legislation.

(b) Legislative requirements such as:

(i) the Fair Work Act 2009; or

(ii) QLD/NT Workers Compensation; or

(iii) Superannuation; and

(iv) Long Service Leave.

53.3 This audit will be conducted when there is a request from the Union that that there is a reasonable suspicion of non-compliance. The audit will be undertaken in accordance with ISO9001-2008 by an auditing company agreed between the Employer and the Union. A copy of the audit record will be provided to the Union, and any representative nominated by the Employee.

54. POSTING OF AGREEMENT AND NOTICES

54.1 A true copy of this Agreement shall be exhibited in a conspicuous and convenient place on the premises of the Employer and on every Employee's worksite so as to be easily read by Employees.

55. SEVERABILITY

55.1 It is the intention of those covered by this Agreement that the Agreement contains only permitted matters under the FW Act. The severance of any term of this Agreement that is, in whole or in part, of no effect by virtue of the operation of section 253 of the FW Act shall not be taken to affect the binding force and effect of the remainder of the Agreement. To the extent it is possible, all terms should be interpreted in a manner that would make them permitted matters.

APPENDIX 1 – RATES OF PAY

CONSTRUCTION WORKER CLASSIFICATIONS AND RATES OF PAY							
Level	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
CW8	Supervisor	p/w	$2,308.07	$2,423.47	$2,544.64	$2,671.88	$2,805.47
		p/h	$64.11	$67.32	$70.68	$74.22	$77.93
CW7	Tower Crane Operator, Tower Crane Rigger, Hoist Rigger, Supervisor (Sub-Foreperson)	p/w	$2,215.08	$2,325.83	$2,442.13	$2,564.23	$2,692.44
		p/h	$61.53	$64.61	$67.84	$71.23	$74.79
CW6	Trainer	p/w	$2,122.85	$2,228.99	$2,340.44	$2,457.46	$2,580.34
		p/h	$58.97	$61.92	$65.01	$68.26	$71.68
CW5	Special Class Trades, Special Class Dogman (as defined), Refractory Bricklayer, Carver	p/w	$2,030.62	$2,132.15	$2,238.75	$2,350.69	$2,468.23
		p/h	$56.41	$59.23	$62.19	$65.30	$68.56
CW4	Signwriter	p/w	$1,972.03	$2,070.63	$2,174.16	$2,282.87	$2,397.01
		p/h	$54.78	$57.52	$60.39	$63.41	$66.58
CW4	Marker Setter Out, Letter Cutter, WHSO, Union delegate	p/w	$2,040.44	$2,142.47	$2,249.59	$2,362.07	$2,480.17
		p/h	$56.68	$59.51	$62.49	$65.61	$68.89
CW4	Mobile Concrete Boom Pump Operator	p/w	$1,941.03	$2,038.08	$2,139.99	$2,246.98	$2,359.33
		p/h	$53.92	$56.61	$59.44	$62.42	$65.54
CW3	Carpenters/Joiners, Stonemason, Window Fixer, Other Qualified Tradesperson*	p/w	$1,948.21	$2,045.62	$2,147.90	$2,255.30	$2,368.06
		p/h	$54.12	$56.82	$59.66	$62.65	$65.78
CW3	Floor layers, Plasterers, Tilers, Tuck-pointers	p/w	$1,933.85	$2,030.54	$2,132.07	$2,238.67	$2,350.60
		p/h	$53.72	$56.40	$59.22	$62.19	$65.29
CW3	Bricklayers, Water-proofers	p/w	$1,922.13	$2,018.24	$2,119.15	$2,225.11	$2,336.36
		p/h	$53.39	$56.06	$58.87	$61.81	$64.90
CW3	Slater, Ridge or Roof Fixer, Roof Tiler	p/w	$1,904.36	$1,999.58	$2,099.56	$2,204.54	$2,314.77
		p/h	$52.90	$55.54	$58.32	$61.24	$64.30
CW3	Painters, Glaziers, Installers	p/w	$1,879.79	$1,973.78	$2,072.47	$2,176.10	$2,284.90
		p/h	$52.22	$54.83	$57.57	$60.45	$63.47
CW3	Rigger, Dogman, Employees with AQF 3 certificates (even if Employee job mentioned in lower classification), Mobile Concrete Line Pump Operators, Concrete Cutter (+ 6 months experience)	p/w	$1,848.80	$1,941.24	$2,038.30	$2,140.21	$2,247.23
		p/h	$51.36	$53.92	$56.62	$59.45	$62.42
CW2	Scaffolder, Powder Monkey, Hoist & Winch Driver, Foundation Shaftsman, Steelfixer (including Tack Welder), Concrete Finisher, Traffic Controller, Gatemen / Security Guard, Pump Line Hand, Post Tensioning, Caulkers/Joint Sealers	p/w	$1,774.71	$1,863.45	$1,956.62	$2,054.45	$2,157.17
		p/h	$49.30	$51.76	$54.35	$57.07	$59.92
CW1	Skilled Labourer, Formwork Labourer, Truck Delivery Driver and Others	p/w	$1,708.18	$1,793.59	$1,883.27	$1,977.43	$2,076.31
		p/h	$47.45	$49.82	$52.31	$54.93	$57.68

APPRENTICE RATES OF PAY (4 Year)							
Stage	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
4	Apprenticeship (90% of CW3)	p/w	$1,663.96	$1,747.15	$1,834.51	$1,926.24	$2,022.55
		p/h	$46.22	$48.53	$50.96	$53.51	$56.18
3	Apprenticeship (75% of CW3)	p/w	$1,320.54	$1,320.54	$1,320.54	$1,320.54	$1,320.54
		p/h	$38.52	$40.45	$42.47	$44.60	$46.83
2	Apprenticeship (60% of CW3)	p/w	$1,056.43	$1,056.43	$1,056.43	$1,056.43	$1,056.43
		p/h	$30.81	$32.35	$33.96	$35.66	$37.45
1	Apprenticeship (50% of CW3)	p/w	$924.21	$970.42	$1,018.94	$1,069.89	$1,123.38
		p/h	$25.67	$26.96	$28.30	$29.72	$31.21

APPRENTICE RATES OF PAY (3 year)							
Stage	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
3	Apprenticeship (90% of CW3)	p/w	$1,663.96	$1,747.15	$1,834.51	$1,926.24	$2,022.55
		p/h	$46.22	$48.53	$50.96	$53.51	$56.18
2	Apprenticeship (70% of CW3)	p/w	$1,293.89	$1,358.59	$1,426.52	$1,497.84	$1,572.74
		p/h	$35.94	$37.74	$39.63	$41.61	$43.69
1	Apprenticeship (50% of CW3)	p/w	$924.21	$970.42	$1,018.94	$1,069.89	$1,123.38
		p/h	$25.67	$26.96	$28.30	$29.72	$31.21

TRAINEE WAGES

Persons undertaking a Trainees hip will receive either the following rates or remain at their existing level, whichever is the greater:

Stage	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
5	Traineeship (100% of CW3)	p/w	$1,848.80	$1,941.24	$2,038.30	$2,140.21	$2,247.23
		p/h	$51.36	$53.92	$56.62	$59.45	$62.42
4	Traineeship (CW2 - 96% of CW3)	p/w	$1,774.71	$1,863.45	$1,956.62	$2,054.45	$2,157.17
		p/h	$49.30	$51.76	$54.35	$57.07	$59.92
3	Traineeship (CW1 - 92.4% of CW3)	p/w	$1,708.18	$1,793.59	$1,883.27	$1,977.43	$2,076.31
		p/h	$47.45	$49.82	$52.31	$54.93	$57.68
2	Traineeship (CW1(b) - 88% of CW3)	p/w	$1,626.91	$1,708.26	$1,793.67	$1,883.35	$1,977.52
		p/h	$45.19	$47.45	$49.82	$52.32	$54.93
1	Traineeship (New Entrant - 82% of CW3)	p/w	$1,515.78	$1,591.57	$1,671.15	$1,754.70	$1,842.44
		p/h	$42.11	$44.21	$46.42	$48.74	$51.18

Trainees shall progress through each of the stages every six months from the date of commencement, unless stages are otherwise completed earlier.

EARTHMOVERS CLASSIFICATIONS – RATES OF PAY							
Level	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
CW3	Bobcat, Pile Driver	p/w	$1,814.59	$1,905.32	$2,000.58	$2,100.61	$2,205.64
		p/h	$50.40	$52.92	$55.57	$58.34	$61.26
CW4	Backhoe, Drott, Vibrating Roller, Front Mini Excavator	p/w	$1,873.35	$1,967.01	$2,065.37	$2,168.63	$2,277.06
		p/h	$52.03	$54.63	$57.36	$60.23	$63.24
CW5	Bulldozer, Scraper Excavator, Grader, Front end loader over 2.25mtrs	p/w	$1,952.96	$2,050.61	$2,153.14	$2,260.79	$2,373.83
		p/h	$54.23	$56.94	$59.79	$62.78	$65.92
CW6	Final Trim Grader	p/w	$2,026.26	$2,127.57	$2,233.95	$2,345.65	$2,462.93
		p/h	$56.27	$59.08	$62.04	$65.14	$68.40

MOBILE HYDRAULIC PLATFORMS CLASSIFICATIONS - RATES OF PAY						
MOBILE HYDRAULIC PLATFORMS						
Occupations	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
Trainee (as defined)	p/w	$1,795.02	$1,884.77	$1,979.01	$2,077.96	$2,181.85
	p/h	$49.86	$52.36	$54.98	$57.72	$60.61
Boom length up to and including 11 metres (including trainees)	p/w	$1,803.85	$1,894.04	$1,988.74	$2,088.18	$2,192.59
	p/h	$50.11	$52.61	$55.24	$58.00	$60.90
Boom length over 11 metres and up to 17 metres	p/w	$1,885.99	$1,980.29	$2,079.30	$2,183.27	$2,292.43
	p/h	$52.40	$55.01	$57.77	$60.65	$63.69
Boom length over 17 metres and up to 23 metres	p/w	$1,939.70	$2,036.68	$2,138.52	$2,245.44	$2,357.71
	p/h	$53.89	$56.58	$59.41	$62.38	$65.50
Boom length over 23 metres and up to 28 metres	p/w	$2,002.88	$2,103.02	$2,208.17	$2,318.58	$2,434.51
	p/h	$55.63	$58.41	$61.33	$64.40	$67.62
Unit equipped with underbridge unit	p/w	$2,002.88	$2,103.02	$2,208.17	$2,318.58	$2,434.51
	p/h	$55.63	$58.41	$61.33	$64.40	$67.62

MOBILE CRANE CLASSIFICATIONS - RATES OF PAY							
MOBILE CRANES							
Level	Occupations		1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
MC1	Rigger, Dogman, Truck Driver	p/w	$1,945.57	$2,042.84	$2,144.99	$2,252.24	$2,364.85
		p/h	$54.04	$56.75	$59.58	$62.56	$65.69
MC2	Up to 20 tonnes	p/w	$1,985.63	$2,084.92	$2,189.16	$2,298.62	$2,413.55
		p/h	$55.16	$57.91	$60.81	$63.85	$67.04
MC3	Over 20 tonnes and up to 60 tonne	p/w	$2,040.07	$2,142.07	$2,249.17	$2,361.63	$2,479.71
		p/h	$56.67	$59.50	$62.48	$65.60	$68.88
MC4	Over 60 tonnes and up to 100 tonnes, Dogman/Rigger with class HC Licence	p/w	$2,094.12	$2,198.83	$2,308.77	$2,424.21	$2,545.42
		p/h	$58.17	$61.08	$64.13	$67.34	$70.71
MC5	Over 100 tonnes and up to 200 tonnes, Intermediate Rigger, Trades Person	p/w	$2,143.64	$2,250.82	$2,363.36	$2,481.53	$2,605.61
		p/h	$59.55	$62.52	$65.65	$68.93	$72.38
MC6	Over 200 tonnes and up to 300 tonnes	p/w	$2,239.27	$2,351.24	$2,468.80	$2,592.24	$2,721.85
		p/h	$62.20	$65.31	$68.58	$72.01	$75.61
MC7	Over 300 tonnes and up to 400 tonnes	p/w	$2,280.10	$2,394.10	$2,513.81	$2,639.50	$2,771.47
		p/h	$63.34	$66.50	$69.83	$73.32	$76.99
MC8	Over 400 tonnes and up to 500 tonnes	p/w	$2,333.77	$2,450.46	$2,572.98	$2,701.63	$2,836.71
		p/h	$64.83	$68.07	$71.47	$75.05	$78.80
MC9	Over 500 tonnes and up to 600 tonnes	p/w	$2,397.65	$2,517.54	$2,643.41	$2,775.58	$2,914.36
		p/h	$66.60	$69.93	$73.43	$77.10	$80.95
MC10	Over 600 tonnes and up to 700 tonnes	p/w	$2,453.98	$2,576.67	$2,705.51	$2,840.78	$2,982.82
		p/h	$68.17	$71.57	$75.15	$78.91	$82.86
MC11	700 tonnes (+$1.59 for every 100 tonnes above 700 tonnes)	p/w	$2,514.46	$2,640.18	$2,772.19	$2,910.80	$3,056.34
		p/h	$69.85	$73.34	$77.01	$80.86	$84.90

a) Where a Rigger/Dogman is assigned to a crane with a Crane Drive being paid at MC6 or MC7 the Rigger/Dogman will be paid at the hourly rate of classifications MC5.

b) Where a Rigger/Dogman is assigned to a crane with a Crane Driver being paid at classification MC8 or above, the Rigger/Dogman will be paid at the hourly rate of the classification two levels below the Crane Driver to a maximum of MC7.

PILING CLASSIFICATIONS - RATES OF PAY							
Level	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
CW7	Senior Supervisor	p/w	$2,162.38	$2,270.50	$2,384.02	$2,503.23	$2,628.39
		p/h	$60.06	$63.06	$66.22	$69.53	$73.00
CW6	Working Supervisor	p/w	$2,072.37	$2,175.99	$2,284.79	$2,399.03	$2,518.98
		p/h	$57.56	$60.44	$63.46	$66.63	$69.97
CW5	Junior Supervisor	p/w	$1,982.22	$2,081.33	$2,185.40	$2,294.67	$2,409.40
		p/h	$55.06	$57.82	$60.71	$63.74	$66.93
CW4	Senior Foundation Operator (SFO)	p/w	$1,904.25	$1,999.46	$2,099.43	$2,204.41	$2,314.63
		p/h	$52.89	$55.53	$58.31	$61.23	$64.29
CW3	Foundation Operator (FO)	p/w	$1,848.97	$1,941.41	$2,038.49	$2,140.41	$2,247.43
		p/h	$51.37	$53.93	$56.63	$59.46	$62.44
CW3	Foundation Labourer - Skilled (FSL)	p/w	$1,848.97	$1,941.41	$2,038.49	$2,140.41	$2,247.43
		p/h	$51.37	$53.93	$56.63	$59.46	$62.44
CW2	Foundation Labourer 2 (FL2)	p/w	$1,774.93	$1,863.68	$1,956.86	$2,054.70	$2,157.44
		p/h	$49.31	$51.77	$54.36	$57.08	$59.93
CW1	Foundation Labourer 1 (FL1)	p/w	$1,708.50	$1,793.92	$1,883.62	$1,977.80	$2,076.69
		p/h	$47.45	$49.82	$52.31	$54.93	$57.68

APPENDIX 2 -ALLOWANCES

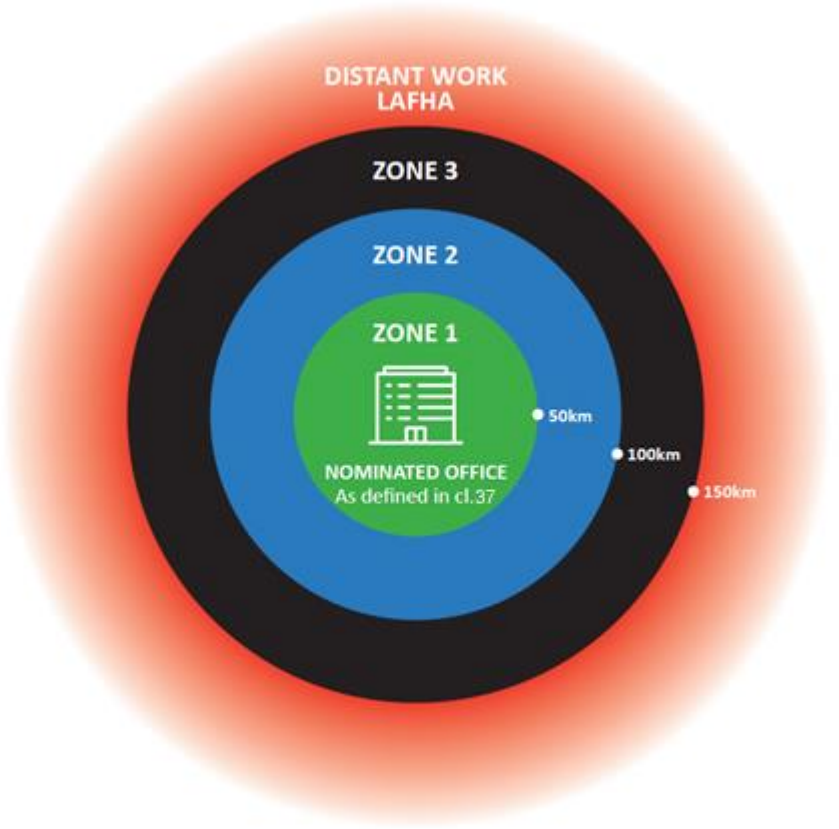
ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Acid work	$2.59	$2.72	$2.86	$3.00	$3.15	$3.31
Asbestos	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Asbestos eradication	$3.18	$3.34	$3.51	$3.68	$3.87	$4.06
Bagging	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15
Bitumen	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
laying or lifting other than standard bricks Over 5kg but under 9kg	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Over 9kg but under 18kg	$1.77	$1.86	$1.95	$2.05	$2.15	$2.26
18kg and over	$2.47	$2.59	$2.72	$2.86	$3.00	$3.15
Certificate allowance	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Cleaning down brickwork	$0.91	$0.96	$1.00	$1.05	$1.11	$1.16
Cold work	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Computing quantities	$7.08	$7.43	$7.81	$8.20	$8.61	$9.04
Confined spaces	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Cutting tiles	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Delegate Allowance	$2.39	$2.51	$2.63	$2.77	$2.91	$3.06
Dirty work	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Dry polishing of tiles	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Explosive power tools	$2.32	$2.44	$2.56	$2.69	$2.82	$2.96
First-aid attendant (minimum qualification) per day	$4.15	$4.36	$4.58	$4.80	$5.04	$5.30
Higher first aid cert. (per day)	$6.55	$6.88	$7.22	$7.58	$7.96	$8.36
Furnace work	$2.57	$2.70	$2.83	$2.98	$3.12	$3.28
Higher work- Painting trades	$0.91	$0.96	$1.00	$1.05	$1.11	$1.16
Hot work between 46-54 Degrees Celsius	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Health and Safety Representative Allowance	$2.39	$2.51	$2.63	$2.77	$2.91	$3.06
Exceeding 54 degrees	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Insulation	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Laser user and allowance (per day)	$4.06	$4.26	$4.48	$4.70	$4.93	$5.18
Living away from home allowance (per day)	$83.03	$87.18	$91.54	$96.12	$100.92	$105.97
Return trip transport Employee/tools (per return trip)	$33.06	$34.71	$36.45	$38.27	$40.18	$42.19
Leading hand not more than 1	$0.76	$0.80	$0.84	$0.88	$0.92	$0.97
Leading hand 2 and not more than 5	$1.65	$1.73	$1.82	$1.91	$2.01	$2.11
Leading hand 6 and not more than 10	$2.10	$2.21	$2.32	$2.43	$2.55	$2.68
Leading hand more than 10	$2.79	$2.93	$3.08	$3.23	$3.39	$3.56
Meal allowance (per instance)	$20.34	$21.36	$22.42	$23.55	$24.72	$25.96
Multi-storey (Height): commencement to 15th floor	$1.38	$1.45	$1.52	$1.60	$1.68	$1.76

ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Multi-storey (Height): 16th to 30th	$1.64	$1.72	$1.81	$1.90	$1.99	$2.09
Multi-storey (Height): 31st to 45th	$2.55	$2.68	$2.81	$2.95	$3.10	$3.25
Multi-storey (Height): 46th to 60th	$3.30	$3.47	$3.64	$3.82	$4.01	$4.21
Multi-storey (Height): 61st and onwards	$4.03	$4.23	$4.44	$4.67	$4.90	$5.14
Plaster or composition spray	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Power Tools	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Roof repairs	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15
Roof repairs over 15 metres eaves pitch over 35 degrees	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Roof repairs over 15 metres eaves pitch over 40 degrees	$1.76	$1.85	$1.94	$2.04	$2.14	$2.25
Second hand timber (per day)	$3.84	$4.03	$4.23	$4.45	$4.67	$4.90
Slushing	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Spray application- Painters	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Swing scaffold (including Bosuns Chair) first 4 hours 0-15 storeys	$7.08	$7.43	$7.81	$8.20	$8.61	$9.04
Swing scaffold (including Bosuns Chair) after 4 hours 0-15 storeys	$1.48	$1.55	$1.63	$1.71	$1.80	$1.89
Swing scaffold (including Bosuns Chair) first 4 hours 16-30 storeys	$9.11	$9.57	$10.04	$10.55	$11.07	$11.63
Swing scaffold (including Bosuns Chair) after 4 hours 16-30 storeys	$1.92	$2.02	$2.12	$2.22	$2.33	$2.45
Swing scaffold (including Bosuns Chair) first 4 hours 31-45 storeys	$10.78	$11.32	$11.88	$12.48	$13.10	$13.76
Swing scaffold (including Bosuns Chair) after 4 hours 31-45 storeys	$2.27	$2.38	$2.50	$2.63	$2.76	$2.90
Swing scaffold (including Bosuns Chair) first 4 hours 46-60 storeys	$17.66	$18.54	$19.47	$20.44	$21.47	$22.54
Swing scaffold (including Bosuns Chair) after 4 hours 46-60 storeys	$3.71	$3.90	$4.09	$4.29	$4.51	$4.74
Swing scaffold (including Bosuns Chair) first 4 hours greater than 60 storeys	$22.52	$23.65	$24.83	$26.07	$27.37	$28.74
Swing scaffold (including Bosuns Chair) after 4 hours greater than 60 storeys	$4.73	$4.97	$5.21	$5.48	$5.75	$6.04
Tool Allowance: Artificial stoneworker, Stonemason, Carpenter and/or Joiner, Carver, Letter cutter, Marble and Slate Employee, Marker and Setter Out, Plumber, Special Class Tradesperson	$2.45	$2.57	$2.70	$2.84	$2.98	$3.13
Tool Allowance: Caster, Fixer, Floor layer specialist, Plasterer, Tiler	$2.10	$2.21	$2.32	$2.43	$2.55	$2.68
Tool Allowance: Bricklayer, Waterproofer	$1.83	$1.92	$2.02	$2.12	$2.22	$2.34
Tool Allowance: Roof Tilers, Slate Ridge, or Roof Fixer	$1.40	$1.47	$1.54	$1.62	$1.70	$1.79
Tool Allowance: Scaffolder, Rigger, Steelfixer, Concreter	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15

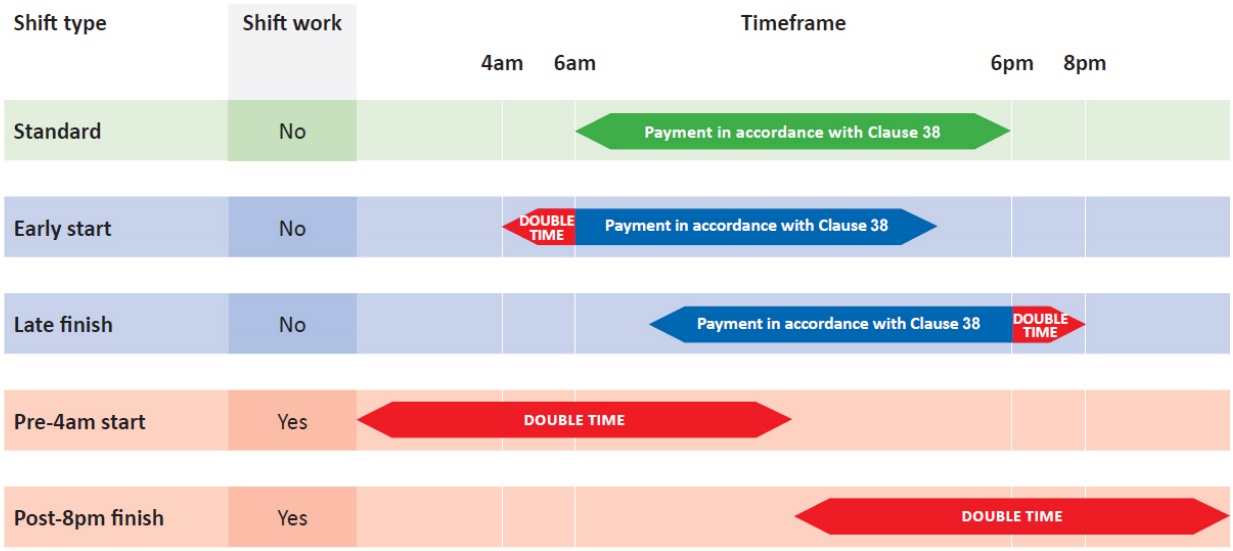
ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Tool Allowance: Painter, Glazier, Licensed Drainer, Signwriter	$0.80	$0.84	$0.88	$0.93	$0.97	$1.02
Towers allowance	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Toxic substances working in close proximity	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Toxic substances (working with)	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Underground allowance (per week)	$21.02	$22.07	$23.17	$24.33	$25.55	$26.83
Underground allowance (per day or shift or part thereof)	$4.23	$4.44	$4.66	$4.90	$5.14	$5.40
Wet concrete or campo	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15
Wet work	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Transfers during working hours (per Km)	$1.44	$1.51	$1.59	$1.67	$1.75	$1.84

*Please note all allowances are listed by hourly rate unless noted otherwise.

TRAVEL ALLOWANCE EXPLANATORY DIAGRAM

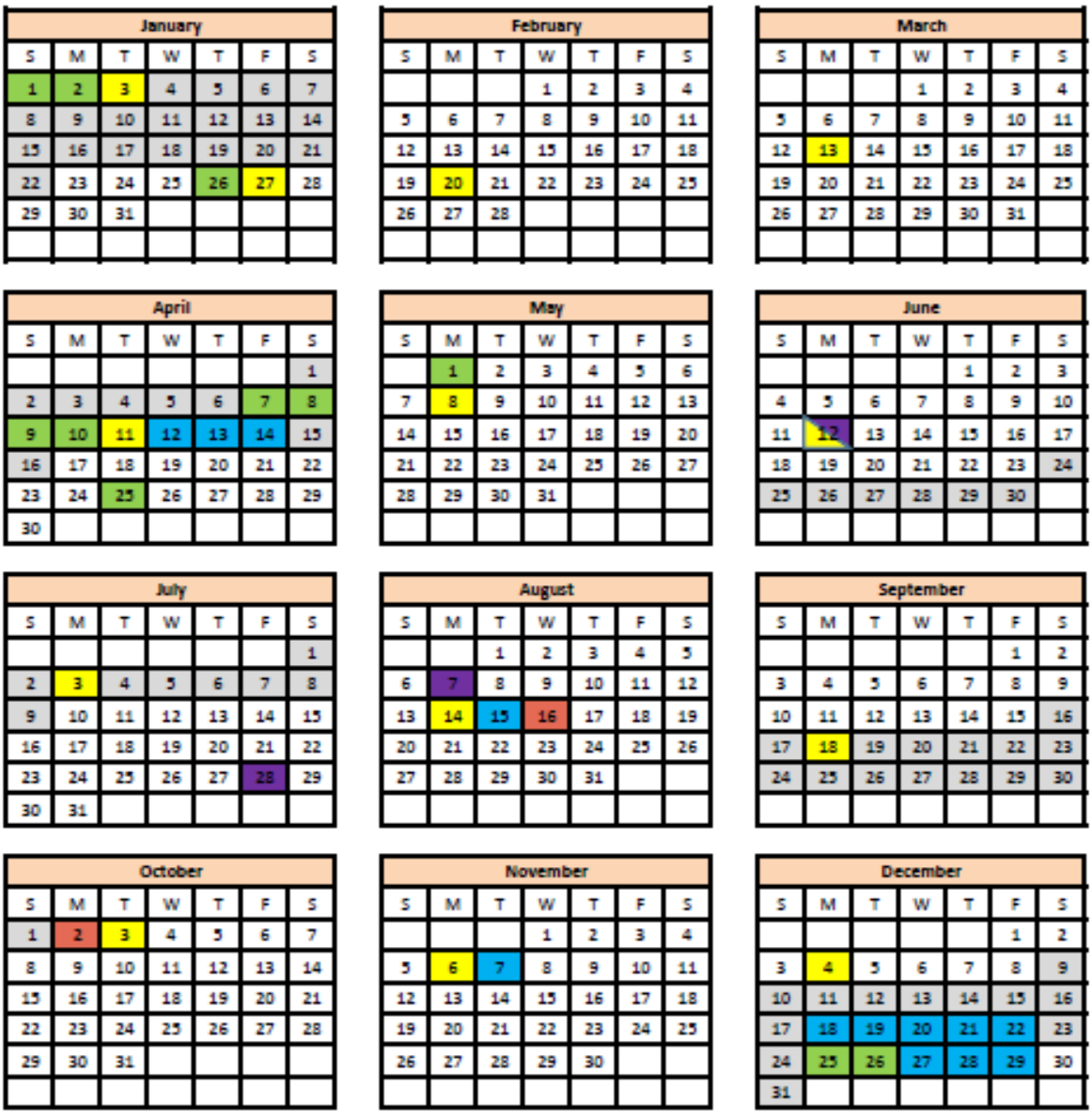


HOURS OF WORK EXPLANATORY DIAGRAM



APPENDIX 3 – RDO CALENDARS

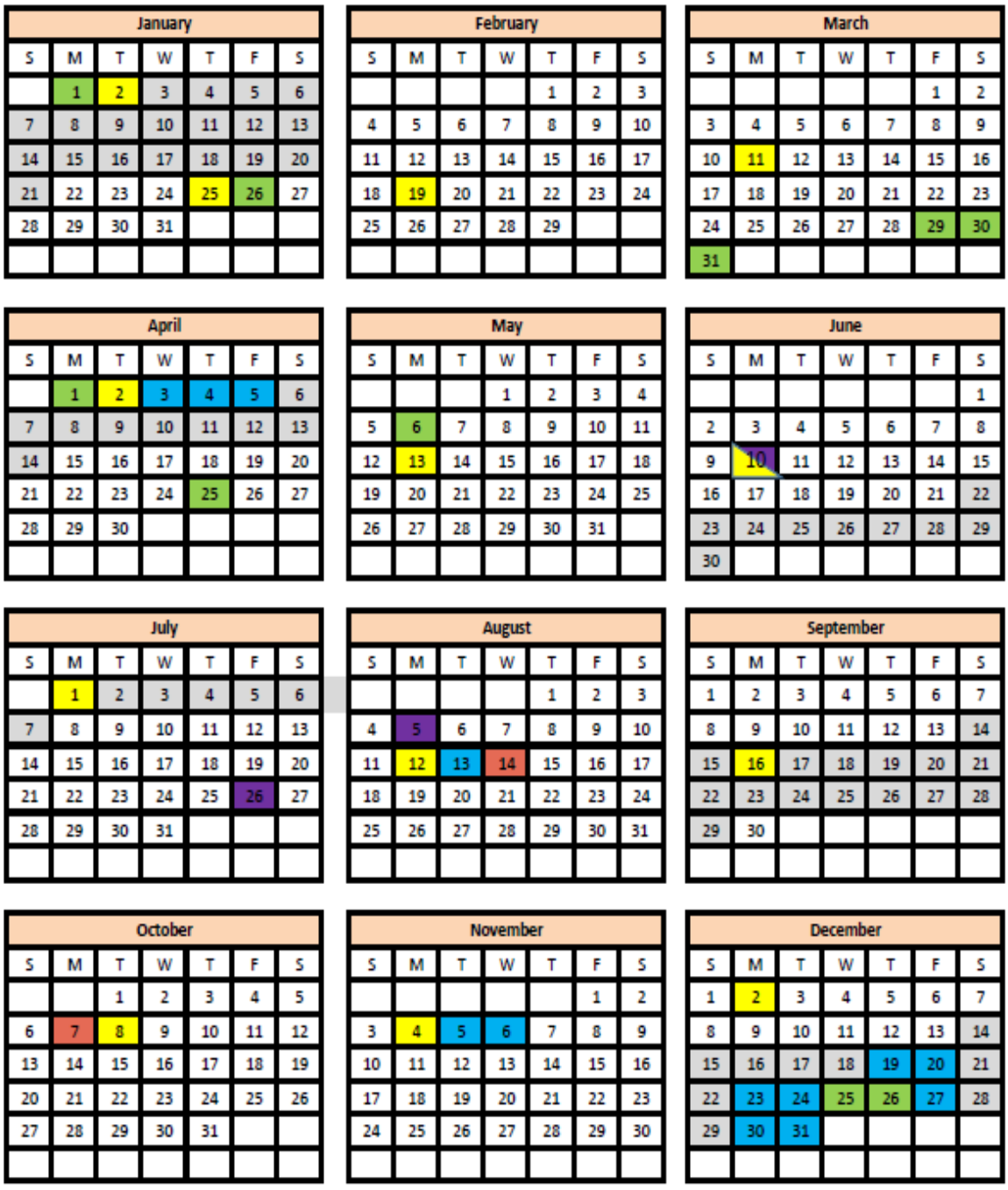
2023 RDO CALENDAR



QLD School Holidays
Public Holidays
QLD only public holidays
NT on Public Holidays
EBA RDO's
Industry RDO's

CFMEU
QLD/NT

2024 RDO CALENDAR



QLD School Holidays
Public Holidays
QLD only public holidays
NT on Public Holidays
EBA RDO's
Industry RDO's

CFMEU QLD/NT

2025 RDO CALENDAR

January

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

July

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- QLD School Holidays
- Public Holidays
- QLD only public holidays
- NT on Public Holidays
- EBA RDO's
- Industry RDO's

CFMEU QLD/NT

APPENDIX 4 – IMPAIRMENT POLICY

1. PRINCIPLES

1.1. The health, wellbeing and safety of employees are of paramount importance to the employer, employees and their Unions. This policy is part of a broad work, health and safety (WHS) program to secure the highest level of health and safety in the workplace.

1.2. The policy adopts a WHS approach that involves identifying, assessing and controlling all workplace hazards, using the hierarchy of control, and then reviewing these controls to ensure ongoing improvements.

1.3. The focus of this policy is on the WHS risks associated with impairment and should be read in conjunction with other company policies concerning health and safety, particularly in relation to fatigue management, risk management and safe systems of work.

1.4. This policy has been compiled in a manner that is non-punitive and supportive of employees. This policy shall not be used in a discriminatory manner. Anti-Discrimination Law protects against discrimination on the basis of addiction and may also protect against discrimination on the basis of impairments caused by drug and alcohol addiction or use.

1.5. The policy and procedures adopt a peer based intervention approach based on fairness and equity for all employees.

2. SCOPE

2.1. This policy will apply to all employees (including managers and supervisors), contractors and labour hire staff. The policy applies to these groups at all times when they are engaged in company business, whether on or off site and when driving company vehicles.

3. STRUCTURE

The Impairment Policy is categorised in order with the intended implementation:

3.1. Training & Awareness

(a) Extensive research has shown training and awareness of impairment related issues provides the most effective means of behavioral change and encourages better decision making. The two types of training in accordance with this policy to do this are:

(i) Workplace Impairment Training (WIT) - all workers onsite will do this training;

(ii) Preliminary Impairment Assessment (PIA) - HSRs, delegates and the PC's safety staff will undertake this training.

3.2. Testing

Testing for drugs and alcohol is used to support and measure the results of the education and awareness program.

3.3. Support Services

Rehabilitation, counselling and EAP's. Support is strictly non- punitive, and can be accessed at anytime (self-identification of the need for help is strongly encouraged).

4. OBJECTIVES

4.1. The objectives of this policy are as follows:

(a) To provide a safe and healthy working environment for all workers;

(b) To work collaboratively in the implementation and co-ordination of this policy with employees, employers and their elected representatives to achieve the objectives of this policy;

(c) To eliminate and control risks which may lead to impairment affecting health and safety in the workplace;

(d) To ensure that there is a mechanism for managing impairment at work that is transparent, objective and in accordance with the purpose of this policy;

(e) To ensure that all persons are provided with adequate information and education on the health and safety issues surrounding impairment, and on the operation of this policy;

(f) To ensure that employees have access to rehabilitation, support and counselling of their choice on a voluntary basis that is independent, professional and confidential, without jeopardising their employment;

(g) To ensure confidentiality of information concerning the application of this policy to a worker is maintained.

5. RESPONSIBILITIES

5.1. The employer shall:

(a) Provide a work environment that is safe and without risks to health and safety;

(b) Provide information about the testing requirements to all existing employees, contractors and labour hire staff and to all new staff at the point of induction;

(c) Ensure that this policy is implemented fairly and equitably across all sections of the workforce;

(d) Comply with the four policy implementation steps outlined below;

(e) Have adequate resources (e.g., a room that allows for confidential impairment assessments to be discussed, if necessary, suitable transport to safely remove impaired employees from the workplace to be able to meet the objectives of this policy.

5.2. Employees shall:

(a) Co-operate reasonably with the employer in the implementation of this policy;

(b) If any employee reasonably believes that any person on the site may be a health and safety risk to themselves or others they should inform their employer and their relevant Preliminary Impairment Assessor (PIA) of this belief;

(c) Not possess, consume, or be under the influence of, alcohol or other drugs while working;

(d) Ensure that they do not work, if they believe that they may be impaired;

(e) Consult their doctor or pharmacist about possible side effects of using prescribed or over-the-counter medication;

(f) Inform their employer and their Preliminary Impairment Assessor (PIA) if they have been made aware by their treating doctor or pharmacist of possible impairment as a side effect of medication, or if they feel impaired by medication.

6. POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWING STEPS.

6.1. PC/Employer and Union shall agree on a policy start date.

6.2. Engagement of an agreed training and rehabilitation/treatment service providers.

6.3. Provision of on-going Workplace Impairment Training (WIT) and Preliminary Impairment Assessors training (PIA).

6.4. Ongoing promotion of this policy

6.5. A purpose of the policy and procedure is to provide protocols and procedures for workplace alcohol and other drug testing that are evidence-based, consistent with best practice, comply with relevant Australian Standards, and contribute to workplace safety and worker wellbeing.

6.6. The following drug and alcohol testing programs will be adopted:

(a) Self-testing;

(b) Random Shift testing;

(c) For-cause testing;

(d) Post-incident testing;

(e) Reasonable concern testing;

(f) Testing of Minors.

6.7. Any employee who is assessed as being impaired shall be advised to contact the rehabilitation/treatment provider.

6.8. The employee will be permitted to access personal leave in the first instance and then take accrued personal leave entitlements for the period of time they are accessing the treatment provider.

6.9. With the endorsement/acceptance of the Impairment Policy the Principle Contractor (PC) will undertake to not pass the implementation and cost of drug and alcohol testing to its subcontractors.

6.10. It will also ensure compliance with this policy as follows:

(a) Subcontractors will be contractually required to comply with this procedure as a condition of contract/EBA;

(b) All direct employees of the PC as a condition of their employment must agree to adhere to the terms and conditions of the impairment policy.

6.11. Notwithstanding anything else contained in the policy, the costs of all testing contained within this policy shall be borne by the PC unless otherwise specified in this document.

7. DEFINITION OF A WORKER

7.1. Anyone who carries out work for a Person Conducting a Business or Undertaking, such as:

(a) an employee (either salaried or wages);

(b) a contractor or subcontractor;

(c) an employee of a contractor or subcontractor;

(d) an employee of a labour hire company;

(e) an apprentice or trainee;

(f) a student gaining work experience;

(g) an outworker;

(h) a volunteer;

(i) a visitor to a workplace.

8. TRAINING

8.1. The training provider shall be the Workplace Impairment Officer or other agreed provider between the Union and the PC/employer. Impairment awareness training sessions will be delivered to all workers (including principle contractor workers), sub-contractors and labour hire workers at least once every two years.

8.2. In addition to the below training course outlines, principal contractors will be required to develop a site specific information session to be delivered as part of the site induction outlining their Drug and Alcohol testing procedures for the site.

8.3. The below requirements will be audited on an annual basis. Requirements for an approved training provider:

(a) Must have previous experience delivering Workplace Impairment Training;

(b) Must consult with professional organisations to develop all training courses;

(c) Must be able to demonstrate a continuous improvement plan for each training course.

8.4. Trainers must have the following qualifications:

(a) Cert IV in WHS;

(b) Cert IV in Training and Assessing (TAE);

(c) Nationally Accredited Course in On-Site Drug and Alcohol Testing;

8.5. All training must be delivered Face to Face (F2F).

8.6. Workplace Impairment Training (WIT)

(a) WIT course must be a minimum of (2) hours in length and must cover the following topics:

(i) Australian Workplace Health and Safety construction statistics;

(ii) Overview of the Workplace Health and Safety Act, state specific;

(iii) Mental Health - discussing at length stress, anxiety and depression;

(iv) Fatigue - overview of causes and coping mechanisms;

(v) Illness and Injury - management of illness and injury, legal requirements and rehabilitation process;

(vi) Chemicals, Heat, Cold, and Noise and their abilities to cause impairment at work;

(vii) Legal/Illegal Drugs and Alcohol - statistics on current usage, potential negative consequences to the workplace, workplace deaths and accidents associated with drug and alcohol use;

(viii) Harm related to drug and alcohol use;

(ix) Understanding what is a standard drink and how long this will stay in your system;

(x) Detection rates for illegal drugs;

(xi) Administering self-alcohol and drug tests;

(xii) Information about EAP and the services they offer.

8.7. Preliminary Impairment Assessor (PIA)

(a) PIA training must be a minimum of (4) hours in length and must cover the following topics:

(i) Understanding the signs of impairment;

(ii) Conflict resolution;

(iii) Skills to conduct an impairment Assessment;

(iv) Overview of what a PIA is;

(v) What are possible impairment factors;

(vi) Causes and symptoms of impairment;

(vii) Investigative skills.

(a) Training is not to be conducted in a lunchroom, unless there are multiple lunchrooms on site and:

(i) the training session will not interfere with workers wanting to use the room for smoko or lunch; or

(ii) the training session will not be interfered with by workers wanting to use the room in general.

8.8. No worker can be tested for drugs and/or alcohol unless they have been trained in this policy.

9. TESTING METHODS

9.1. Alcohol Testing Method

Alcohol testing must only be done by use of an Accredited Breath Test device. The device must be calibrated and meet the minimum requirements of AS3547.

9.2. Drug Testing Method

Drug testing may only be performed by oral fluid testing;

9.3. The equipment used to perform the test shall be used, tested and calibrated to the manufacturer's instructions and certified to AS 4760 (Process for specimen collection and the detection and quantitation of drug in oral fluid);

(a) The drug testing shall be conducted by an accredited person, following all of the chain of custody provisions;

(b) The test must be performed in accordance with AS 4760 (Procedures for specimen collection and the detection and quantitation of drugs in oral fluid).

9.4. As part of this policy with regards to Drug and Alcohol testing the following substances must be tested for:

(a) Alcohol;

(b) Opiates;

(c) THC;

(d) Cocaine;

(e) Benzodiazepines;

(f) Amphetamine; and

(g) Methamphetamine

10. TESTING PROVIDER

10.1. Must be NATA Accredited.

10.2. Must have accreditation AS4760:2006 Procedures for specimen collection and the detection and quantitation of drug abuse in oral fluid.

10.3. Must be agreed upon by the PC/Employer and the Union.

10.4. Minimum standards that the testing company must meet are as follows:

(a) competent and trained staff;

(b) appropriate equipment and instruments;

(c) proper management and storage of test kits and reagents;

(d) secure and controlled storage and management of samples;

(e) comprehensive record keeping; and

(f) clear and precise reporting.

10.5. Before the Authorised Testing Agent is engaged to be the sample collector for the principle contractor all relevant stakeholders must be engaged to make sure there is no conflict of interest and that they are totally independent. If a conflict of interest exists, or should arise, the Authorised Testing Agent must report it immediately.

11. ROOM REQUIREMENTS

11.1. Each workplace shall have a room nominated for use to undertake drug and alcohol testing consistent with this procedure. This room will not normally be the first aid room at a workplace unless a workplace has multiple first aid rooms and the use of a first aid room for the purpose of drug and alcohol testing will not affect the ability of the workplace to respond to a first aid incident.

11.2. The room selected for use must so far as reasonably practicable:

(a) Provide privacy for the Worker being tested including but not limited to:

(i) Have a closing door;

(ii) Not allow for casual visual observation of the testing process by other Workers external to the room e.g. through glass windows;

(iii) Not allow conversations to be casually overheard by other workers;

(b) Be clean and hygienic;

(c) Be free from interruption whilst testing is being undertaken;

(d) Include discrete entry and exit.

12. **TESTING REQUIREMENTS -**

12.1. Workplaces -

12.2. On workplaces where the value of the Commonwealth's contribution to the project that includes the building work is at least $5,000,000, and represents at least 50% of the total construction project value or the Commonwealth's contribution to the project that includes the building work is at least $10,000,000 (irrespective of its proportion of the total construction project value) the following minimum testing requirements must be adhered to.

12.3. Alcohol - on the day of testing all workers onsite shall be required to submit a breath sample i.e. blanket testing.

12.4. Drugs -As a minimum, frequent periodic testing (at least once per month where required by law, at intervals required by the client or by mutual agreement by the PC/employer and the Union) of the workforce (both construction Workers and site office Workers) will be as follows:

(a) where there are less than 30 Workers at a workplace – at least 10% of the workforce;

(b) where there are 30 to 100 Workers at a workplace – a minimum of 5 Workers; and

(c) where there are greater than 100 Workers at a workplace – a minimum of 10 Workers;

(d) The frequency of testing and the number of workers selected shall be increased in line with the escalation below where test results meet the criteria indicated:

Number of Workers	Criteria	Action
Less than 30 workers at a workplace	Confirmed positive results in 2 consecutive tests at the same workplace	Testing of 20% of workforce
30-100 workers at a workplace	Confirmed positive results for 3 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 10 workers
Greater than 100 workers	Confirmed positive results for 6 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 20 workers

12.5. The increased testing requirements shall continue until no Confirmed Positive test results are recorded for 2 consecutive testing periods.

12.6. Other jobs

On jobsites/workplaces where there is no Commonwealth contribution testing frequency will be agreed upon by mutual consent by the PC/Employer and the Union. Testing requirements will remain the same for all jobsites.

13. PRESCRIBED MEDICATIONS

13.1. Workers that are taking Prescribed Drugs or Pharmacy Only Drugs that they believe could register a positive test result should inform the Authorised Testing Agent prior to undergoing any requested test

13.2. If a Worker fails to declare that they are taking Prescribed Drugs or Pharmacy Only Drugs before being tested and they record a Non Negative Result Initial Test result, a post test declaration will not be considered relevant to the result and the Worker will be excluded from duty for the remainder of the shift, subject to a Confirmatory Test.

13.3. Workers who record a Non Negative Result Initial Test result will be excluded from their work duties and the workplace until a Confirmatory Test result has been received.

13.4. If that confirmatory result is a Positive Result Confirmatory Test, then:

(a) The terms and conditions of the applicable industrial agreement shall be observed in relation to consultation and consequence management action.

13.5. When a confirmatory test result is negative or the result recorded is less than the target level or is consistent with a level expected from therapeutic use of a Prescribed Drug or Pharmacy Only Drug, which was advised by the Worker, then the test result shall be considered a Negative Result Initial Test for the purpose of any consequence management action

13.6. Where a Worker is excluded from the workplace as a result of a Non Negative Result Initial Test for Drugs and the confirmatory test is positive for a Pharmacy Only or Prescription Drug, the following factors would normally be considered in deciding when it is appropriate to allow a worker to return to the workplace and/or return to normal duties:

(a) Whether the worker declared the medication during the pre-test interview with the Designated Collector or Authorised Testing Agent;

(b) The level of the medication detected is consistent with therapeutic use;

(c) Written advice from the worker's doctor advising that the medication is required to treat a medical condition; and

(d) The medication will not affect the worker's ability to perform the inherent requirements of their job - i.e. they are fit for work.

14. SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION

14.1. A Worker participating in a treatment plan for a medical condition, managed by a Registered Medical Practitioner and involving a Prescribed Drug/Only Drug could result in a Non Negative Result Initial Test if they are selected for Drug and Alcohol testing.

14.2. If in the above circumstance a Non Negative Result Initial Test occurs, and provided that the Worker has:

(a) Declared their use of the Prescribed Drug/Pharmacy Only Drug in a letter less than 12 months old from a registered medical practitioner before the commencement of testing; and

(b) Declared their use of the Prescribed Drug/Pharmacy Only Drug to the Authorised Testing Agent or Designated Collector before the commencement of testing;

(c) Then the Non Negative Result Initial Test result shall be recorded at the workplace and a second sample of oral fluid shall be taken and sent for confirmatory testing. The worker shall be allowed to remain at work but must be precluded from high risk construction work activity until the result of the confirmatory test is known.

14.3. Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are consistent with that prescribed by the prescribed medical practitioner, then a Negative Result shall be recorded and no results retained.

14.4. Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are not consistent with that prescribed by the Registered Medical Practitioner or another drug(s) type is recorded then a positive result confirmatory test shall be recorded.

14.5. Where the Worker has not provided both declarations contained within this part then the Worker shall be excluded from the workplace until the results of the confirmatory test are known.

15. **TESTING RESULTS**

15.1. Alcohol

(a) A worker who returns a negative alcohol test will be allowed to return to work with no record of the test kept. A worker who returns a positive result for alcohol (above 0.00mg/ml) will be deemed not fit work and will not be permitted to return to work;

(b) When a worker tests positive to alcohol in their system the workers blood alcohol concentration (BAC) may be decreasing or it may be increasing. In the interests of safety the Workers will be directed to remain within the testing vicinity and they will be re-tested no sooner than 60 minutes after the original test;

(c) If the second test result is 0.000% the test will be regarded as negative and the Worker may return to normal duties. A Positive Result Confirmatory Test will not be recorded in these circumstances;

(d) If the later confirmatory test indicates a BAC of greater than 0.000% a Positive Result Confirmatory Test will be recorded;

(e) Alcohol testing shall be carried out by an Authorised Testing Agent agreed upon by the PC/Employer and the Union. The following steps shall be undertaken:

(i) Details of the identity of the Worker to be tested shall be recorded including the workplace name, work area and their employer will be listed on a drug and alcohol testing record form by the independent Authorised Testing Agent:

(ii) Workers with a BAC of greater than zero (greater than 0.000%) shall discontinue any work activities and shall be directed to undertake a second test sixty (60) minutes after the first test and the results recorded on a Drug and Alcohol Testing record Form by the independent Authorised Testing Agent:

(iii) Where the second test indicates a level greater than 0.00% BAC the Worker will be further excluded from work duties for the remainder of the shift;

(iv) Where a Worker is to be sent home using their own transport this shall only be permitted if the blood alcohol concentration test result is below that prescribed

by applicable road transport legislation and has been determined as not rising for that Worker.

(v) Note: If the Worker's blood alcohol concentration result is greater than or equal to 0.05% BAC, all reasonable assistance is to be afforded to ensure an affected Worker can make their way from the Workplace to a safe location without harm (e.g. taxi, lift from a friend or Supervisor).

(vi) Contractors will be responsible for the management/arrangements for their employees in accordance with their own employment arrangements.

(vii) Any Worker that is excluded from work duties for the remainder of a shift or sent home, must, before commencing work for their next shift undertake an alcohol breath test prior to commencing that shift. If the results are negative (0.00mg/ml) the Worker shall be allowed to commence work. If the Worker returns a positive test they will not be allowed to commence work, hence page 12 of this document, 15.1 Alcohol- d) will apply.

15.2. Drugs

(a) A worker who returns a negative test will be allowed to return to work. A worker who returns a non-negative test result from their initial test (equal to or above the relevant cut-off levels of the substances referred to in AS 4760) will be deemed not fit for work and will not be allowed to return to work. (Benzodiazepine level to be provided by the prescribed testing laboratory);

(b) Drug testing will be administered by the collection and analysis of an oral fluids specimen (saliva). Before conducting a drug test, the process used by the independent Authorised Testing Agent must be explained to the Worker providing the saliva sample;

(c) Collecting and testing of saliva specimens shall be carried out by an Authorised Testing Agent, agreed upon by the PC/Employer and the Union, and confirmatory testing is to be carried out by a NATA accredited laboratory;

(d) A Confirmatory Test will be required where a Non Negative Result Initial Test is recorded at the initial test. The handling of specimens taken for confirmatory testing is detailed in the process used by the Authorised Testing Agent and must be completed to Australian Standards;

(e) Any worker attending the workplace under the influence of drugs or alcohol will be prohibited from entry. A worker returning to the workplace following their exclusion for a Positive Result Confirmatory test will be required to submit to a drug and alcohol test prior to commencing work and receive a Negative Result Initial Test for Drugs or Alcohol prior to commencing work.

16. **FORMS OF TESTING**

16.1. Self-Testing

(a) The PC/Employer shall be required to provide sufficient self-testing facilities for alcohol and/or drugs for up to 10% of the workforce;

(b) Where self-test facilities are made available voluntary or self-testing for alcohol will be available for Workers prior to presenting for work. A wall mounted breathalyser (optional) will be located in an area that provides for discrete privacy for the worker, whilst completing the test so the test results cannot be inadvertently observed and disclosed to other parties;

(c) A Worker undertakes self-testing at his/her own accord; therefore, no test details are recorded. However, all Workers have obligations under the Work Health and Safety Act or equivalent occupational health and safety or occupational safety and health legislation in other States or Territories and must not wilfully place at risk their health and safety or the health and safety of other Workers or people at the workplace by commencing work if they believe they're impaired.

16.2. Random Shift Testing

(a) In terms of Random Shift Testing it is in imperative that the PC/Employer and the Union do not know on what day, or at what time the Authorised Testing Agent will conduct the tests;

(b) It is a condition of entry for all Workers at any workplace to comply with any request to participate in random Drug and Alcohol testing as a condition of employment or contract. This means that all Workers attending or seeking to attend a workplace will be eligible for testing;

(c) Testing for Alcohol or other Drugs for Workers shall be mandatory and will be undertaken at any time throughout the Worker's hours of work (including overtime) or at any time whilst at the workplace;

(d) Individual Workers will be selected for drug testing using a simple random selection process. A random draw will be conducted using an Authorised Testing Agent independent software to randomise the selection of Workers for testing;

(e) The random selection process includes the selection of Workers from across the entire workplace subject to the testing;

(f) A Worker selected for testing will be required to present themselves for testing within a reasonable time. Random shift testing shall be conducted in a room which provides for privacy for the selected worker during testing; the requirements for this room are outlined in the Room Requirements section of this policy.

16.3. For Cause Testing

(a) An employer/supervisor may only request an employee to undertake for cause testing if:

(i) The employee has been involved in an accident or incident, or had the potential to, cause:

(ii) serious and major damage to mobile plant or property; or

(iii) an injury to themselves or other individual(s);or

(iv) Participation in a relevant and specific industry focus area when the worker is undertaking High Risk Work as identified by the employer and consistent with OHS legislation. Workers will be selected for testing using a random selection process nominated by the employer following a consultation process in line with OHS legislation.

16.4. Post Incident Testing

(a) After the occurrence of a significant incident/event at a workplace, all Workers involved in the incident may be required to undergo an initial Drug and Alcohol test.

(b) Where a Worker(s) is to be tested following a significant incident/event they shall be supervised by an Employer Representative and Employee Representative continually from the time of the incident until they have completed all testing required.

(c) Post Incident Testing will be conducted as soon as practical after the incident/event and when it is safe to do so.

(d) An injured Worker who requires immediate medical attention may only be tested when it is appropriate and safe to do so. This will be determined by the Construction Manager, the HSR, Delegate and the relevant PIA in consultation with the attending medical practitioner. In such cases, where testing can be conducted while under medical care, a saliva testing process will be used.

16.5. Reasonable Concern Testing

(a) An employer may only request an employee to undertake reasonable concern testing if the following criteria are met:

(i) An observable phenomena occurs, which is:

a. the direct observation of the employee of use of, and/or the physical behavioural symptoms of being impaired by, alcohol; and/or

b. Unusual and/or inexplicable actions by the employee; or

(ii) There is evidence that the employee is involved in the use or possession of alcohol and/or other drugs while working; or

(iii) The employee has breached safety precautions or procedures.

16.6. Testing of Minors

(a) A letter of consent contained within the work experience and student placement procedure shall be signed by the parent or guardian of any worker who is a minor seeking to access a workplace where the Impairment Policy is in place, as a condition of entry to that workplace. Alternatively, an equivalent letter signed by the parent or guardian can be provided through the minor's employer/host employer.

(b) Where a minor is selected for testing and:

(i) A letter of consent is held, then the provisions of this procedure shall apply; or

(ii) Where a letter of consent is not held, every effort will be made to contact the minor's parents/guardians to get verbal consent to participate in the testing procedure. If consent is given then the normal testing procedures will apply, if contact cannot be made and/or consent is not given then the minor will be excluded from any high risk activities or potentially excluded from site until consent is given.

17. **REFUSAL TO TEST**

17.1. If a Worker refuses to participate in workplace Drug and Alcohol testing the following will apply:

(a) The Employer, will inform the Worker and the workers chosen representative, that the refusal will have the same consequences as a non-negative result, i.e. that the employee will be deemed to be unfit for work due to the presence of alcohol or drugs;

(b) If the worker still refuses, the Employer and the PIA, shall consult with the worker and the workers chosen representative, regarding the requirements, process and

consequences of refusing to test and encourage them to partake in the test. This would be the second request to be tested;

(c) If the worker still refuses, the refusal will be treated as a confirmed positive result, and will be subjected to the relevant consequences of such. All reasonable assistance is to be offered to ensure the employee can make their way from the workplace to a safe location without harm (i.e. taxi, lift from a friend or fellow worker). An agreed leave of absence arrangement is to apply for the duration of their absence.

18. DISCIPLINARY ACTION

18.1. The following sets out the action which may be taken when a worker returns a confirmed positive result to an alcohol or drug test.

18.2. First Occasion - A worker who has received a first confirmed positive test for alcohol or drugs (other than by self-testing) will be:

(a) Required to attend the Support as referred to in this Policy;

(b) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(c) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.3. Second occasion - A worker who has received a second confirmed positive test for alcohol or drugs (other than by self-testing) within any 12 month period will be:

(a) Required to re-attend the Support as referred to in this Policy

(b) Required to participate in a rehabilitation program referred to in “Support” in this policy

(c) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(d) Given a verbal warning with a diary entry placed on file; and

(e) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.4. A worker who has received three confirmed positive test results for alcohol or drugs which has been detected in a 12 month period may be disciplined under the Employer’s disciplinary processes.

18.5. A worker who fails to attend EAP sessions may be disciplined under this policy in accordance with principles of natural justice.

18.6. No disciplinary action will be taken in respect of positive test results from a self-test.

19. SUPPORT

19.1. The Principle Contractor (PC)/Employer will make available support to workers in respect of drug and alcohol issues. This will include:

(a) allowing access to any Union support programs; and

(b) provide an employer funded Employee Assistance Provider (EAP) to be available to workers.

19.2. The worker will be allowed to access a Union support program and/or EAP counselling during normal working hours and without loss of pay, or any form of employer retribution.

20. SELF- DECLARATION

20.1. Workers will not be disadvantaged for self-disclosure and therefore will be supported through counselling and rehabilitation processes and provided with the Support contained in this policy. In such cases the worker will be permitted to access personal leave in the first instance, then accrued leave, and may return to work when fit for duty.

20.2. The worker may be suspended from any work, with pay, with immediate effect in order for an assessment to be made of the duties they are able to perform safely and a drug and alcohol test is to be taken as soon as reasonably practicable.

21. PRIVACY

21.1. Drug and Alcohol testing results shall remain confidential and will only be used for the purpose of compliance with this Procedure in the manner required by the Privacy Act 1988 (Cth). Any information provided or declared by a Worker regarding:

(a) Prescribed Drug and Pharmacy Only Drug consumed;

(b) Medical conditions or the like;

(c) Their proposed return to the workplace following exclusion by this procedure;

21.2. Will also remain confidential and managed in accordance with the Privacy Act 1988 (Cth). Similarly, where a Worker supplies information regarding the use, sale or supply of Drugs or Alcohol at a workplace, unless the Worker otherwise agrees or as otherwise required by law, the Worker's identity will be kept confidential.

21.3. All Positive Results Confirmatory Test will be maintained on the relevant Worker's personnel records located at the workplace.

21.4. Protections from Worker Deoxyribonucleic Acid (DNA) misuse

21.5. Workers selected for testing shall have their personal DNA protected by:

(a) In the case of unintended collection of a Worker's DNA during the collection of an oral saliva sample for an initial test, by the worker being offered the used collection cartridge upon completion of the initial test.

(b) In the case of unintended collection of a Workers DNA during the collection of an oral saliva sample for testing at a NATA approved laboratory for an initial Non Negative Result Initial Test, by ensuring that the documentation that accompanies the collection cartridge to the NATA approved laboratory does not include the workers name or address but contains only that information sufficient to comply with AS4760 e.g. test report number and date of birth.

21.6. These protections will be notified to Workers during training.

22. CONSULTATION

22.1. If a party believes that an amendment to the impairment policy is required, they shall request and organise a consultation meeting involving the Employer, the Union and any other relevant stakeholders.

22.2. The attendees shall seek to reach agreement on any proposed amendments.

22.3. No amendments shall be implemented unless agreement is reached by the Employer, the Union and the relevant stakeholders.

22.4. Employment Assistance Program (EAP)

22.5. The Employment Assistance Program (EAP) is an agreed independent, professional and confidential service that aims to provide employees with assistance when affected by personal or job related problems.

22.6. To have a successful Impairment Policy at the workplace, the Policy must address how those at the workplace, including employees of the principal contractor, subcontractors and their employees and others, will be required to comply with the Impairment Policy.

22.7. The below requirements will be audited on an annual basis of the employer:

(a) Must be able to provide EAP support in all States, Territories and regional areas of Australia;

(b) Must outline in their Impairment Policy how workers who attend for work affected by drugs or alcohol will be counselled and assisted, apart from any disciplinary process that might apply;

(c) Must have a memorandum of understanding (MOU) with relevant stakeholders within treatment support areas;

(d) Provide support for their workers and their immediate families;

(e) Must be able to provide treatment services which must include the following:

(i) General counselling;

(ii) Drug and Alcohol counselling;

(iii) Drug and Alcohol detoxification services;

(iv) Drug and Alcohol rehabilitation services;

(v) Case Management services;

(vi) Psychology services;

(f) Must have a history of delivering support services to the Building and Construction Industry

(g) Must be able to develop and implement a plan to promote the impairment policy within the workplace

APPENDIX 5 – AUDIT FORM

EMPLOYER NAME:	_____	
ABN NUMBER:	_____	
ADDRESS:	_____	
PRINCIPAL NAME:	_____	
PRINCIPAL TITLE:	_____	
WORKCOVER POLICY NUMBER:	_____	
Number of personnel:	_____	
Overtime 1½x	_____	
Overtime 2x	_____	
Base Hourly Rate	_____	
Fares & Travel	_____	
BUSSQ (Superannuation):	□ Yes	□ No
BERT:	□ Yes	□ No
BEWT:	□ Yes	□ No
CIPQ:	□ Yes	□ No
RDO Accrual:	□ Yes	□ No
Annual Leave:	□ Yes	□ No
Sick Leave:	□ Yes	□ No
PSLS:	□ Yes	□ No
Group Tax:	□ Yes	□ No

STATUTORY DECLARATION BY PRINCIPAL: I hereby state that the Employer has paid all of its entitlements and legal obligations in accordance with the appropriate industrial instrument.

.....PRINCIPAL

AUTHORISED BY CPA/INSTITUTE OF CHARTERED ACCOUNTANTS

EMPLOYER NAME:

NAME OF ACCOUNTANT:

REGISTRATION DETAILS

AUTHORISATION STATEMENT: I have examined the time and wages records and hereby certify that they are in accordance with the appropriate industrial instrument.

.....CERTIFIED PRACTISING ACCOUNTANT

APPENDIX 6 - CALCULATION OF SUPERANNUATION

The rates as calculated under Superannuation in this Agreement have been calculated using the agreed industry formula as follows:

Employer Contribution

12% of the sum of:

CW3 – Carpenters rate (36 hours);

Site allowance p/h ($50m project);

leading hand rate (2-5) p/h; and

fares and travel 5-day week.

Co-contribution

CW3 – Carpenters rate (36 hours);

Site allowance p/h ($50m project);

leading hand rate (2-5) p/h; and

fares and travel 5-day week.

ENDORSEMENT OF THE AGREEMENT

Signed for and on behalf of **Multiplex Australasia Pty Ltd** (ABN 33146787395)

I, Michael Sinclair, Managing Director of Multiplex Australasia Pty Ltd am authorised to sign the Agreement on behalf of **Multiplex Australasia Pty Ltd:**

MR Sinclair

SIGN NAME

240 Queen Street, BRISBANE, QLD, 4000

ADDRESS

14.11.2023

DATE

IN THE PRESENCE OF

Eaves

WITNESS SIGNATURE

Emma Eaves

WITNESS NAME

Signed for and on behalf of the **Construction, Forestry, Maritime, Mining and Energy Union**

I, ~~Michael Ravbar~~/Jade Ingham, Divisional Branch ~~Secretary~~/Assistant Secretary of The Construction, Forestry, Maritime, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch am authorised to sign the Agreement on behalf of The Construction, Forestry, Maritime, Mining and Energy Union:

[redacted]

SIGN NAME

14.11.23

DATE

16 Campbell Street, Bowen Hills, Qld, 4006

ADDRESS

IN THE PRESENCE OF

[redacted]

WITNESS SIGNATURE

Liana Prescott

PRINT NAME



ANNUAL FINANCIAL REPORT

OF

B.E.R.T. FUND

ABN 68 400 889 434

FOR THE YEAR ENDED 30 JUNE 2023

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B.E.R.T. FUND

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
CURRENT ASSETS			
Cash at Bank		2,453,168	2,772,139
Other Receivables / Prepayments		18,705	2,194
TOTAL ASSETS		**2,471,873**	**2,774,333**
CURRENT LIABILITIES			
Creditors		13,040	14,781
TOTAL CURRENT LIABILITIES		**13,040**	**14,781**
NET ASSETS		**2,458,833**	**2,759,552**
REPRESENTED BY:			
MEMBERS' FUNDS & RESERVE			
Members' Funds	**3**	2,497,823	2,782,167
Reserves and Retained Earnings	**4**	(38,990)	(22,615)
		2,458,833	**2,759,552**

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
MOVEMENT IN MEMBERS' FUNDS			
Member Benefit Payments		(349,347)	(252,169)
(Forfeited) / Reinstated Benefits		65,003	90,068
Net Increase / (Decrease)		**(284,344)**	**(162,101)**
REVENUE			
Bank Interest		14,615	244
Term Deposit Interest		62,252	251
Sundry Revenue			-
		76,867	**495**
TOTAL REVENUE		**76,867**	**495**
EXPENDITURE			
Management Fees		18,819	18,450
Auditor's Remuneration			
- Audit Fees		6,213	6,325
- Taxation Services		2,981	2,860
Other Administration		225	159
TOTAL EXPENDITURE		**28,238**	**27,794**
PROFIT / (LOSS) BEFORE TAX		**48,629**	**(27,299)**
Income Tax (Expense)/Benefit	**5**	-	-
PROFIT / (LOSS) AFTER TAX		**48,629**	**(27,299)**
OTHER COMPREHENSIVE INCOME / (LOSS)			
Forfeited/ (Reinstated) Benefits		(65,003)	(90,068)
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE YEAR		**(16,374)**	**(117,367)**
Transfer to Reserve	**4**	(16,374)	(117,367)
UNAPPROPRIATED PROFIT		-	-

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

STATEMENT OF MOVEMENTS IN RESERVES

FOR THE YEAR ENDED 30 JUNE 2023

	Reserve	Retained Earnings	Total
	$	$	$
Balance at 1 July 2021	(5,248)	100,000	94,752
Profit for the year	-	(27,299)	(27,299)
Forfeited/ (Reinstated) Benefits	-	(90,068)	(90,068)
	(5,248)	(17,367)	(22,615)
Transfer to/(from) Reserve	(117,367)	117,367	-
	(122,615)	100,000	(22,615)
Balance at 30 June 2022	(122,615)	100,000	(22,615)
Balance at 1 July 2022	(122,615)	100,000	(22,615)
Profit/ (loss) for the year	-	48,628	48,628
Forfeited/ (Reinstated) Benefits	-	(65,003)	(65,003)
	(122,615)	83,625	(38,990)
Transfer to/(from) Reserve	(16,375)	16,375	-
	(138,990)	100,000	(38,990)
Balance at 30 June 2023	(138,990)	100,000	(38,990)

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2023

	30-Jun-23 $	30-Jun-22 $
CASH FLOWS FROM OPERATING ACTIVITIES		
Member benefit payments made	(349,347)	(252,169)
Payments to suppliers	(29,987)	(25,558)
Interest received	60,363	(1,361)
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES	(318,971)	(279,088)
Net increase / (decrease) in cash held	(318,971)	(279,088)
Cash at beginning of the year	2,772,139	3,051,227
Cash at end of year	2,453,168	2,772,139
CASH PER STATEMENT OF FINANCIAL POSITION	**2,453,168**	**2,772,139**

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependent on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the Directors.

The financial report has been prepared in accordance with the significant accounting policies disclosed below, which the Directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements are presented in Australian dollars and were approved by the Board on 10 October 2023.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Dividends and other distributions from investments are recognised when the right to receive the dividend or distribution has been established. Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument.

1.2 Income Tax

The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income).

Current income tax expense charged to profit or loss is the tax payable on taxable income. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year as well as unused tax losses.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled and their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and the unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

1.3 Provisions

Provisions are recognised when the trust 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. Provisions recognised represent the best estimate of amounts required to settle the obligation at reporting date.

1.4 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 Tax 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. GST is lodged to the ATO on an Accrual basis.

B.E.R.T. FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

1.5 Creditors

Creditors and other payables are recognised at the nominal transaction value without taking into account the time value of money.

2. NATURE OF TRUST

Date Trust Established	16 May 1996
Type of Fund	Redundancy Trust
Industry Covered	Building & Construction: Queensland & Northern Territory
Trustee Company	BERT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Permitted but subject to deed limit

3. MEMBERS' FUNDS

	30-Jun-23 $	30-Jun-22 $
Beginning of year	2,782,167	2,944,268
Member Benefit Payments	(349,347)	(252,169)
(Forfeited) / Reinstated Benefits	65,003	90,068
NET INCREASE / (DECREASE)	**(284,344)**	**(162,101)**
End of year	**2,497,823**	**2,782,167**

4. RESERVES AND RETAINED EARNINGS

Beginning of year	**(22,615)**	**94,752**
Profit / (Loss) for the year	48,628	(27,299)
Forfeited / (Reinstated Benefits)	(65,003)	(90,068)
Total Comprehensive Loss for the year	**(16,375)**	**(117,367)**
End of year	**(38,990)**	**(22,615)**

B.E.R.T. FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

5. INCOME TAX

Current tax expense		
Current year	-	-
Adjustment for prior years	-	-
	-	-
Income Tax (Expense)/Benefit	-	-

6. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BERT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report unless, otherwise stated:

J Crittall	
N Herron	
J Ingham	A Stott - (Alternative for J Ingham)
R McDonald	
G O'Halloran	R Kelso - (Alternative for G O'Halloran) - Resigned 5 September 2023
M Ravbar	
J Shenfield	
M Spry	

BERT Fund No 2, a Trust administered by Trustee BERT Fund Ltd, provided management, accounting and administrative services to the Trust at the cost of $18,819 (2022: $18,450).

These transactions are incurred under commercial terms and conditions.

There have been no other transactions between any of the Directors of the Trustee, or related parties of those Directors, and the Trust.

Directors Remuneration

The Trust paid no fees to the Directors of the Trustee nor incurred any expense in relation to the Directors.

B.E.R.T. FUND

TRUSTEE DECLARATION

FOR THE YEAR ENDED 30 JUNE 2023

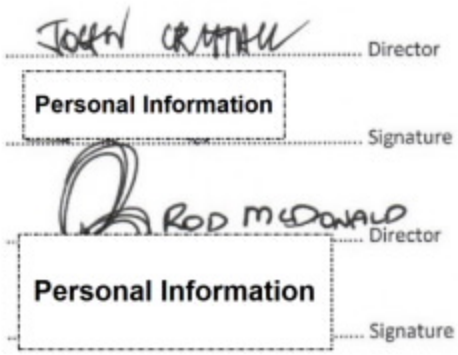
The Directors of the Trustee company declare that the Trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the Trustee company declare that:

1. The financial statements and notes, as set out on pages 3 to 9, present fairly the Trust's financial position as at 30 June 2023 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors of the Trustee.



Signed at Brisbane, this 10th day of October 2023.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BUILDING EMPLOYEES REDUNDANCY TRUST

Report on the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Building Employees Redundancy Trust ("the Trust"), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of movement in reserves and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Trustee's declaration. The financial report has been prepared by the Trustee based on the requirements of the Trust Deed.

In our opinion, the financial report presents fairly, in all material respects, the financial position of the Building Employees Redundancy Trust as of 30 June 2023 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Trustee's financial reporting responsibilities under the trust deed. As a result, the financial report may not be suitable for another purpose.

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PKF

Trustee's Responsibilities for the Financial Report

The Trustee is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, and for such internal control as the Trustee determines 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 Trustee is responsible for assessing the trust'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 Trustee either intends to liquidate the trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.aspx. This description forms part of our auditor's report.

PKF

PKF BRISBANE AUDIT

Personal Information

CAMERON BRADLEY
PARTNER

10 OCTOBER 2023
BRISBANE



ANNUAL FINANCIAL REPORT

OF

B.E.R.T. FUND

ABN 68 400 889 434

FOR THE YEAR ENDED 30 JUNE 2024

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B.E.R.T. FUND

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
CURRENT ASSETS			
Cash at Bank		277,267	451,094
Other Receivables / Prepayments		27,587	18,705
Financial Assets	6	1,999,994	2,002,074
TOTAL CURRENT ASSETS		**2,304,848**	**2,471,873**
TOTAL ASSETS		**2,304,848**	**2,471,873**
CURRENT LIABILITIES			
BERT Welfare Limited Distribution Payable		86,401	-
Creditors		12,934	13,040
TOTAL CURRENT LIABILITIES		**99,335**	**13,040**
TOTAL LIABILITIES		**99,335**	**13,040**
NET ASSETS		**2,205,513**	**2,458,833**
REPRESENTED BY:			
MEMBERS' FUNDS & RESERVE			
Members' Funds	3	2,290,810	2,497,823
Reserves and Retained Earnings	4	(85,298)	(38,990)
TOTAL MEMBERS' FUNDS & RESERVE		**2,205,513**	**2,458,833**

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
MOVEMENT IN MEMBERS' FUNDS			
Member Benefit Payments		(243,434)	(349,347)
Reinstated Benefits / (Forfeited)		36,421	65,003
Net Decrease		**(207,013)**	**(284,344)**
REVENUE			
Bank Interest		12,319	14,615
IFM Cash Investment Interest		70,280	48,029
Term Deposit Interest		24,886	14,223
TOTAL REVENUE		**107,485**	**76,867**
EXPENDITURE			
Management Fees		19,082	18,819
Audit and Tax Fees		9,584	9,194
Administration Expenses		2,305	225
TOTAL EXPENDITURE		**30,971**	**28,238**
Surplus before Income Tax Expense		**76,514**	**48,629**
Income Tax Expense	5	-	-
Surplus after Income Tax Expense		**76,514**	**48,629**
Other Comprehensive Income / (Loss)			
Reinstated Benefits		(36,421)	(65,003)
Total Comprehensive Income / (Loss) for the year		**40,093**	**(16,373)**
Transfer to Reserve	4	40,093	(16,373)
Profit Distribution		(86,401)	-
Unappropriated Deficit		**(46,308)**	**-**

The accompanying notes form part of these financial statements.

B.E.R.T. FUND
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024

	Reserve	Retained Earnings	Total
	$	$	$
Balance at 1 July 2022	(122,615)	100,000	(22,615)
Surplus for the year	-	48,628	48,628
Reinstated Benefits	-	(65,003)	(65,003)
	(122,615)	83,625	(38,990)
Transfer to/(from) Reserve	(16,375)	16,375	-
	(138,990)	100,000	(38,990)
Balance at 30 June 2023	(138,990)	100,000	(38,990)
Balance at 1 July 2023	(138,990)	100,000	(38,990)
Surplus for the year	-	76,514	76,514
Reinstated Benefits	-	(36,421)	(36,421)
	(138,990)	140,093	1,103
Transfer to/(from) Reserve	40,093	(40,093)	-
	(98,897)	100,000	1,103
Distribution to BERT Welfare Ltd	(86,401)	-	(86,401)
Balance at 30 June 2024	(185,298)	100,000	(85,298)

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

	30-Jun-24 $	30-Jun-23 $
CASH FLOWS FROM OPERATING ACTIVITIES		
Member benefit payments made	(252,311)	(349,347)
Payments to suppliers	57,400	(29,987)
Interest received	105,405	60,363
NET CASH USED IN OPERATING ACTIVITIES	(89,506)	(318,971)
CASH FLOWS FROM FINANCING ACTIVITIES	-	-
NET CASH USED IN FINANCING ACTIVITIES	-	-
CASH FLOWS FROM INVESTING ACTIVITIES		
Movement in cash deposits and investments (net)	(2,080)	494,682
NET CASH (USED IN) / PROVIDED BY INVESTING ACTIVITIES	(2,080)	494,682
Net (decrease) / increase in cash held	(91,586)	175,711
Cash at beginning of the year	451,094	275,383
Cash at end of year	359,508	451,094
CASH PER STATEMENT OF FINANCIAL POSITION	**277,267**	**451,094**

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The accompanying notes form part of these financial statements.

B.E.R.T. FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependent on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the Directors.

The financial report has been prepared in accordance with the significant accounting policies disclosed below, which the Directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements are presented in Australian dollars and were approved by the Board on 8th October 2024.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Dividends and other distributions from investments are recognised when the right to receive the dividend or distribution has been established. Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument.

1.2 Income Tax

The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income).

Current income tax expense charged to profit or loss is the tax payable on taxable income. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year as well as unused tax losses.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled and their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and the unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

1.3 Provisions

Provisions are recognised when the trust 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. Provisions recognised represent the best estimate of amounts required to settle the obligation at reporting date.

1.4 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 Tax 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. GST is lodged to the ATO on an Accrual basis.

B.E.R.T. FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES (continued)

1.5 Creditors

Creditors and other payables are recognised at the nominal transaction value without taking into account the time value of money.

2. NATURE OF TRUST

Date Trust Established	16 May 1996
Type of Fund	Redundancy Trust
Industry Covered	Building & Construction: Queensland & Northern Territory
Trustee Company	BERT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Permitted but subject to deed limit

3. MEMBERS' FUNDS

	30-Jun-24 $	30-Jun-23 $
Beginning of year	2,497,823	2,782,167
Member Benefit Payments	(243,434)	(349,347)
Reinstated Benefits	36,421	65,003
Net Decrease	**(207,013)**	**(284,344)**
End of year	**2,290,810**	**2,497,823**

4. RESERVES AND RETAINED EARNINGS

Beginning of year	**(38,990)**	**(22,615)**
Surplus for the year	76,514	48,628
Resinstated Benefits	(36,421)	(65,003)
Distribution to BERT Welfare Limited	(86,401)	-
Total Comprehensive deficit for the year	**(46,308)**	**(16,375)**
End of year	**(85,298)**	**(38,990)**

5. INCOME TAX

	30-Jun-24 $	30-Jun-23 $
Current tax expense		
Current year	-	-
Adjustment for prior years	-	-
	-	-
Income Tax (Expense)/Benefit	-	-

6. FINANCIAL ASSETS

Current		
IFM Cash Investment	1,499,994	1,502,074
Term Deposits	500,000	500,000
	1,999,994	**2,002,074**

B.E.R.T. FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

7. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BERT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report unless, otherwise stated:

J Crittall	
R Davidson	Appointed 12 September 2024
P Dunbar	Appointed 12 September 2024
N Herron	
J Ingham	Removed 12 September 2024
	A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024
R McDonald	
G O'Halloran	R Kelso - (Alternative for G O'Halloran) - Resigned 6 September 2023 J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
H Patel	Appointed 12 September 2024
	A Stott - (Alternative for H Patel) - Appointed 12 September 2024
M Ravbar	Removed 12 September 2024
	R Davidson (Alternative for M Ravbar) - Appointed 3 June 2024 -Resigned 5 June 2024
J Shenfield	Removed 12 September 2024
M Spry	

BERT Fund No 2, a Trust administered by Trustee BERT Fund Ltd, provided management, accounting and administrative services to the Trust at the cost of $19,082 (2023: $18,819).

These transactions are incurred under commercial terms and conditions.

There have been no other transactions between any of the Directors of the Trustee, or related parties of those Directors, and the Trust.

Directors Remuneration

The Trust paid no fees to the Directors of the Trustee nor incurred any expense in relation to the Directors.

B.E.R.T. FUND

TRUSTEE DECLARATION

FOR THE YEAR ENDED 30 JUNE 2024

The Directors of the Trustee company declare that the Trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the Trustee company declare that:

1. The financial statements and notes, as set out on pages 3 to 9, present fairly the Trust's financial position as at 30 June 2024 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors of the Trustee.

JOHN CRITTEN ..... Director

Personal Information

..... Signature

..... Director

Personal Information

..... Signature

Signed at Brisbane, this 8th day of October 2024.

HLB MANN JUDD
ADVISORY AND ACCOUNTING

Independent Auditor's Report

Independent Auditor's Report to the Members of B.E.R.T. Fund

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of B.E.R.T. Fund ("the Trust") which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Trustee's declaration.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Trust as at 30 June 2024, and its financial performance and its cash flow for the year then ended in accordance with the accounting policies described in Note 1 of the financial statements.

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 Trust in accordance with the auditor independence 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.

Emphasis of Matter – Basis of Accounting and Restriction on Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Trust meet the requirements of the trust deed. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Trust and its members and should not be used by parties other than the Trust and its members. Our opinion is not modified in respect of this matter.

Responsibilities of the Trustee for the Financial Report

The trustee is responsible for the preparation and fair presentation of the special purpose financial report in accordance with the accounting policies described in Note 1 of the financial statements and for such internal control as the trustee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial report, the trustee is responsible for assessing the Trust'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 trustee either intends to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

The directors of the trustee are responsible for overseeing the Trust's financial reporting process.

HLB MANN JUDD
ADVISORY AND ACCOUNTING

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Trust'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 Trust 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.

We communicate with the directors of the trustee 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.

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
8 October 2024

SUPPORTING THE INDUSTRY

ANNUAL FINANCIAL REPORT

OF

B.E.R.T. FUND

ABN 68 400 889 434

FOR THE YEAR ENDED 30 JUNE 2025

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B.E.R.T. FUND

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
REVENUE			
Interest	3	98,842	107,485
TOTAL REVENUE		**98,842**	**107,485**
EXPENDITURE			
Accounting and Audit Fees	4	12,692	9,584
Administrative Expenses	5	19,993	21,387
TOTAL EXPENDITURE		**32,685**	**30,971**
SURPLUS BEFORE INCOME TAX EXPENSE		**66,157**	**76,514**
Income Tax Expense	6	-	-
SURPLUS AFTER INCOME TAX EXPENSE FOR THE YEAR		**66,157**	**76,514**
Other Comprehensive Income for the year, net of tax		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		**66,157**	**76,515**

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	30-Jun-25	30-Jun-24 (restated)
CURRENT ASSETS			
Cash and Cash Equivalents	7	345,300	277,267
Accrued Interest		15,697	27,587
Financial Assets	8	1,700,000	1,999,994
TOTAL CURRENT ASSETS		**2,060,997**	**2,304,848**
NON-CURRENT ASSETS		-	-
TOTAL NON-CURRENT ASSETS		-	-
TOTAL ASSETS		**2,060,997**	**2,304,848**
CURRENT LIABILITIES			
BERT Welfare Limited Distribution Payable		66,157	86,401
Trade and Other Payables	9	13,739	12,934
TOTAL CURRENT LIABILITIES		**79,896**	**99,335**
NON-CURRENT LIABILITIES			
Members' Funds	10, 14	2,097,290	2,290,810
TOTAL NON-CURRENT LIABILITIES		**2,097,290**	**2,290,810**
TOTAL LIABILITIES		**2,177,186**	**2,390,145**
NET ASSETS		**(116,189)**	**(85,297)**
EQUITY			
Reserves	11	100,000	100,000
Retained Surplus	12	(216,189)	(185,298)
TOTAL EQUITY		**(116,189)**	**(85,297)**

The accompanying notes form part of these financial statements.

B.E.R.T. FUND
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Reserve	Retained Surplus	Total
	$	$	$
Balance at 1 July 2023	(138,990)	100,000	(38,990)
Surplus after income tax expense for the year	-	76,514	76,514
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	76,514	76,514
Forfeited/(Reinstated) Member Funds	-	(36,421)	(36,421)
Transfer to/(from) Reserve	40,093	(40,093)	-
Distribution to BERT Welfare Ltd	(86,401)	-	(86,401)
Balance at 30 June 2024	(185,298)	100,000	(85,298)
Balance at 1 July 2024	(185,298)	100,000	(85,298)
Surplus after income tax expense for the year	-	66,157	66,157
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	66,157	66,157
Forfeited/(Reinstated) Member Funds	-	(30,891)	(30,891)
Transfer to/(from) Reserve	35,266	(35,266)	-
Distribution to BERT Welfare Ltd	(66,157)	-	(66,157)
Balance at 30 June 2025	(216,189)	100,000	(116,189)

The accompanying notes form part of these financial statements.

B.E.R.T. FUND
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	30-Jun-25 $	30-Jun-24 $
CASH FLOWS FROM OPERATING ACTIVITIES		
Member benefit payments made	(212,065)	(252,312)
Payments to suppliers	(32,337)	(29,000)
Interest received	98,842	105,405
NET CASH USED IN OPERATING ACTIVITIES	(145,560)	(175,907)
CASH FLOWS FROM FINANCING ACTIVITIES	-	-
Distributions to BERT Welfare Ltd	(86,401)	-
CASH USED IN FINANCING ACTIVITIES	(86,401)	-
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from maturity of long-term deposits	299,994	2,080
CASH FROM INVESTING ACTIVITIES	299,994	2,080
Net increase/(decrease) in Cash and Cash Equivalents held	68,033	(173,827)
Cash and cash equivalents at beginning of the financial year	277,267	451,094
CASH AND CASH EQUIVALENTS AT END OF YEAR	345,300	277,267

The accompanying notes form part of these financial statements.

B.E.R.T. FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependent on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the Directors.

The financial report has been prepared in accordance with the material accounting policies disclosed below, which the Directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with previous period unless stated otherwise.

The financial statements are presented in Australian dollars and were approved by the Board on 14th October 2025.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument.

1.2 Comparative Figures

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

2. NATURE OF TRUST

Date Trust Established	16 May 1996
Type of Fund	Redundancy Trust
Industry Covered	Building & Construction: Queensland & Northern Territory
Trustee Company	BERT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Permitted but subject to deed limit

	30-Jun-25 $	30-Jun-24 $
3. INTEREST REVENUE		
Bank Interest	16,372	12,319
Term Deposit Interest	82,470	95,166
	98,842	**107,485**
4. ACCOUNTING AND AUDIT FEES		
Audit Fees	8,732	7,863
Tax Consulting Fees	3,960	1,721
Total Accounting and Audit Fees	**12,692**	**9,584**
5. ADMINISTRATIVE EXPENSES		
Management Fees	19,769	19,082
Sundry Expenses	224	2,305
Total Administrative Expenses	**19,993**	**21,387**

6. INCOME TAX

B.E.R.T. Fund as a trust, distributes 100% of its 'net' income to BERT Welfare Limited (beneficiary is entitled to income), then tax on that income is payable by the beneficiary (at their relevant rates) , the *Income Tax Assessment Act 1936* .
In the case there is no Income, then there is no tax to be paid.

Current tax expense		
Current year	-	-
Adjustment for prior years	-	-
	-	-
Income Tax (Expense)/Benefit	-	-
7. CURRENT ASSETS - CASH AND CASH EQUIVALENTS		
Cash and Cash Equivalents	345,300	277,267
	345,300	**277,267**

B.E.R.T. FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	30-Jun-25 $	30-Jun-24 $
8. CURRENT ASSETS - FINANCIAL ASSETS		
IFM Cash Investment	-	1,499,994
Cash on Deposit (Matures more than 90 days)	1,700,000	500,000
	1,700,000	**1,999,994**
9. CURRENT LIABILITIES - TRADE AND OTHER PAYABLES		
Trade Payables	1,396	1,584
Audit Fees	6,716	4,732
Tax Consulting Fees	2,585	3,575
PAYG Tax	3,043	3,043
	13,739	**12,934**
10. NON-CURRENT LIABILITIES - MEMBERS' FUNDS		
Balance at 1 July 2024	2,290,810	2,497,823
Member Benefit Payments	(224,411)	(243,434)
Reinstated Benefits	30,891	36,421
Net Decrease	**(193,520)**	**(207,013)**
Balance at 30 June 2025	**2,097,290**	**2,290,810**
11. RESERVES		
Balance at 1 July 2024	**(185,298)**	**(138,990)**
Transfer to/ From Reserves	35,266	40,093
Distribution to BERT Welfare Limited	(66,157)	(86,401)
Balance at 30 June 2025	**(216,189)**	**(185,298)**
12. RETAINED SURPLUS		
Balance at 1 July 2024	**100,000**	**100,000**
Surplus for the year	66,157	76,514
Reinstated Benefits	(30,891)	(36,421)
Transfer to/ From Reserves	(35,266)	(40,093)
Total Comprehensive deficit for the year	-	-
Balance at 30 June 2025	**100,000**	**100,000**

13. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BERT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report unless, otherwise stated:

N Herron
R McDonald
M Spry

G O'Halloran	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
R Davidson	Appointed 12 September 2024
P Dunbar	Appointed 12 September 2024
H Patel	Appointed 12 September 2024 - A Stott - (Alternative for H Patel) - Appointed 12 September 2024
D Brockhurst	Appointed 25 February 2025
J Ingham	Removed 12 September 2024 - A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024
M Ravbar	Removed 12 September 2024
J Shenfield	Removed 12 September 2024
J Crittall	Resigned 24 February 2025

BERT Fund No 2, a Trust administered by Trustee BERT Fund Ltd, provided management, accounting and administrative services to the Trust at the cost of $19,769 (2024: $19,082).

These transactions are incurred under commercial terms and conditions.

There have been no other transactions between any of the Directors of the Trustee, or related parties of those Directors, and the Trust.

Directors Remuneration

The Trust paid no fees to the Directors of the Trustee nor incurred any expense in relation to the Directors.

B.E.R.T. FUND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

14. PRIOR PERIOD RESTATEMENT - RECLASSIFICATION OF MEMBERS' FUNDS

The Trust operates as a redundancy trust, established to receive and manage contributions made by participating employers on behalf of eligible workers. These contributions are held in trust and are payable to workers upon meeting specific conditions, such as redundancy, termination of employment, retirement, or other qualifying events.

In prior periods, the balance of Members' Funds — representing accumulated contributions and entitlements attributable to workers — was presented within equity in the statement of financial position.

Following a review undertaken during the current financial year, and in accordance with the presentation requirements of AASB 101 *Presentation of Financial Statements* , it was determined that Members' Funds do not represent an ownership interest or residual interest in the Trust's net assets. Rather, they represent amounts held on behalf of workers that may become payable under certain conditions. As such, the Members' Funds more appropriately meet the definition of a liability.

Accordingly, the Trust has reclassified Members' Funds from equity to non-current liabilities. This has been treated as a correction of a prior period classification error, in accordance with AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* , and the prior period comparative figures have been restated to reflect this change.

The restatement has resulted in the following changes reflected in the 2025 financial statements:

	2024 (previously reported)	Restatement	2024 (restated)
	$	$	$
Statement of Financial Position (extracted)			
Members' Funds - non-current liabilities	-	2,290,810	(2,290,810)
Total non-current liabilities	-	2,290,810	(2,290,810)
Total liabilities	99,335	2,290,810	(2,390,145)
Net assets	2,205,513	(2,290,810)	(85,297)
Members' Funds & Reserve			
Members' Funds	2,290,810	(2,290,810)	-
Total Members' Funds & Reserve	2,205,513	(2,290,810)	(85,297)

B.E.R.T. FUND
TRUSTEE DECLARATION
FOR THE YEAR ENDED 30 JUNE 2025

The Directors of the Trustee company declare that the Trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the Trustee company declare that:

1. The financial statements and notes, as set out on pages 1 to 7, present fairly the Trust's financial position as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors of the Trustee.

Ross Davidson ..... Director

Personal Information

..... Signature

Rod McDonald ..... Director

Personal Information

..... Signature

Signed at Brisbane, this 14th day of October 2025.

HLB MANN JUDD

Appendix 1: Independent Auditor's report

Independent Auditor's Report to the Members of B.E.R.T. Fund

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of B.E.R.T. Fund ("the Trust") which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Trustee's declaration.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Trust as at 30 June 2025, and its financial performance and its cash flow for the year then ended in accordance with the accounting policies described in Note 1 of the financial statements.

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 Trust in accordance with the auditor independence 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.

Emphasis of Matter – Basis of Accounting and Restriction on Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Trust meet the requirements of the trust deed. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Trust and its members and should not be used by parties other than the Trust and its members. Our opinion is not modified in respect of this matter.

Responsibilities of the Trustee for the Financial Report

The trustee is responsible for the preparation and fair presentation of the special purpose financial report in accordance with the accounting policies described in Note 1 of the financial statements and for such internal control as the trustee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial report, the trustee is responsible for assessing the Trust'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 trustee either intends to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

The directors of the trustee are responsible for overseeing the Trust's financial reporting process.

hlb.com.au

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HLB Mann Judd (SE QLD Partnership) is a member of HLB International, the global advisory and accounting network.

HLB MANN JUDD

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Trust'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 Trust 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.

We communicate with the directors of the trustee 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.

HLB Mann Judd (SE Qld Partnership)

Personal Information

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
14 October 2025



ANNUAL FINANCIAL REPORT

OF

B.E.R.T. FUND No. 2

ABN 19 269 091 436

FOR THE YEAR ENDED 30 JUNE 2023

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B.E.R.T FUND No.2
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
CURRENT ASSETS			
Cash at Bank	3	21,711,278	8,381,906
Receivables - Contributions		857,112	975,898
Receivables - Other		4,193,298	374,160
TOTAL CURRENT ASSETS		**26,761,688**	**9,731,964**
NON-CURRENT ASSETS			
INVESTMENTS			
Managed Funds		173,886,329	161,288,613
Properties		3,691,844	2,327,242
	4	177,578,173	163,615,855
OFFICE PROPERTY			
Units 6/35 Astor Terrace, Spring Hill	5	1,812,060	3,241,492
INTANGIBLE ASSETS			
Administration System	6	-	-
Software Licences		6,695	10,450
PLANT AND EQUIPMENT			
Motor Vehicles		140,480	129,864
Office Equipment		26,246	22,753
Office Improvements		24,436	33,573
Computer Equipment		51,489	29,157
TOTAL NON-CURRENT ASSETS		**179,639,579**	**167,083,145**
TOTAL ASSETS		**206,401,267**	**176,815,109**
CURRENT LIABILITIES			
BERT Welfare Ltd Distribution		4,002,610	-
QCTF Fund Distribution		1,724,580	-
Creditors	7	4,914,665	945,729
Income Tax Payable		-	-
Long Service Leave		196,401	206,537
		10,838,257	1,152,266
TOTAL CURRENT LIABILITIES		**10,838,257**	**1,152,266**
NON-CURRENT LIABILITIES			
Long Service Leave		99,220	61,331
TOTAL NON-CURRENT LIABILITIES		**99,220**	**61,331**
TOTAL LIABILITIES		**10,937,477**	**1,213,597**
NET ASSETS		**195,463,790**	**175,601,512**
REPRESENTED BY:			
MEMBERS' FUNDS & RESERVE			
Members' Funds	8	201,387,727	181,711,063
Reserves and Retained Earnings	9	(5,923,935)	(6,109,551)
		195,463,792	**175,601,512**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
MOVEMENT IN MEMBERS' FUNDS			
Employer Contributions		50,920,533	43,153,302
Member Benefit Payments		(31,058,253)	(32,207,544)
(Forfeited)/Reinstated Benefits		(185,616)	(204,059)
Net Increase / (Decrease)		**19,676,664**	**10,741,699**
REVENUE			
INVESTMENTS			
Dividends / Distributions		4,913,830	4,933,921
Realised Gains / (Losses)		(164,999)	(540,543)
Changes in Net Market Value - Unrealised		6,766,344	(7,505,471)
Investment Management Fee Rebate		65,310	63,996
Rent Received		154,800	156,120
Investment Interest		843,598	286,981
Direct Investment Expenses		(261,123)	(244,615)
	10	**12,317,760**	**(2,849,611)**
OTHER REVENUE			
Management Fees		750,078	758,808
Bank Interest		499,438	17,543
Profit on Sale of Assets		25,696	27,334
Other		412	5,963
		1,275,624	**809,648**
TOTAL REVENUE		**13,593,384**	**(2,039,963)**
EXPENDITURE			
Auditor's Remuneration			
- Audit Fees		73,038	85,250
- Taxation Services		45,057	17,947
Depreciation		158,019	185,573
Directors' Fees / Expenses		434,092	424,700
Administration Costs		4,877,958	4,756,783
TOTAL EXPENDITURE		**5,588,164**	**5,470,253**
PROFIT / (LOSS) BEFORE TAX		**8,005,220**	**(7,510,216)**
Income Tax (Expense)/Benefit	**11**	-	-
PROFIT / (LOSS) AFTER TAX		**8,005,220**	**(7,510,216)**
OTHER COMPREHENSIVE INCOME			-
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE YEAR		**8,005,220**	**(7,510,216)**
Profit Distribution	**9**	(8,005,220)	(4,823,224)
UNAPPROPRIATED PROFIT/(LOSS)		**-**	**(12,333,440)**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF MOVEMENTS IN RESERVES
FOR THE YEAR ENDED 30 JUNE 2023

	Reserve	Retained Earnings	Total
	$	$	$
Balance at 1 July 2021	**5,919,830**	**100,000**	**6,019,830**
Profit/(loss) for the year	-	(7,510,216)	(7,510,216)
Forfeited/(Reinstated) Benefits	-	204,059	204,059
	5,919,830	(7,206,157)	(1,286,327)
Transfer to/(from) Reserve	(7,306,157)	7,306,157	-
	(1,386,327)	100,000	(1,286,327)
Distributions	(4,823,224)	-	(4,823,224)
Balance at 30 June 2022	**(6,209,551)**	**100,000**	**(6,109,551)**
Balance at 1 July 2022	**(6,209,551)**	**100,000**	**(6,109,551)**
Profit/(loss) for the year	-	8,005,220	8,005,220
Forfeited/(Reinstated) Benefits	-	185,616	185,616
	(6,209,551)	8,290,836	2,081,285
Transfer to/(from) Reserve	8,190,836	(8,190,836)	-
	1,981,285	100,000	2,081,285
Distributions to BERT Welfare Ltd	(4,002,610)	-	(4,002,610)
Distributions to QCTF Fund	(4,002,610)	-	(4,002,610)
Balance at 30 June 2023	**(6,023,935)**	**100,000**	**(5,923,935)**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Employer contributions received		50,817,494	44,196,518
Member benefit payments made		(31,058,253)	(32,207,544)
Payments to suppliers		(5,691,900)	(5,583,346)
Managed funds redemptions		9,729,578	24,638,991
Managed funds purchases		(10,253,252)	(23,466,266)
Interest received/(losses) from investments		1,034,199	(238,817)
Rental income receipts		154,800	156,120
Other income		959,633	831,563
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES		15,692,299	8,327,220
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(129,310)	(196,135)
Proceeds from disposals of property, plant and equipment		44,414	140,671
Proceeds from sale of investment property		-	-
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		(84,896)	(55,464)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments to BERT Welfare Fund Ltd and BERT Financial Services Pty Ltd		-	(12,196,366)
Payments to BERT Training Fund		(2,278,030)	-
NET CASH PROVIDED BY / (USED IN) FINANCING ACTIVITIES		(2,278,030)	(12,196,366)
Net increase / (decrease) in cash held		13,329,373	(3,924,609)
Cash at beginning of the year		8,381,906	12,306,515
Cash at end of year		21,711,278	8,381,906
CASH PER STATEMENT OF FINANCIAL POSITION	**3**	**21,711,278**	**8,381,906**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependent on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the directors.

The financial report has been prepared in accordance with the significant accounting policies disclosed below, which the Directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the presentation of this report are stated below.

The financial statements are presented in Australian dollars and were approved by the Board on 10th October 2023.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Dividends and other distributions from investments are recognised when the right to receive the dividend or distribution has been established. Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument.

1.2 Contributions

Contributions from employers are recognised when the underlying contribution returns are processed.

1.3 Assets and Investments

Investments in managed funds are recorded at net market value at period end and changes in the net market value of assets are recognised in profit or loss in the year they occur.

The market value of the investments is advised by the appointed investment managers on the basis of market information available. Investments are stated net of any realisation costs (e.g. brokerage and stamp duty) which would apply in the event of disposal but do not take into account any potential capital gains tax that may apply. Other assets such as loans and receivables are carried at their recoverable amount.

Investment property comprises property held for capital appreciation and to provide office accommodation for related entities. The Fund does not occupy investment property.

The Fund applies the cost model. Investment property is initially recognised at cost and subsequently carried at cost less accumulated depreciation, less any impairment in value similar to that for property, plant and equipment. Depreciation is computed using the declining balance method at 2%.

Investment property is derecognised when either it has been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit is expected from its disposal. On disposal or retirement of an investment property, the difference between any disposal proceeds and the carrying amount is recognised in the profit or loss.

The carrying value of investment property is reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. If such indication exists and where the carrying values exceed the estimated recoverable amounts, the assets are written down to their recoverable amount.

The Fund incurred expenditure previous years in relation to moving to self administration. This primarily involved the development of IT systems and procedures, administration processes and the acquisition of equipment and computer hardware to enable the Fund to manage its own administration with effect from October 2011.

Assets acquired for the project that are separately identifiable have been capitalised and depreciated from the date they were brought into use. Costs expended in developing software and systems have been capitalised as "Administration System". This intangible asset has been capitalised in ten stages.

The Directors consider that the asset, carried at cost, has been appropriately valued as it has suffered no loss in value due to impairment.

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

1.4 Income Tax

The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income). Current income tax expense charged to profit or loss is the tax payable on taxable income. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year as well as unused tax losses.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled and their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and the unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised

1.5 Provisions

Provisions are recognised when the Trust 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. Provisions recognised represent the best estimate of amounts required to settle the obligation at reporting date.

1.6 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 Tax 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. GST is lodged to the ATO on an accrual basis.

1.7 Creditors

Creditors and other payables are recognised at the nominal transaction value without taking into account the time value of money.

1.8 Employee Benefits

Provisions for annual leave and long service leave arising from employee services rendered and recognised and have been measured as the amounts expected to be paid when the liability is settled, plus related on-costs.

1.9 Investment Risk

The investments of the Fund are exposed to price risk and this exposure continues after balance date for investments held by the fund for which future prices are uncertain. The Fund's exposure to price risk is minimised through the diversification and careful selection of investments. There has been no significant deterioration in the overall market value of the Fund's investments between 30 June 2023 and the date of this report. Accordingly, no recognition has been given in the financial report to any price fluctuations subsequent to 30 June 2023.

2. NATURE OF TRUST

Date Trust Established	December 22, 2003
Type of Fund	Redundancy Trust
Industry Covered	Building & Construction: Queensland & Northern Territory
Trustee Company	BERT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Permitted but subject to deed limit

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

			30-Jun-23		30-Jun-22
			$		$
3.	**CASH AT BANK**				
	Cash at Bank		14,696,370		6,382,488
	Term Deposits		7,014,208		1,998,718
	Deposits		700		700
			21,711,278		**8,381,906**
4.	**INVESTMENTS**				
	By Category				
	Australian Equities	21.3%	37,805,987	22.3%	36,923,682
	Australian Fixed Interest	20.5%	36,474,538	21.6%	35,747,034
	Cash	16.8%	29,774,497	12.7%	21,026,124
	Infrastructure Equities	8.8%	15,585,966	10.0%	16,537,106
	International Equities	15.4%	27,347,671	14.7%	24,318,523
	International Fixed Interest	7.0%	12,440,396	7.1%	11,711,677
	Property	10.2%	18,149,118	11.6%	19,200,750
		100%	**177,578,173**	**100%**	**165,464,896**
	By Manager				
	Barings	7.2%	12,811,745	7.9%	13,090,154
	Blackrock Wholesale Indexed Australian	7.3%	12,885,093	7.5%	12,348,119
	Blackrock Wholesale Indexed International	10.0%	17,710,182	9.5%	15,779,403
	Blackrock Wholesale Indexed International - Hedged	4.1%	7,245,909	3.8%	6,313,139
	IFM Transaction Cash Fund	16.8%	29,774,497	12.7%	21,026,124
	ISPT Core Fund	8.1%	14,457,274	9.1%	15,024,467
	Lazard Global Listed Infrastructure	1.0%	1,764,916	2.0%	3,371,163
	Macquarie True Index Australian Fixed Interest	7.5%	13,306,264	7.6%	12,565,533
	Pimco Global Bond Fund	7.0%	12,440,396	7.1%	11,711,677
	Schroder Australian Equity Fund	7.2%	12,705,718	7.6%	12,586,823
	Utilities Trust of Australia (Hasting)	7.8%	13,821,050	8.0%	13,165,943
	Solaris Core Australian Equity Fund	6.9%	12,215,176	7.3%	11,988,740
	IFM Specialised Credit Fund	5.8%	10,356,529	6.1%	10,091,347
	GQG Partners	1.4%	2,391,580	1.4%	2,225,980
	Property (4/35 Astor Tce, Spring Hill)	1.3%	2,327,242	1.4%	2,327,242
	Property (5/35 Astor Terrace, Spring Hill)	0.8%	1,364,602	1.1%	1,849,041
		100%	**177,578,173**	**100%**	**165,464,896**
5.	**OFFICE PROPERTY**				
	Property (6/35 Astor Terrace, Spring Hill)		2,423,511		4,256,481
	Property (6/35 Astor Terrace) Accumulated Depreciation		(611,451)		(1,014,989)
			1,812,060		**3,241,492**
6.	**ADMINISTRATION SYSTEM**				
	Administration System Cost		1,507,419		1,507,419
	Administration System Accumulated Amortisation		(1,507,419)		(1,507,419)
			-		-
7.	**CREDITORS**				
	Annual Leave		275,463		293,270
	Audit Fees / Tax Consulting		135,755		107,965
	PAYG Tax		260,053		260,053
	Investment Payable (UTA)		3,998,796		-
	Sundry		244,598		284,441
			4,914,665		**945,729**

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

		30-Jun-23 $	30-Jun-22 $
8.	**MEMBERS' FUNDS**		
	Beginning of year	**181,711,063**	**170,969,364**
	Employer Contributions	50,920,533	43,153,302
	Member Benefit Payments	(31,058,253)	(32,207,544)
	(Forfeited) / Reinstated Benefits	(185,616)	(204,059)
	NET INCREASE / (DECREASE)	**19,676,664**	**10,741,699**
	End of Year	**201,387,727**	**181,711,063**
9.	**RESERVES AND RETAINED EARNINGS**		
	Beginning of year	**(6,109,551)**	**6,019,830**
	Profit / (Loss) for the year	8,005,220	(7,510,216)
	Forfeited / (Reinstated Benefits)	185,616	204,059
	Distribution to BERT Welfare Ltd	(4,002,610)	(4,823,224)
	Distribution to BERT Training Fund	(4,002,610)	-
	Net surplus / (deficit) for the year	**185,616**	**(12,129,381)**
	End of Year	**(5,923,935)**	**(6,109,551)**
10.	**INVESTMENT REVENUE**		
	Barings	903,268	(632,299)
	Blackrock Wholesale Indexed Australian	1,655,606	(891,315)
	Blackrock Wholesale Indexed International	3,411,816	(750,705)
	Blackrock Wholesale Indexed International - Hedged	1,045,404	(1,130,847)
	Colonial First State Global Emerging Markets	-	(125,186)
	IFM Transaction Cash Fund	748,372	18,529
	ISPT Core Fund	(242,228)	1,588,130
	Lazard Global Listed Infrastructure	(106,247)	279,124
	Macquarie True Index Australian Fixed Interest	140,731	(1,244,326)
	Pimco Global Bond Fund	(71,281)	(1,184,195)
	Schroder Australian Equity Fund	1,496,681	289,991
	Utilities Trust of Australia (Hasting)	795,589	1,549,861
	Solaris Core Australian Equity Fund	1,789,733	(679,700)
	IFM Specialised Credit Fund	609,640	127,124
	GQG Partners	241,939	25,980
	IFM Transaction Cash Fund - Term Deposit	5,058	(1,282)
	Property (4/35 Astor Tce, Spring Hill)	154,800	156,120
	Gross Investment Revenue	12,578,883	(2,604,996)
	Unallocated Direct Investment Expense		
	Investment Consulting Fees	160,207	151,948
	Investment Property Costs (4/35 Astor Tce, Spring Hill)	49,131	47,613
	Investment Property Costs (5/35 Astor Tce, Spring Hill)	23,988	25,496
	Investment Property Land Tax	6,713	6,711
	Investment Management Fees	21,084	12,847
		261,123	244,615
	Net Investment Revenue	**12,317,760**	**(2,849,611)**

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

	30-Jun-23 $	30-Jun-22 $
11. INCOME TAX		
Current tax expense		
Current year	-	-
Adjustment for prior years	-	-
	-	-
Income Tax (Expense)/Benefit	-	-

12. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BERT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report, unless otherwise stated:

J Crittall	
N Herron	
J Ingham	A Stott - (Alternative for J Ingham)
R McDonald	
P Masters	
G O'Halloran	R Kelso - (Alternative for G O'Halloran-Resigned 5th September 2023)
M Ravbar	
J Shenfield	
M Spry	

The Trust provided management, accounting and administrative services and received income for these from the following entities controlled by the Directors:

B.E.R.T Fund - $18,819 (2022: $18,000)
Building Employees Welfare Trust - $18,819 (2022: $18,000)
Construction Income Protection Limited - $549,269 (2022: $537,972)
BERT Welfare Limited - $38,082 (2022: $38,316)
BERT Training Fund - $88,250 (2022: $86,520)
BERT Financial Services - $36,756 (2022: $60,000)
This service is provided under commercial terms and conditions.

Remuneration paid/payable to Directors and/or their nominated organisations amounts to $432,236 (2022: $423,903).

Certain Directors are associated with The Construction, Forestry, Mining and Energy Union, and the Plumbers Union. These unions provided compliance and promotional services to the Trust at the cost of $252,390 (2022: $235,612). All transactions with Related Parties were made on commercial terms and conditions.

This service is provided under commercial terms and conditions.

There have been no other transactions between any of the Directors of the Trustee, or related parties of those Directors, and the Trust.

B.E.R.T FUND No.2
TRUSTEE DECLARATION
FOR THE YEAR ENDED 30 JUNE 2023

The Directors of the Trustee company declare that the Trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the Trustee company declare that:

1. the financial statements and notes, as set out on pages 3 to 11, present fairly the Trust's financial position as at 30 June 2023 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. in the Directors' opinion there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

JOHN CRITTALL ..... Director

Personal Information ..... Signature

ROD MCDONALD ..... Director

Personal Information ..... Signature

Dated this 10th day of October 2023.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF B.E.R.T. FUND No. 2

Report on the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of the B.E.R.T Fund No. 2 Trust (the trust), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of movements in reserves and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Trustee's declaration. The financial report has been prepared by the Trustee based on the requirements of the Trust Deed.

In our opinion, the financial report presents fairly, in all material respects, the financial position of the B.E.R.T Fund No.2 Trust as of 30 June 2023 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

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

Independence

We are independent of the Trust in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the responsibilities under the trust deed. As a result, the financial report may not be suitable for another purpose.

PKF Brisbane Pty Ltd is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

PKF

Trustee's Responsibilities for the Financial Report

The Trustee is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, and for such internal control as the Trustee determines 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 Trustee is responsible for assessing the trust'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 Trustee either intends to liquidate the trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.aspx. This description forms part of our auditor's report.

PKF

PKF BRISBANE AUDIT

Personal Information

CAMERON BRADLEY
PARTNER

10 OCTOBER 2023
BRISBANE



ANNUAL FINANCIAL REPORT

OF

B.E.R.T. FUND No. 2

ABN 19 269 091 436

FOR THE YEAR ENDED 30 JUNE 2024

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B.E.R.T FUND No.2
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $	Restated 1-Jul-22 $
CURRENT ASSETS				
Cash at Bank	4	16,691,795	14,696,870	6,382,989
Receivables - Contributions		705,017	857,113	975,898
Loan Receivable to BERT Welfare Ltd		4,223,224	4,223,224	4,223,224
Receivables - Other		163,417	4,193,298	374,160
Financial assets	5	16,480,450	7,014,408	1,998,917
TOTAL CURRENT ASSETS		**38,263,903**	**30,984,913**	**13,955,188**
NON-CURRENT ASSETS				
INVESTMENTS				
Managed Funds		186,194,240	173,886,329	161,288,613
Properties		3,360,097	3,691,844	2,327,242
	6	189,554,337	177,578,173	163,615,855
OFFICE PROPERTY				
Units 6/35 Astor Terrace, Spring Hill	7	1,788,829	1,812,060	3,241,492
INTANGIBLE ASSETS				
Administration System	8	-	-	-
Software Licences		2,940	6,695	10,450
PLANT AND EQUIPMENT				
Motor Vehicles		240,321	140,480	129,864
Office Equipment		27,218	26,246	22,753
Office Improvements		18,958	24,436	33,573
Computer Equipment		61,381	51,489	29,157
TOTAL NON-CURRENT ASSETS		**191,693,984**	**179,639,579**	**167,083,144**
TOTAL ASSETS		**229,957,887**	**210,624,492**	**181,038,332**
CURRENT LIABILITIES				
QCTF Fund Distribution		-	1,724,580	-
BERT Welfare Ltd Distribution		7,690,291	4,002,610	-
Creditors	9	877,850	4,914,665	945,729
Long Service Leave		214,437	196,401	206,537
		8,782,579	10,838,256	1,152,266
TOTAL CURRENT LIABILITIES		**8,782,579**	**10,838,256**	**1,152,266**
NON-CURRENT LIABILITIES				
Long Service Leave		60,881	99,221	61,330
TOTAL NON-CURRENT LIABILITIES		**60,881**	**99,221**	**61,330**
TOTAL LIABILITIES		**8,843,460**	**10,937,477**	**1,213,596**
NET ASSETS		**221,114,427**	**199,687,015**	**179,824,736**
REPRESENTED BY:				
MEMBERS' FUNDS & RESERVE				
Members' Funds	10	222,115,790	201,387,726	181,711,063
Reserves and Retained Earnings	11	(1,001,363)	(1,700,711)	(1,886,327)
		221,114,427	**199,687,015**	**179,824,736**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
MOVEMENT IN MEMBERS' FUNDS	**10**		
Employer Contributions		65,755,937	50,920,534
Member Benefit Payments		(44,750,399)	(31,058,253)
(Forfeited)/Reinstated Benefits		(277,474)	(185,616)
Net Increase / (Decrease)		**20,728,064**	**19,676,665**
REVENUE			
INVESTMENTS			
Dividends / Distributions		5,715,088	4,913,830
Realised Gains / (Losses)		207,750	(164,999)
Changes in Net Market Value - Unrealised		5,357,201	6,766,344
Investment Management Fee Rebate		60,677	65,310
FX Investment Hedging Gains /losses		105,164	-
Rent Received		154,800	154,800
Investment Interest		1,168,829	843,598
Direct Investment Expenses		(343,765)	(261,123)
	12	**12,425,744**	**12,317,760**
OTHER REVENUE			
Management Fees		897,803	750,078
Bank Interest		1,022,985	499,438
Profit on Sale of Assets		40,136	25,696
Other		45	412
		1,960,969	**1,275,624**
TOTAL REVENUE		**14,386,713**	**13,593,384**
EXPENDITURE			
Auditor's Remuneration			
- Audit Fees		58,300	73,038
- Taxation Services		26,082	45,057
Depreciation		512,371	158,019
Directors' Fees / Expenses		448,633	432,236
Administration Costs		5,229,161	4,879,814
TOTAL EXPENDITURE		**6,274,547**	**5,588,164**
PROFIT / (LOSS) BEFORE TAX		**8,112,166**	**8,005,220**
Income Tax (Expense)/Benefit	**13**	-	-
PROFIT / (LOSS) AFTER TAX		**8,112,166**	**8,005,220**
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE YEAR		**8,112,166**	**8,005,220**
Profit Distribution	**11**	(7,690,291)	(8,005,220)
UNAPPROPRIATED PROFIT/(LOSS)		**421,875**	**-**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024

	Reserve	Retained Earnings	Total
	$	$	$
Balance at 1 July 2022 (previously presented)	**(6,209,551)**	**100,000**	**(6,109,551)**
Correction of prior year	4,223,224	-	4,223,224
Balance at 1 July 2022 (Restated)	**(1,986,327)**	**100,000**	**(1,886,327)**
Profit/(loss) for the year	-	8,005,220	8,005,220
Forfeited/(Reinstated) Benefits	-	185,616	185,616
	(1,986,327)	8,290,836	6,304,509
Transfer to/(from) Reserve	8,190,836	(8,190,836)	-
	6,204,509	100,000	6,304,509
Distributions to QCTF Fund	(4,002,610)	-	(4,002,610)
Distributions to BERT Welfare Ltd	(4,002,610)	-	(4,002,610)
Balance at 30 June 2023	**(1,800,711)**	**100,000**	**(1,700,711)**
Balance at 1 July 2023	**(1,800,711)**	**100,000**	**(1,700,711)**
Correction of prior year		-	-
Profit/(loss) for the year	-	8,112,166	8,112,166
Forfeited/(Reinstated) Benefits	-	277,474	277,474
	(1,800,711)	8,489,640	6,688,929
Transfer to/(from) Reserve	8,389,640	(8,389,640)	-
	6,588,929	100,000	6,688,929
Distributions to BERT Welfare Ltd	(7,690,291)	-	(7,690,291)
Balance at 30 June 2024	**(1,101,363)**	**100,000**	**(1,001,363)**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Employer contributions received		65,908,033	50,817,494
Member benefit payments made		(44,750,399)	(31,058,253)
Payments to suppliers		(9,940,603)	(5,691,900)
Managed funds redemptions		18,733,892	9,729,578
Managed funds purchases		(14,487,440)	(10,253,252)
Interest received/(losses) from investments		2,332,074	1,034,199
Rental income receipts		154,800	154,800
Other income		958,527	959,633
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES		18,908,882	15,692,299
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(299,000)	(129,310)
Proceeds from disposals of property, plant and equipment		73,009	44,414
Movement in cash investments		(9,466,042)	(5,015,493)
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		(9,692,034)	(5,100,389)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments to BERT Welfare Fund Ltd		(7,221,923)	-
Payments to QCTF Fund		-	(2,278,030)
NET CASH PROVIDED BY / (USED IN) FINANCING ACTIVITIES		(7,221,923)	(2,278,030)
Net increase / (decrease) in cash held		1,994,926	8,313,881
Cash at beginning of the year		14,696,870	6,382,989
Cash at end of year		16,691,795	14,696,870
CASH PER STATEMENT OF FINANCIAL POSITION	**4**	**16,691,795**	**14,696,870**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependent on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the directors.

The financial report has been prepared in accordance with the significant accounting policies disclosed below, which the Directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the presentation of this report are stated below.

The financial statements are presented in Australian dollars and were approved by the Board on 8th October 2024.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Dividends and other distributions from investments are recognised when the right to receive the dividend or distribution has been established. Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument.

1.2 Contributions

Contributions from employers are recognised when the underlying contribution returns are processed.

1.3 Assets and Investments

Investments in managed funds are recorded at net market value at period end and changes in the net market value of assets are recognised in profit or loss in the year they occur.

The market value of the investments is advised by the appointed investment managers on the basis of market information available. Investments are stated net of any realisation costs (e.g. brokerage and stamp duty) which would apply in the event of disposal but do not take into account any potential capital gains tax that may apply. Other assets such as loans and receivables are carried at their recoverable amount.

Investment property comprises property held for capital appreciation and to provide office accommodation for related entities. The Fund does not occupy Investment property.

The Fund applies the cost model. Investment property is initially recognised at cost and subsequently carried at cost less accumulated depreciation, less any impairment in value similar to that for property, plant and equipment. Depreciation is computed using the declining balance method at 2%.

Investment property is derecognised when either it has been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit is expected from its disposal. On disposal or retirement of an investment property, the difference between any disposal proceeds and the carrying amount is recognised in the profit or loss.

The carrying value of investment property is reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. If such indication exists and where the carrying values exceed the estimated recoverable amounts, the assets are written down to their recoverable amount.

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items. AASB116(73)(a) Depreciation is calculated on a declining balance value basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Asset Class	Depreciate Rate
Land and Building	2%
Motor Vehicles	40%
Office Equipment	25%
Fixtures & Fittings	25%
Computer Equipment	50%

The Fund incurred expenditure previous years in relation to moving to self administration. This primarily involved the development of IT systems and procedures, administration processes and the acquisition of equipment and computer hardware to enable the Fund to manage its own administration with effect from October 2011.

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES (Continued)

1.3 Assets and Investments

Assets acquired for the project that are separately identifiable have been capitalised and depreciated from the date they were brought into use. Costs expended in developing software and systems have been capitalised as "Administration System". This intangible asset has been capitalised in ten stages.

The Directors consider that the asset, carried at cost, has been appropriately valued as it has suffered no loss in value due to impairment.

1.4 Income Tax

The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income). Current income tax expense charged to profit or loss is the tax payable on taxable income. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year as well as unused tax losses.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled and their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and the unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised

1.5 Provisions

Provisions are recognised when the Trust 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. Provisions recognised represent the best estimate of amounts required to settle the obligation at reporting date.

1.6 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 Tax 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. GST is lodged to the ATO on an accrual basis.

1.7 Creditors

Creditors and other payables are recognised at the nominal transaction value without taking into account the time value of money

1.8 Employee Benefits

Provisions for annual leave and long service leave arising from employee services rendered and recognised and have been measured as the amounts expected to be paid when the liability is settled, plus related on-costs.

1.9 Investment Risk

The investments of the Fund are exposed to price risk and this exposure continues after balance date for investments held by the fund for which future prices are uncertain. The Fund's exposure to price risk is minimised through the diversification and careful selection of investments. There has been no significant deterioration in the overall market value of the Fund's investments between 30 June 2024 and the date of this report. Accordingly, no recognition has been given in the financial report to any price fluctuations subsequent to 30 June 2024.

2. NATURE OF TRUST

Date Trust Established	December 22, 2003
Type of Fund	Redundancy Trust
Industry Covered	Building & Construction: Queensland & Northern Territory
Trustee Company	BERT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Permitted but subject to deed limit

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

3. PRIOR YEAR RESTATEMENT

In the financial year ended 30 June 2022, BERT Fund No. 2 ("the Fund") made an accounting loss of $7,510,216 before tax. Further to this, the Fund made an accounting distribution of profit of $4,223,224 to BERT Welfare Limited, therefore, resulting in a total unappropriated loss of $12,333,440 during the year. The Fund had also transferred cash of $4,223,224 to BERT Welfare Limited on 8 February 2022 in line with the profit distribution.

As a result of the above transaction, this caused the retained earnings of the Fund to go into a negative balance of $6,109,551.

As the Fund had not made an accounting profit in the financial year ended 30 June 2022, the Fund did not have the ability or capacity to make a distribution of accounting profit for that year.

Management identified this as a material error and decided to restate the comparatives in accordance with *AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors*.

As this error was made in the financial year ended 30 June 2022 and identified in the current year, this restatement has resulted in the following changes reflected in the 2024 financial statements:

	30-Jun-22 (previously reported)	Restatement	30-Jun-22 (restated)
	$	$	$
Statement of Profit or Loss and Other Comprehensive Income (extracted)			
Profit distribution	4,823,224	(4,223,224)	600,000
Unappropriated profit / (loss) for the year	(12,333,440)	4,223,224	(8,110,216)
Statement of Financial Position (extracted)			
Loan Receivable from BERT Welfare	-	4,223,224	4,223,224
Total Current Assets	**9,731,964**	**4,223,224**	**13,955,188**
Total Assets	**176,815,108**	**4,223,224**	**181,038,332**
Net Assets	**175,601,512**	**4,223,224**	**179,824,736**
Reserves and Retained Earnings	(6,109,551)	4,223,224	(1,886,327)
Total Members 'Funds & Reserve	**175,601,512**	**4,223,224**	**179,824,736**

	30-Jun-23 (previously reported)	Restatement	30-Jun-23 (restated)
	$	$	$
Statement of Financial Position (extracted)			
Loan Receivable from BERT Welfare	-	4,223,224	4,223,224
Total Current Assets	**26,761,688**	**4,223,224**	**30,984,912**
Total Assets	**206,401,267**	**4,223,224**	**210,624,491**
Net Assets	**195,463,790**	**4,223,224**	**199,687,014**
Reserves and Retained Earnings	(5,923,935)	4,223,224	(1,700,711)
Total Members 'Funds & Reserve	**195,463,790**	**4,223,224**	**199,687,014**

4. CASH AT BANK	**30-Jun-24**	**30-Jun-23**
	$	**$**
Cash at Bank	16,691,141	14,696,370
Deposits	654	500
	16,691,795	**14,696,870**

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

5. FINANCIAL ASSETS	**30-Jun-24**	**30-Jun-23**
CURRENT	**$**	**$**
Cash Investments	6,980,250	2,002,027
Term Deposits	9,500,200	5,012,381
	16,480,450	**7,014,408**

6. INVESTMENTS		**30-Jun-24**		**30-Jun-23**
Investments By Category		**$**		**$**
Australian Equities	20.6%	39,069,608	21.3%	37,805,987
Australian Fixed Interest	18.0%	34,022,738	20.5%	36,474,538
Cash	15.4%	29,224,576	16.8%	29,774,497
Infrastructure Equities	14.8%	27,960,988	8.8%	15,585,966
International Equities	14.7%	27,856,548	15.4%	27,347,671
International Fixed Interest	8.2%	15,578,598	7.0%	12,440,396
Property	8.4%	15,841,281	10.2%	18,149,118
	100%	**189,554,337**	**100%**	**177,578,173**
By Manager				
Barings	4.5%	8,588,600	7.2%	12,811,745
Blackrock Wholesale Indexed Australian	6.7%	12,670,561	7.3%	12,885,093
Blackrock Wholesale Indexed International	9.6%	18,224,600	10.0%	17,710,182
Blackrock Wholesale Indexed International - Hedged	3.5%	6,560,119	4.1%	7,245,909
IFM Transaction Cash Fund	15.4%	29,224,576	16.8%	29,774,497
ISPT Core Fund	6.6%	12,481,184	8.1%	14,457,274
Lazard Global Listed Infrastructure	1.0%	1,795,217	1.0%	1,764,916
Macquarie True Index Australian Fixed Interest	8.5%	16,069,768	7.5%	13,306,264
Pimco Global Bond Fund	8.2%	15,578,598	7.0%	12,440,396
Schroder Australian Equity Fund	7.0%	13,237,868	7.2%	12,705,718
Utilities Trust of Australia (Hasting)	10.1%	19,214,433	7.8%	13,821,050
Solaris Core Australian Equity Fund	6.9%	13,161,179	6.9%	12,215,176
IFM Specialised Credit Fund	4.9%	9,364,370	5.8%	10,356,529
GQG Partners	1.6%	3,071,829	1.4%	2,391,580
JP Morgan (Purchased April 2024)	3.7%	6,951,338	0.0%	-
Property (4/35 Astor Tce, Spring Hill)	1.1%	1,983,299	1.3%	2,327,242
Property (5/35 Astor Terrace, Spring Hill)	0.7%	1,376,799	0.8%	1,364,602
	100%	**189,554,337**	**100%**	**177,578,173**

7. OFFICE PROPERTY		
Property (6/35 Astor Terrace, Spring Hill)	2,436,645	2,423,511
Property (6/35 Astor Terrace) Accumulated Depreciation	(647,816)	(611,451)
	1,788,829	**1,812,060**

8. ADMINISTRATION SYSTEM		
Administration System Cost	1,507,419	1,507,419
Administration System Accumulated Amortisation	(1,507,419)	(1,507,419)
	-	-

9. CREDITORS		
Annual Leave	297,218	275,463
Audit Fees / Tax Consulting	130,257	135,755
PAYG Tax	257,389	260,053
Investment Payable (UTA)	-	3,998,796
Sundry	192,987	244,598
	877,850	**4,914,665**

10. MEMBERS' FUNDS		
Beginning of year	**201,387,726**	**181,711,061**
Employer Contributions	65,755,937	50,920,534
Member Benefit Payments	(44,750,399)	(31,058,253)
(Forfeited) / Reinstated Benefits	(277,474)	(185,616)
NET INCREASE / (DECREASE)	**20,728,064**	**19,676,665**
End of Year	**222,115,790**	**201,387,726**

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	30-Jun-24	30-Jun-23
11. RESERVES AND RETAINED EARNINGS	**$**	**$**
Beginning of year	**(1,700,711)**	**(1,886,327)**
Profit / (Loss) for the year	8,112,166	8,005,220
Forfeited / (Reinstated Benefits)	277,474	185,616
Others	-	-
Distribution to QCTF Fund	-	(4,002,610)
Distribution to BERT Welfare Ltd	(7,690,291)	(4,002,610)
Net surplus / (deficit) for the year	**699,348**	**185,616**
End of Year	**(1,001,363)**	**(1,700,711)**
12. INVESTMENT REVENUE		
Barings	1,025,570	903,268
Blackrock Wholesale Indexed Australian	1,305,724	1,655,606
Blackrock Wholesale Indexed International	2,833,098	3,411,816
Blackrock Wholesale Indexed International - Hedged	914,210	1,045,404
IFM Transaction Cash Fund	1,250,079	748,372
ISPT Core Fund	(1,515,964)	(242,228)
Lazard Global Listed Infrastructure	30,301	(106,247)
Macquarie True Index Australian Fixed Interest	563,505	140,731
Pimco Global Bond Fund	738,202	(71,281)
Schroder Australian Equity Fund	1,057,191	1,496,681
Utilities Trust of Australia (Hasting)	1,203,662	795,589
Solaris Core Australian Equity Fund	1,563,308	1,789,733
IFM Specialised Credit Fund	853,991	609,640
GQG Partners	794,850	241,939
JP Morgan (Purchased April 2024)	1,960	-
IFM Transaction Cash Fund - Term Deposit	(18,209)	5,057
Property (4/35 Astor Tce, Spring Hill)	34,800	34,800
Property (5/35 Astor Terrace, Spring Hill)	120,000	120,000
Gross Investment Revenue	12,756,279	12,578,882
Unallocated Direct Investment Expense		
Investment Consulting Fees	190,471	160,207
Investment Property Costs (4/35 Astor Tce, Spring Hill)	73,632	49,131
Investment Property Costs (5/35 Astor Tce, Spring Hill)	37,925	23,988
Investment Property Land Tax	6,710	6,713
Investment Management Fees	21,797	21,084
	330,535	261,123
Net Investment Revenue	**12,425,744**	**12,317,759**
13. INCOME TAX		
Current tax expense		
Current year	-	-
Adjustment for prior years	-	-
	-	-
Income Tax (Expense)/Benefit	**-**	**-**

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

14. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BERT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report, unless otherwise stated:

J Crittall		
R Davidson	Appointed 12 September 2024	
P Dunbar	Appointed 12 September 2024	
N Herron		
J Ingham	Removed 12 September 2024	
	A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024	
R McDonald		
G O'Halloran		R Kelso - (Alternative for G O'Halloran) - Resigned 6 September 2023
		J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
H Patel	Appointed 12 September 2024	
	A Stott - (Alternative for H Patel) - Appointed 12 September 2024	
M Ravbar	Removed 12 September 2024	
	R Davidson (Alternative for M Ravbar) - Appointed 3 June 2024 -Resigned 5 June 2024	
J Shenfield	Removed 12 September 2024	
M Spry		

The Trust provided management, accounting and administrative services and received income for these from the following entities controlled by the Directors:

B.E.R.T Fund - $18,617 (2023: $18,819)
Building Employees Welfare Trust - $18,617 (2023: $18,819)
Construction Income Protection Limited - $674,264 (2023: $549,269)
BERT Welfare Limited - $38,629 (2023: $38,082)
BERT Training Fund - $89,486 (2023: $88,250)
BERT Financial Services - $37,270 (2023: $36,756)
This service is provided under commercial terms and conditions.

Remuneration paid/payable to Directors and/or their nominated organisations amounts to $448,633 (2023: $432,236).

Certain Directors are associated with The Construction, Forestry, Mining and Energy Union, and the Plumbers Union. These unions provided compliance and promotional services to the Trust at the cost of $235,055 (2023: $252,390). All transactions with Related Parties were made on commercial terms and conditions.

This service is provided under commercial terms and conditions.

There have been no other transactions between any of the Directors of the Trustee, or related parties of those Directors, and the Trust.

B.E.R.T FUND No.2
TRUSTEE DECLARATION
FOR THE YEAR ENDED 30 JUNE 2024

The Directors of the Trustee company declare that the Trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the Trustee company declare that:

1. The financial statements and notes, as set out on pages 3 to 12, present fairly the Trust's financial position as at 30 June 2024 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

JOHN CRITTALL ..... Director
Personal Information ..... Signature

..... Director
Personal Information ..... Signature

Dated this 8th day of October 2024.

HLB MANN JUDD
ADVISORY AND ACCOUNTING

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Trust'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 Trust 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.

We communicate with the directors of the trustee 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.

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
8 October 2024

HLB MANN JUDD
ADVISORY AND ACCOUNTING

Independent Auditor's Report to the Members of Building Employees Welfare Trust

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of the Building Employees Welfare Trust ("the Trust") which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Trustee's declaration.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Trust as at 30 June 2024, and its financial performance and its cash flow for the year then ended in accordance with the accounting policies described in Note 1 of the financial statements.

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 Trust in accordance with the auditor independence 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.

Emphasis of Matter – Basis of Accounting and Restriction on Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Trust meet the requirements of the trust deed. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Trust and its members and should not be used by parties other than the Trust and its members. Our opinion is not modified in respect of this matter.

Responsibilities of the Trustee for the Financial Report

The trustee is responsible for the preparation and fair presentation of the special purpose financial report in accordance with the accounting policies described in Note 1 of the financial statements and for such internal control as the trustee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial report, the trustee is responsible for assessing the Trust'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 trustee either intends to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

The directors of the trustee are responsible for overseeing the Trust's financial reporting process.

SUPPORTING THE INDUSTRY

ANNUAL FINANCIAL REPORT

OF

B.E.R.T. FUND No. 2

ABN 19 269 091 436

FOR THE YEAR ENDED 30 JUNE 2025

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B.E.R.T FUND No.2
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
REVENUE			
Investment	3	18,010,737	12,769,509
Interest	4	1,640,439	1,022,985
Other Revenue	5	1,201,037	937,984
TOTAL REVENUE		**20,852,213**	**14,730,478**
EXPENDITURE			
Accounting and Audit Fees	6	55,685	84,382
Directors' Fees		476,949	448,633
Administration Expenses	7	7,014,892	6,085,297
TOTAL EXPENDITURE		**7,547,526**	**6,618,312**
SURPLUS BEFORE INCOME TAX EXPENSE		**13,304,687**	**8,112,166**
Income Tax Expense	8	-	-
SURPLUS AFTER INCOME TAX EXPENSE FOR THE YEAR		**13,304,687**	**8,112,166**
Other Comprehensive Income, net of tax		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		**13,304,687**	**8,112,166**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $ (restated)
CURRENT ASSETS			
Cash and Cash Equivalents	9	24,804,293	16,691,795
Trade and Other Receivables	10	906,195	868,435
Loan Receivable from BERT Welfare Ltd		-	4,223,224
Financial Assets	11	3,000,200	16,480,450
TOTAL CURRENT ASSETS		**28,710,688**	**38,263,904**
NON-CURRENT ASSETS			
Investments	12	213,782,745	189,554,337
Intangible Assets	13	125	2,940
Property, Plant And Equipment	14	14,877,996	2,136,707
TOTAL NON-CURRENT ASSETS		**228,660,865**	**191,693,984**
TOTAL ASSETS		**257,371,553**	**229,957,888**
CURRENT LIABILITIES			
BERT Welfare Ltd Distribution	18	12,087,138	7,690,291
Trade and Other Payables	15	567,492	580,632
Provision for Employee Benefits	16	659,703	511,656
		13,314,333	8,782,579
TOTAL CURRENT LIABILITIES		**13,314,333**	**8,782,579**
NON-CURRENT LIABILITIES			
Provision for Employee Benefits		97,794	60,881
Members' Funds	17, 21	243,380,086	222,115,790
TOTAL NON-CURRENT LIABILITIES		**243,477,880**	**222,176,671**
TOTAL LIABILITIES		**256,792,213**	**230,959,251**
NET ASSETS		**579,340**	**(1,001,363)**
EQUITY			
Reserves	18	479,339	(1,101,363)
Retained Surplus	19	100,000	100,000
		579,338	**(1,001,363)**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Reserve $	Retained Surplus $	Total $
Balance at 1 July 2023	**(1,800,711)**	**100,000**	**(1,700,711)**
Surplus after income tax expense for the year	-	8,112,166	8,112,166
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	8,112,166	8,112,166
Forfeited Member Funds	-	277,474	277,474
Transfer to/(from) Reserve	8,389,639	(8,389,639)	-
Distributions to BERT Welfare Ltd	(7,690,291)	-	(7,690,291)
Balance at 30 June 2024	**(1,101,363)**	**100,000**	**(1,001,363)**
Balance at 1 July 2024	**(1,101,363)**	**100,000**	**(1,001,363)**
Surplus after income tax expense for the year	-	13,304,687	13,304,687
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	13,304,687	13,304,687
Forfeited Member Funds	-	363,154	363,154
Transfer to/(from) Reserve	13,667,842	(13,667,842)	-
Distributions to BERT Welfare Ltd	(12,087,138)	-	(12,087,138)
Balance at 30 June 2025	**479,339**	**100,000**	**579,339**

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Employer contributions received		80,157,053	65,908,033
Member benefit payments made		(58,607,279)	(44,750,399)
Payments to suppliers		(7,491,392)	(9,940,603)
Managed funds redemptions		51,058,562	18,733,892
Managed funds purchases		(57,636,850)	(14,487,440)
Interest received/(losses) from investments		1,651,569	2,332,074
Rental income receipts		158,300	154,800
Other income		1,775,098	958,527
NET CASH FROM OPERATING ACTIVITIES		11,065,061	18,908,882
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from maturity of long-term deposits		13,437,406	(9,466,042)
NET CASH FROM / (USED IN) INVESTING ACTIVITIES		13,437,406	(9,466,042)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments to BERT Welfare Fund Ltd		(3,467,067)	(7,221,923)
Payments for property, plant and equipment		(12,953,103)	(299,000)
Proceeds from disposals of property, plant and equipment		30,202	73,009
NET CASH USED IN FINANCING ACTIVITIES		(16,389,968)	(7,447,914)
Net increase/(decrease) in Cash and Cash Equivalents held		8,112,499	1,994,927
Cash and cash equivalents at beginning of the financial year		16,691,795	14,696,870
CASH AND CASH EQUIVALENTS AT END OF YEAR	9	24,804,293	16,691,797

The accompanying notes form part of these financial statements

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependent on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the directors.

The financial report has been prepared in accordance with the material accounting policies disclosed below, which the Directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the presentation of this report are stated below.

The financial statements are presented in Australian dollars and were approved by the Board on 14th October 2025.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Dividends and other distributions from investments are recognised when the right to receive the dividend or distribution has been established. Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument.

1.2 Contributions

Contributions from employers are recognised when the underlying contribution returns are processed.

1.3 Investments

Investments in managed funds are recorded at net market value at period end and changes in the net market value is recognised in profit or loss in the year they occur.

Investment properties comprise property held for capital appreciation and to provide office accommodation for related entities. The Fund does not occupy investment property.

The Fund applies the cost model. Investment property is initially recognised at cost and subsequently carried at cost less accumulated depreciation, less any impairment in value similar to that for property, plant and equipment. Depreciation is computed using the declining balance method at 2%.

1.4 Plant Property and Equipment

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items. AASB116(73)(a) Depreciation is calculated on a declining balance value basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives a follows:

Asset Class	Depreciate Rate
Land and Building	2%
Motor Vehicles	40%
Office Equipment	25%
Fixtures & Fittings	25%
Computer Equipment	50%

1.7 Goods and Services Tax (GST)

GST is lodged to the ATO on an accrual basis.

1.8 Investment Risk

The investments of the Fund are exposed to price risk and this exposure continues after balance date for investments held by the fund for which future prices are uncertain. The Fund's exposure to price risk is minimised through the diversification and careful selection of investments. There has been no significant deterioration in the overall market value of the Fund's investments between 30 June 2025 and the date of this report. Accordingly, no recognition has been given in the financial report to any price fluctuations subsequent to 30 June 2025.

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES (Continued)

1.9 Comparative Figures

Comparative figures are adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy. When the entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

2. NATURE OF TRUST

Date Trust Established	December 22, 2003
Type of Fund	Redundancy Trust
Industry Covered	Building & Construction: Queensland & Northern Territory
Trustee Company	BERT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Permitted but subject to deed limit

3. INVESTMENT REVENUE	**30-Jun-25 $**	**30-Jun-24 $**
Dividends / Distributions	9,087,741	5,715,088
Realised Gains / (Losses)	442,313	207,750
Changes in Net Market Value - Unrealised	8,586,703	5,357,201
Investment Management Fee Rebate	149,011	60,677
FX Investment Hedging Gains /losses	(369,473)	116,521
FX Investment Hedging Gains /losses Outside Investment	(43,858)	(11,357)
Investment Interest	-	1,168,829
Rent Revenue	158,300	154,800
	18,010,737	**12,769,509**

4. INTEREST REVENUE		
Bank Interest	759,866	562,082
Term Deposit Interest	880,573	460,903
	1,640,439	**1,022,985**

5. OTHER REVENUE		
Management Fees	962,512	897,803
Profit on Sale of Assets	17,262	40,136
Recovery of Fraud	105,726	-
Funds not expended -Research Project- "Women in Construction Queensland".	111,451	-
Sundry Revenue	4,086	45
	1,201,037	**937,984**

6. ACCOUNTING AND AUDIT FEES		
Audit Fees	128,110	58,300
Tax Consulting Fees	(72,425)	26,082
	55,685	**84,382**

7. ADMINISTRATION EXPENSES		
Management Fees	788,196	760,804
Consulting Fees	323,400	-
Compliance Costs	194,027	187,285
Depreciation	263,900	512,371
Donations	989,127	1,088,600
Insurance	122,134	111,327
Advertising, Promotions & Sponsorship	137,004	114,828
Travel	24,126	27,606
Entertainment	17,653	7,851
Information Technology	228,369	106,437
Motor Vehicles	69,891	66,115
Telephone	37,942	34,331
Employee Expenses	2,699,772	2,287,940
Direct Investment	474,435	343,766
Other Administration Expenses	644,916	436,036
TOTAL ADMINISTRATIVE EXPENSES	**7,014,892**	**6,085,297**

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	30-Jun-25 $	30-Jun-24 $
8. INCOME TAX		
B.E.R.T. Fund No 2 as a trust, distributes 100% of its 'net' income to BERT Welfare Limited (beneficiary is entitled to income), then tax on that income is payable by the beneficiary (at their relevant rates) , the *Income Tax Assessment Act 1936* . In the case there is no Income, then there is no tax to be paid.		
Current tax expense		
Current year	-	-
Adjustment for prior years	-	-
	-	-
Income Tax (Expense)/Benefit	-	-
9. CURRENT - CASH AND CASH EQUIVALENTS		
Cash at Bank	11,304,231	16,691,141
Cash on Deposit (Matures less than 90 days)	13,500,000	-
Deposits	62	654
	24,804,293	**16,691,795**
10. CURRENT ASSETS – TRADE AND OTHER RECEIVABLES		
Employer Contributions Received	782,693	705,017
Trade Debtors	545	26,676
Other Debtors	6,508	9,343
Accrued Interest	100,441	111,571
GST Receivable	16,007	15,827
	906,195	**868,435**
11. CURRENT - FINANCIAL ASSETS		
Cash Investments	-	6,980,250
Cash on Deposit (Matures more than 90 days)	3,000,200	9,500,200
	3,000,200	**16,480,450**
12. NON-CURRENT ASSETS - INVESTMENTS		
Investments By Category		
Australian Equities	20.1% 43,013,102	20.6% 39,069,608
Australian Fixed Interest	17.7% 37,820,832	18.0% 34,022,738
Cash	19.0% 40,589,480	15.4% 29,224,576
Infrastructure Equities	14.4% 30,733,185	14.8% 27,960,988
International Equities	13.4% 28,646,262	14.7% 27,856,548
International Fixed Interest	8.2% 17,528,785	8.2% 15,578,598
Property	7.2% 15,451,099	8.4% 15,841,281
	100% 213,782,745	**100% 189,554,337**
By Manager		
Barings	4.3% 9,157,942	4.5% 8,588,600
Blackrock Wholesale Indexed Australian	6.9% 14,721,227	6.7% 12,670,561
Blackrock Wholesale Indexed International	9.1% 19,427,135	9.6% 18,224,600
Blackrock Wholesale Indexed International - Hedged	2.9% 6,290,487	3.5% 6,560,119
IFM Transaction Cash Fund (Sold in December 2024)	0.0% -	15.4% 29,224,576
ISPT Core Fund	5.7% 12,158,170	6.6% 12,481,184
Lazard Global Listed Infrastructure	1.1% 2,262,905	1.0% 1,795,217
Macquarie True Index Australian Fixed Interest	8.5% 18,202,334	8.5% 16,069,768
Pimco Global Bond Fund	8.2% 17,528,785	8.2% 15,578,598
Schroder Australian Equity Fund	6.7% 14,238,216	7.0% 13,237,868
Utilities Trust of Australia (Hasting)	9.3% 19,786,044	10.1% 19,214,433
Solaris Core Australian Equity Fund	6.6% 14,053,658	6.9% 13,161,179
IFM Specialised Credit Fund	4.9% 10,460,555	4.9% 9,364,370
GQG Partners	1.4% 2,928,640	1.6% 3,071,829
JP Morgan	4.1% 8,684,236	3.7% 6,951,338
First Sentier Cash Fund (Purchased December 2024)	19.0% 40,589,480	0.0% -
Property (4/35 Astor Tce, Spring Hill)	0.9% 1,943,406	1.1% 1,983,299
Property (5/35 Astor Terrace, Spring Hill)	0.6% 1,349,523	0.7% 1,376,799
	100% 213,782,745	**100% 189,554,337**

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	30-Jun-25 $	30-Jun-24 $
13. NON-CURRENT ASSETS -INTANGIBLE ASSETS		
The Fund incurred expenditure in moving to self-administration. This primarily involved the development of in-house member and employer IT system (ERNIE). The system was fully written off by 31 December 2020. The system was in use, operating as prescribed, required no significant capital upgrades (outside of budget) and is continuing to provide economic benefits. The Directors consider that the asset, carried at cost, has been appropriately valued as it has suffered no loss in value due to impairment.		
Administration System Cost	1,507,419	1,507,419
Administration System Accumulated Amortisation	(1,507,419)	(1,507,419)
Total Administration System Cost	-	-
Software Licences	125	2,940
TOTAL INTANGIBLE ASSETS	125	2,940
14. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT		
Motor Vehicles	189,731	240,321
Office Equipment	19,421	27,218
Office Improvements	13,826	18,958
Computer Equipment	65,121	61,381
Office Property	14,589,896	1,788,829
	14,877,996	2,136,707
Breakdown of Office Property		
Property (6/35 Astor Terrace, Spring Hill)	2,436,645	2,436,645
Property (6/35 Astor Terrace) Accumulated Depreciation	(683,592)	(647,816)
Property (Amelia Street, Fortitude Valley) Purchased June 2025	12,836,843	-
	14,589,896	1,788,829
15. CURRENT LIABILITIES -TRADE AND OTHER PAYABLES		
Audit Fees	39,445	35,807
Tax Consulting Fees	10,200	94,450
PAYG Tax	260,053	257,389
Sundry	257,794	192,987
	567,492	580,632
16. CURRENT LIABILITIES - PROVISIONS OF EMPLOYEE BENEFITS		
Annual Leave	400,256	283,348
RDO	20,188	13,869
Long Service Leave	239,259	214,438
	659,703	511,656
17. NON-CURRENT LIABILITIES -MEMBERS' FUNDS		
Balance at 1 July 2024	222,115,790	201,387,726
Employer Contributions	80,234,729	65,755,937
Member Benefit Payments	(58,607,279)	(44,750,399)
(Forfeited) / Reinstated Benefits	(363,154)	(277,474)
NET INCREASE / (DECREASE)	21,264,296	20,728,064
Balance at 30 June 2025	243,380,086	222,115,790
18. RESERVES		
Balance at 1 July 2024	(1,101,363)	(1,800,711)
Transfer to/ From Reserves	13,667,842	8,389,639
Distribution to BERT Welfare Limited	(12,087,138)	(7,690,291)
Balance at 30 June 2025	479,339	(1,101,363)
19. RETAINED SURPLUS		
Balance at 1 July 2024	100,000	100,000
Surplus for the year	13,304,687	8,112,166
Reinstated Benefits	363,154	277,474
Transfer to/ From Reserves	(13,667,842)	(8,389,639)
Total Comprehensive deficit for the year	-	-
Balance at 30 June 2025	100,000	100,000

B.E.R.T FUND No.2
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

20. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BERT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report, unless otherwise stated:

N Herron	
R McDonald	
M Spry	
G O'Halloran	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
R Davidson	Appointed 12 September 2024
P Dunbar	Appointed 12 September 2024
H Patel	Appointed 12 September 2024 - A Stott - (Alternative for H Patel) - Appointed 12 September 2024
D Brockhurst	Appointed 25 February 2025
J Ingham	Removed 12 September 2024 - A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024
M Ravbar	Removed 12 September 2024
J Shenfield	Removed 12 September 2024
J Crittall	Resigned 24 February 2025

The Trust provided management, accounting and administrative services and received income for these from the following entities controlled by the Directors:

B.E.R.T Fund - $19,287 (2024: $18,617)
Building Employees Welfare Trust - $19,287 (2024: $18,617)
Construction Income Protection Limited - $728,400 (2024: $674,264)
BERT Welfare Limited - $41,052 (2024: $38,629)
BERT Training Fund - $92,700 (2024: $89,486)
BERT Financial Services - $38,616 (2024: $37,270)

This service is provided under commercial terms and conditions.

Remuneration paid/payable to Directors and/or their nominated organisations amounts to $476,949 (2024: $448,633).

Certain Directors are associated with The Construction, Forestry, Mining and Energy Union, and the Plumbers Union. These unions provided compliance and promotional services to the Trust at the cost of $243,148 (2024: $235,055).

This service is provided under commercial terms and conditions.

21. PRIOR PERIOD RESTATEMENT - RECLASSIFICATION OF MEMBERS' FUNDS

The Trust operates as a redundancy trust, established to receive and manage contributions made by participating employers on behalf of eligible workers. These contributions are held in trust and are payable to workers upon meeting specific conditions, such as redundancy, termination of employment, retirement, or other qualifying events.

In prior periods, the balance of Members' Funds — representing accumulated contributions and entitlements attributable to workers — was presented within equity in the statement of financial position.

Following a review undertaken during the current financial year, and in accordance with the presentation requirements of AASB 101 *Presentation of Financial Statements* , it was determined that Members' Funds do not represent an ownership interest or residual interest in the Trust's net assets. Rather, they represent amounts held on behalf of workers that may become payable under certain conditions. As such, the Members' Funds more appropriately meet the definition of a liability.

Accordingly, the Trust has reclassified Members' Funds from equity to non-current liabilities. This has been treated as a correction of a prior period classification error, in accordance with AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* , and the prior period comparative figures have been restated to reflect this change

The restatement has resulted in the following changes reflected in the 2025 financial statements:

	2024 (previously reported)	Restatement	2024 (restated)
	$	$	$
Statement of Financial Position (extracted)			
Members' Funds - non-current liabilities	-	222,115,790	222,115,790
Total non-current liabilities	60,881	222,115,790	222,176,671
Total liabilities	8,843,460	222,115,790	230,959,251
Net assets	221,114,427	(222,115,790)	(1,001,363)
Members' Funds & Reserve			
Members' Funds	222,115,790	(222,115,790)	-
Total Members' Funds & Reserve	221,114,427	(222,115,790)	(1,001,363)

B.E.R.T FUND No.2
TRUSTEE DECLARATION
FOR THE YEAR ENDED 30 JUNE 2025

The Directors of the Trustee company declare that the Trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the Trustee company declare that:

1. The financial statements and notes, as set out on pages 1 to 9, present fairly the Trust's financial position as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Personal Information ..... Director Ross Davidson

..... Signature

Rob McDonald ..... Director

Personal Information

..... Signature

Signed at Brisbane, this 14th day of October 2025.

HLB MANN JUDD

Independent Auditor's Report to the Members of B.E.R.T Fund No. 2

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of B.E.R.T Fund No. 2 ("the Trust") which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Trustee's declaration.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Trust as at 30 June 2025, and its financial performance and its cash flow for the year then ended in accordance with the accounting policies described in Note 1 of the financial statements.

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 Trust in accordance with the auditor independence 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.

Emphasis of Matter – Basis of Accounting and Restriction on Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Trust meet the requirements of the trust deed. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Trust and its members and should not be used by parties other than the Trust and its members. Our opinion is not modified in respect of this matter.

Responsibilities of the Trustee for the Financial Report

The trustee is responsible for the preparation and fair presentation of the special purpose financial report in accordance with the accounting policies described in Note 1 of the financial statements and for such internal control as the trustee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial report, the trustee is responsible for assessing the Trust'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 trustee either intends to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

The directors of the trustee are responsible for overseeing the Trust's financial reporting process.

hlb.com.au

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HLB MANN JUDD

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Trust'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 Trust 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.

We communicate with the directors of the trustee 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.

HLB Mann Judd (SE Qld Partnership)

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

Brisbane, Queensland
14 October 2025

Personal Information

A B Narayanan
Partner



AUDITED FINANCIAL REPORT

OF

BERT WELFARE LIMITED

ABN 97 606 249 183

FOR THE YEAR ENDED 30 JUNE 2023

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BERT WELFARE LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2023

The directors present their report on the company for the financial year ended 30 June 2023.

Directors

The names of directors in office at any time during or since the end of the year are:

J Crittall	
N Herron	
J Ingham	A Stott - (Alternative for J Ingham)
R McDonald	
G O'Halloran	R Kelso - (Alternative for G O'Halloran-Resigned 5th September 2023)
M Ravbar	
J Shenfield	
M Spry	

Directors have been in office since the start of the financial year unless otherwise stated. Director information is disclosed in further detail on pages 5 and 6.

Directors - attendance at meetings held during the year

	Present	Eligible to Attend
J Crittall	6	6
N Herron	6	6
J Ingham	4	6
G O'Halloran	4	6
R McDonald	6	6
M Ravbar	4	6
J Shenfield	6	6
M Spry	6	6

Results and Review of Operations

The company provided welfare services to workers in the Construction Industry and to finance initiatives for the benefit of the Construction Industry.

The loss after income tax was $2,012,043 (2022: loss of $180,799)

Significant Changes in the State of Affairs

No significant changes in the company's state of affairs occurred during the year.

Short and Long-term Objectives

The company's short and long term objective is to provide Management Services and Welfare Benefits.

Key Performance Measures

The performance measures of the company are to remain profitable while optimising Welfare Benefit Payments.

BERT WELFARE LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2023

Principal Activities

The principal activities of the company during the financial year were to provide Management Services and Welfare Benefits Benefits.
No significant change in the nature of these activities occurred during the year.

Events Subsequent to the Balance Date

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

Likely Development and Expected Results of Operations

The directors expect that the operations of the company and the expected results of those operations are likely to remain materially unchanged.

Environmental Regulations

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Insurance of Officers

Other than directors' liability insurance paid of $7,848 (2022: $7,848) no indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

Company Guarantee

The entity is incorporated under the *Corporations Act 2001* and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the entity. At 30 June 2023, the total amount that members are liable to contribute if the company is wound up is $30 (2022: $30).

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not a party to any such proceedings during the year.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 7.

Signed in accordance with a resolution of the Board of Directors at Brisbane this 10th day of October 2023.

Personal Information

Director

Director

BERT WELFARE LIMITED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2023

John Crittall

John Crittall, B Econ (Hons) M Admin, is currently an independent consultant and non - executive Director. He has over 30 years' experience in industrial relations, building contracts, human resource management and workplace health and safety policy. John is a director of a number of building and construction industry related organisations which include The Construction Training Centre (CTC) and is both Chair of Electro Group and Mates in Construction.

Nick Herron

Nick Herron is the Managing Director of Herron Coorey Building Contractors. Nick has over 30 years' construction industry experience, working for numerous high profile construction firms prior to establishing Herron Coorey Building Contractors. Nick previously served as director for Master Builders Queensland and as a member of the Contracts Committee.

Jade Ingham

Jade Ingham is the Assistant Divisional Branch Secretary of the CFMEU QLD/NT branch and National President, Construction and General Division of the CFMEU. Jade was initially employed by the union in 2004 as an organiser in offsite manufacturing and has subsequently worked in all sectors of the industry. He currently has responsibility for training and organisers, negotiation/implementation of enterprise agreements and assisting the Divisional Branch Secretary in matters of policy.

Anthony Stott (Alternative for Jade Ingham)

Anthony Stott is the CFMEU Compliance & Procurement Officer. He is a scaffolder by trade who has spent over 30 years' in the building and construction industry. He is a longstanding member of the CFMEU and serves on the BUSSQ Insurance Committee.

Rod McDonald

Rod McDonald is Managing Director of Axeon Plus, a mid tier advisory consultant and contractor. He has over 30 years experience in the construction and property development sectors. He has previously held senior executive roles including Regional Managing Director of Multiplex for Queensland, Regional Director of Multiplex in Victoria and General Manager of Development for MAB Corporation. Rod is the Chair of Master Builders Members Legal.

FOR THE YEAR ENDED 30 JUNE 2023
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2023

Gary O'Halloran

Gary O'Halloran is the State Secretary of the Plumbers Union. Gary has over 30 years' experience in the industry as a tradesman and an official of the Plumbers Union. Gary served as an organiser and as the Assistant Secretary of the Plumbers Union for several years before being elected State Secretary in May 2015. He is a director of a number of building and construction industry related organisations including Services Trades Queensland (STQ) and Services Trades College (STC).

Rian Kelso (Alternative for Gary O'Halloran-Resigned 5th September 2023)

Rian Kelso is the Apprentice Program Coordinator and Project Manager for the Plumbers Union. Rian has worked in the services trades industry for over 10 years. Her experience includes roles with Services Trades Queensland (STQ) and the Plumbers Union. Rian has a particular expertise in the apprenticeships, traineeships, training and vocational education fields.

Michael Ravbar

Michael Ravbar is the secretary of the Queensland and Northern Territory Branch of the CFMEU. Michael has been involved with the union movement since being employed as the industrial officer for the Painters and Decorators Union in 1990 and has held many union and industry committee positions. He is currently responsible for the overall development and implementation of union policy and the administration of the union.

John Shenfield

John Shenfield is a Chartered Accountant and a Chartered Secretary. He has over 40 years commercial experience including 11 years with the BERT group of entities, 10 years in merchant banking and other executive roles. John is currently a member on Queensland Government Advisory Panel.

Mark Spry

Mark Spry is an Executive Director of Emacen Projects, a mid-tier contractor based in South East QLD with an advisory and consultant service arm. Mark has over 30 years experience in the Building and Construction industry with experience holding senior executive roles with some of the states largest contractors including Icon, Watpac and John Holland.

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Australia

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AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF BERT WELFARE LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023 , there have been no contraventions of:

(a) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(b) any applicable code of professional conduct in relation to the audit.

PKF

PKF BRISBANE AUDIT

Personal Information

CAMERON BRADLEY
PARTNER

BRISBANE
10 OCTOBER 2023

PKF Brisbane Pty Ltd is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

BERT WELFARE LIMITED
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
REVENUE			
Distributions Received		4,002,610	4,223,224
Consulting Revenue		732,000	720,000
Realised Change In Net Market Value	7	-	2,466
Changes In Net Market Value - Unrealised	7	1,324,700	(406,760)
Investment Trust Distribution	7	229,766	128,867
Interest on Investments	7	9,819	4,238
Interest on Long Term Loan	7	143,567	-
Bank Interest		255,021	35,227
Other Income		10,890	13
TOTAL REVENUE		**6,708,373**	**4,707,275**
EXPENDITURE			
Management Fees		39,082	38,316
Auditor's Remuneration			
- Audit Fees		13,148	12,700
- Taxation Services		2,680	3,900
Legal Fees		11,817	3,975
Other Administration		578,777	622,878
Welfare Distribution	8	4,486,643	3,390,971
TOTAL EXPENDITURE		**5,132,147**	**4,072,740**
SURPLUS / (DEFICIT) BEFORE TAX		**1,576,226**	**634,535**
Income Tax Expense	6	(435,817)	815,334
NET SURPLUS / (DEFICIT) AFTER TAX FOR THE YEAR ATTRIBUTABLE TO MEMBERS		**2,012,043**	**(180,799)**
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO MEMBERS		**2,012,043**	**(180,799)**

The accompanying notes form part of these financial statements.

BERT WELFARE LIMITED
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	30-Jun-23	30-Jun-22
ASSETS		$	$
CURRENT ASSETS			
Cash at Bank	9(a)	5,366,306	22,066,037
Investment	4	18,926,239	8,606,161
Investment Distribution Receivable		120,789	129,153
Distribution Receivable from BERT Fund no 2		4,002,610	-
Trade and Other Receivables	2	99,915	110,367
TOTAL CURRENT ASSETS		**28,515,859**	**30,911,718**
NON-CURRENT ASSETS			
Deferred Tax Asset		47,924	40,667
Property, Plant and Equipment	3	24,627	3,976
Long Term Loan Receviable	2	4,143,567	-
TOTAL NON-CURRENT ASSETS		**4,216,118**	**44,643**
TOTAL ASSETS		**32,731,977**	**30,956,361**
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	5	219,305	82,437
Current Tax Liability		185,581	613,596
Provisions	5	154,692	76,259
TOTAL CURRENT LIABILITIES		**559,578**	**772,292**
NON-CURRENT LIABILITIES			
Provisions	5	16,051	39,764
TOTAL NON-CURRENT LIABILITIES		**16,051**	**39,764**
TOTAL LIABILITIES		**575,629**	**812,056**
NET ASSETS		**32,156,348**	**30,144,305**
EQUITY			
Retained Surpluses		5,856,976	3,844,933
Welfare Reserve		26,299,372	26,299,372
TOTAL EQUITY		**32,156,348**	**30,144,305**

The accompanying notes form part of these financial statements.

BERT WELFARE LIMITED
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Retained Surpluses $	Welfare Reserve $	Total $
Balance at 1 July 2021	**4,025,732**	**26,299,372**	**30,325,104**
Deficit attributable to members of the entity	(180,799)	-	(180,799)
Balance at 30 June 2022	**3,844,933**	**26,299,372**	**30,144,305**
Surplus attributable to members of the entity	2,012,043	-	2,012,043
Balance at 30 June 2023	**5,856,976**	**26,299,372**	**32,156,348**

The accompanying notes form part of these financial statements.

BERT WELFARE LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23	30-Jun-22
		$	$
CASH FLOWS FROM OPERATING ACTIVITIES			
Management fees received		1,042,610	364,266
Payments to suppliers and employees		(794,061)	(681,769)
Short Term Loan to CTC		(4,000,000)	-
Income tax paid		(57,993)	(247,525)
Interest received		223,170	36,738
Payments from the Welfare Fund		(4,217,844)	(3,406,737)
Distribution received		(8,773,977)	11,768,783
Fund contributions		(229,766)	-
Other income		143,567	-
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES	**9(b)**	**(16,664,294)**	**7,833,757**
CASH FLOWS FROM INVESTING ACTIVITIES			
Additions of Property, Plant and Equipment		(39,092)	4,985
Proceeds from disposals of Property, Plant and Equipment		3,655	-
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		**(35,437)**	**4,985**
Net increase / (decrease) in cash held		**(16,699,731)**	**7,838,742**
Cash at beginning of the year		22,066,037	14,227,295
CASH AT END OF THE YEAR	**9(a)**	**5,366,306**	**22,066,037**

The accompanying notes form part of these financial statements.

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

BERT Welfare Limited is a company limited by guarantee, incorporated and domiciled in Australia.

Reporting Basis and Conventions

The directors have prepared the financial statements on the basis that the company is a non reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Corporations Act 2001* , and for use by the directors of the company. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the *Corporations Act 2001* and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The material accounting policies that have been adopted in the preparation of the statements are presented below and have been consistently applied unless otherwise stated. The amounts presented in the financial statements are in Australian dollars and have been rounded to the nearest dollar.

The financial statements were authorised for issue on 10th October 2023 by the directors of the company.

(a) Revenue

Consulting Fees are received from BERT Fund No 2 and are brought to account in Statement of Profit or Loss net of GST.
Distribution revenue is recognised when the right to receive a distribution has been established.
Interest revenue is recognised on an accruals basis and is brought to account in Statement of Profit or Loss.

(b) Investments

The Investment is recorded at net market value at period end and changes in the net market value of assets are recognised in profit or loss in the year they occur.

The market value of the investment is advised by the appointed investment manager on the basis of market information available. Investments are stated net of any realisation costs (e.g. brokerage and stamp duty) which would apply in the event of disposal but do not take into account any potential capital gains tax that may apply. Other assets such as loans and receivables are carried at their recoverable amount.

(c) Income Tax

The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income).

Current income tax expense charged to profit or loss is the tax payable on taxable income. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled and their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(d) Property, Plant and Equipment

Property, Plant and Equipment are carried at cost less, where applicable, any accumulated depreciation.

The carrying amount of plant and equipment is reviewed annually by directors to ensure that it is not in excess of the recoverable amount of these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Depreciation is calculated on a declining balance basis over the useful life of the asset to the company commencing from the time the asset is held ready for use.

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

Computer Equipment	50%
Motor Vehicle	40%

(e) Cash and Cash Equivalents

Cash and cash equivalents includes cash at bank, cash on hand and deposits at call with banks and bank overdrafts.

(f) Other Debtors and Creditors

Other debtors are recognised as the amounts receivable, which approximate fair value. Other creditors represent liabilities for goods and services provided to the company prior to the end of the financial year and which remain unpaid. The amounts are unsecured. Other debtors and creditors are subject to normal trade credit terms.

(g) 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 recoverable from the Australian Tax 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 expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented on a gross basis.

The amount of any GST recoverable from, or payable to, the Australian Tax Office is included as an asset or liability in the statement of financial position. GST is lodged to the ATO on an Accrual basis.

(h) Impairment of Assets

At each reporting date, the directors review the carrying value 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 it's recoverable amount is expensed to profit or loss.

(i) Provisions

Provisions are recognised when the company 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.

(j) Comparative Figures

Comparative figures are adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy. When the entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(k) Critical estimates, judgements and errors

The directors evaluate estimates and judgments incorporated into the financial report 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 the company.

(l) New or amended Accounting Standards and Interpretations adopted

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

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

(m) Financial Instruments

Initial Recognition and Management

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company 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.

Financial instruments (except for trade receivables and trade payables) 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.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical component or if the practical expedient was applied as specified in paragraph 63 of AASB 15: Revenue from Contracts with Customers. Trade payables are initially measured at the transaction price.

Classification and Subsequent Measurement

Financial assets and liabilities other than trade receivables and trade payables are subsequently measured at fair value. Trade receivables and trade payables are subsequently measured at amortised cost.

Impairment

The Entity recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

		30-Jun-23 $		30-Jun-22 $
2. TRADE AND OTHER RECEIVABLES				
Current				
Account Receivable		-		66,000
Accrued Income		47,613		5,942
GST Receivable		52,302		38,425
		99,915		**110,367**
Non-Current				
Long Term Loan Receivable		**4,143,567**		-
3. PROPERTY, PLANT AND EQUIPMENT				
Motor Vehicle at Cost		37,327		22,957
Less Accumulated Depreciation		(13,687)		(19,155)
		23,640		3,802
Computer Equipment at Cost		2,761		2,785
Less Accumulated Depreciation		(1,774)		(2,611)
		987		174
		24,627		**3,976**
4. INVESTMENTS				
By Category				
Australian Equities		18,926,239		8,606,161
		18,926,239		**8,606,161**
By Manager				
Vanguard	47.9%	9,073,788	100.0%	8,606,161
BlackRock Investment Management (Australia) Limited	52.1%	9,852,451	0.0%	-
	100%	**18,926,239**	**100%**	**8,606,161**
5. TRADE AND OTHER PAYABLES				
Current				
Audit Fees and Tax Services		14,220		14,020
Other Creditors		205,085		68,417
		219,305		**82,437**
Annual Leave		106,744		76,259
Long Service Leave		47,948		39,764
		154,692		**280,897**
		373,997		**363,334**
Non-Current				
Long Service Leave		**16,051**		-
6. INCOME TAX				
The components of tax expense comprise :				
Income tax reported in Profit or Loss				
Current tax		244,115		774,667
Deferred tax		(7,258)		40,667
Over/Under adjustment (prior year tax provision)		(672,674)		-
Over/Under adjustment (prior year deferred tax balance)		-		-
Income tax expense for year		**(435,817)**		**815,334**
Income tax expenses reported in Profit or Loss		**(435,817)**		**815,334**

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

	30-Jun-23 $	30-Jun-22 $
7. INVESTMENT REVENUE		
Realised Change In Net Market Value	-	2,466
Changes in Net Market Value - Unrealised	1,324,700	(406,760)
Investment Trust Distribution	229,766	128,867
Interest on Investments	9,819	4,238
Interest on Long Term Loan	143,567	-
	1,707,852	**(271,189)**
8. FUND DISTRIBUTIONS		
Financial Planning Fees	700,000	169,055
Financial Counsellors	163,852	234,076
Member Funeral Benefits	720,000	636,000
HSO Funding - CFMEU	394,381	386,648
HSO Funding - CEPU	197,200	193,324
Members Travel Insurance	569,052	16,927
Rehabilitation Costs	1,200,000	1,200,000
Counselling Services	144,000	144,000
Dental Claims	82,387	88,260
Ambulance NT	2,038	436
NT Support - CFMEU	93,733	93,733
Impairment Training - CFMEU	220,000	219,602
AMAYDA	-	8,910
Welfare Fund Payments	**4,486,643**	**3,390,971**

9. NOTES TO THE STATEMENT OF CASH FLOWS

(a) CASH ON HAND

For the purposes of the Cash Flow Statement, cash includes cash on hand, cash at bank, and deposits at call, net of bank overdrafts. Cash at the end of the reporting period as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	30-Jun-23 $	30-Jun-22 $
Cash and Cash Equivalents	5,366,306	22,066,037
	5,366,306	**22,066,037**

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

9. NOTES TO THE STATEMENT OF CASH FLOWS (continued)

(b) RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO NET SURPLUS/(DEFICIT)	30-Jun-23 $	30-Jun-22 $
Net surplus/(deficit) for the year after income tax	2,012,043	(180,799)
Non-cash flows included in surplus / (deficit):		
Depreciation	14,785	4,736
Unrealised change in market value	(10,328,443)	395,415
Changes in operating assets and liabilities		
(Increase) / Decrease in Distribution Receivables	(4,002,610)	7,428,038
(Increase) / Decrease in Other Receivables	(4,124,751)	(184,353)
Increase / (Decrease) in Financial Assets	8,368	(20,503)
Increase / (Decrease) in Payables	(236,428)	343,021
(Increase) / Decrease in Deferred Tax Asset	(7,258)	48,203
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES	**(16,664,294)**	**7,833,757**

10. RELATED PARTIES' DISCLOSURE

The number of directors for which provision is made for payment of directors fees within the following bands is as follows :

	30-Jun-23	30-Jun-22
$0 - $5,000	-	2
$5,001 - $10,000	8	7
Total Directors' Remuneration	**72,170**	**70,386**

B.E.R.T. Fund No 2, a Trust administered by BERT Fund Ltd, provided management, accounting and administrative services to the company at the cost of $39,082 (2022: $38,316).

Consulting services income received from BERT Fund No 2 was $732,000 (2022: $720,000).

A distribution of $4,002,610 (2022: $4,223,224) was received from B.E.R.T. Fund No 2.

There have been no other transactions between any Directors' or related parties of those Directors.

11. COMPANY DETAILS

The registered office of the company and principal place of business is:

BERT Welfare Limited
Level 1
35 Astor Terrace
Spring Hill QLD 4004

12. COMMITMENTS AND CONTINGENCIES

As a result of review of current and prior period taxation returns of the BERT entities it was determined that there may have been a potential understatement of capital losses included in prior year tax returns. As a result, a further review of the tax returns, and by extension the distributions made to BERT Welfare Limited,is being undertaken as at the date of this report. Amendments, if any, made to prior year taxation returns are expected to result in unclaimed capital losses for tax purposes and represent a contingent asset to the entity. However, as at the date of this report, the quantum of any potential refund of taxation previously paid is not able to be determined.

13. EVENTS SUBSEQUENT TO BALANCE DATE

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

BERT WELFARE LIMITED
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 30 JUNE 2023

In accordance with a resolution of the directors' of BERT Welfare Ltd, the Directors' declare that:

1. The financial statements and notes, as set out on pages 8 to 17 are in accordance with the *Corporations Act 2001 and:*

(a) comply with Accounting Standards as described in Note 1 to the financial statements and the *Corporations Regulations 2001;* and

(b) give a true and fair view of the company's financial position as at 30 June 2023 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.

2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

JOHN CRAFTER ..... Director

Personal Information ..... Signature

ROD McDONALD ..... Director

Personal Information ..... Signature

Signed at Brisbane this 10th day of October 2023.

PKF Brisbane Audit
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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BERT WELFARE LIMITED

Report on the Financial Report

Opinion

We have audited the accompanying financial report, of BERT Welfare Limited ("the Company"), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of the Company is in accordance with the *Corporations Act 2001*, including:

a) Giving a true and fair view of the Company's financial position as at 30 June 2023 and of its performance for the year ended on that date; and

b) Complying with Australian Accounting Standards to the extent described in Note 1 and the *Corporations Regulations 2001*.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of

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fulfilling the director's financial reporting responsibilities under the *Corporations Act* to meet the needs of the members. As a result, the financial report may not be suitable for another purpose.

Directors' Responsibilities for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards to the extent described in Note 1 and the Corporations Act 2001 and for such internal control as the directors 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 Directors are responsible for assessing the Company'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 Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.aspx. This description forms part of our auditor's report.

PKF

PKF BRISBANE AUDIT

Personal Information

CAMERON BRADLEY
PARTNER

10 OCTOBER 2023
BRISBANE



ANNUAL REPORT

OF

BERT WELFARE LIMITED CONSOLIDATED

ABN 97 606 249 183

FOR THE YEAR ENDED 30 JUNE 2024

BERT WELFARE LIMITED CONSOLIDATED
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FOR THE YEAR ENDED 30 JUNE 2024

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BERT WELFARE LIMITED CONSOLIDATED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2024

General information

The financial statements cover BERT Welfare Limited as a consolidated entity consisting of BERT Welfare Limited and BERT Financial Services Pty Limited, it controlled at the end of, or during, the year.

The financial statements are presented in Australian dollars, which is BERT Welfare Limited's functional and presentation currency.

Its registered office and principal place of business are:

BERT Welfare Limited
Level 1
35 Astor Terrace
Spring Hill QLD 4004

A description of the nature of the consolidated entity's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The directors present their report, together with the financial statements, on the consolidated entity (referred to hereafter as the 'consolidated entity') consisting of BERT Welfare Limited (referred to hereafter as the 'company' or 'parent entity') and the entities it controlled at the end of, or during, the year ended 30 June 2024.

Directors

The following persons were directors of BERT Welfare Limited during the whole of the financial year and up to the date of this report, unless otherwise stated:

J Crittall	
R Davidson	Appointed 12 September 2024
P Dunbar	Appointed 12 September 2024
N Herron	
J Ingham	Removed 12 September 2024
	A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024
R McDonald	
G O'Halloran	R Kelso - (Alternative for G O'Halloran) - Resigned 6 September 2023
	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
H Patel	Appointed 12 September 2024
	A Stott - (Alternative for H Patel) - Appointed 12 September 2024
M Ravbar	Removed 12 September 2024
	R Davidson (Alternative for M Ravbar) - Appointed 3 June 2024 -Resigned 5 June 2024
J Shenfield	Removed 12 September 2024
M Spry	

Meetings of directors

The number of meetings of the company's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2024, and the number of meetings attended by each director were:

	Full board		Audit Committee	
	Attended	Held	Attended	Held
J Crittall	7	7	-	-
N Herron	7	7	-	-
J Ingham	6	7	-	-
R McDonald	7	7	3	3
G O'Halloran	5	7	-	-
M Ravbar	5	7	-	-
R Davidson (Alternative for M Ravbar)	1	1	-	-
J Shenfield	6	7	3	3
M Spry	7	7	-	-

BERT WELFARE LIMITED CONSOLIDATED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2024

Principal Activities

The principal activities of the consolidated entity during the financial year were to provide wellbeing and Financial Planning Services.

No significant change in the nature of these activities occurred during the year.

Review of Operations

The profit for the consolidated entity after providing for income tax amounted to $3,807,067 (2023: $2,169,934).

The consolidated entity provided wellbeing and financial planning services to workers of the Construction Industry.

Significant Changes in the State of Affairs

There were no other significant changes in the state of affairs of the consolidated entity during the financial year.

Matters subsequent to the end of the financial year

No matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

Likely Development and Expected Results of Operations

Information on likely developments in the operations of the consolidated entity and the expected results of operations have not been included in this report because the directors believe it would be likely to result in unreasonable prejudice to the consolidated entity.

Environmental Regulations

The consolidated entity is not subject to any significant environmental regulation under Australian Commonwealth or State law.

Insurance of Officers

During the financial year, the company paid a premium in respect of a contract to insure the directors of the company against a liability to the extent permitted by the *Corporations Act 2001*.

Company Guarantee

The entity is incorporated under the *Corporations Act 2001* and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the entity. At 30 June 2024, the total amount that members are liable to contribute if the company is wound up is $30 (2023: $30).

Proceedings on Behalf of the Company

No person has applied to the Court under section *237 of the Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out immediately after this directors' report.

Auditor

HLB Mann Judd continues in office in accordance with section *327 of the Corporations Act 2001*.

This report is made in accordance with a resolution of directors, pursuant to section *298(2)(a) of the Corporations Act 2001*.

Signed in accordance with a resolution of the Board of Directors at Brisbane this 8th day of October 2024.

Personal Information

Director

Director

BERT WELFARE LIMITED CONSOLIDATED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2024

John Crittall

John Crittall, B Econ (Hons) M Admin, is currently an independent consultant and non - executive Director. He has over 30 years' experience in industrial relations, building contracts, human resource management and workplace health and safety policy. John is a Director of several building and construction industry related organisations which include The Construction Training Centre (CTC) and MATES in Construction. John is the Chair of Electro Group.

Ross Davidson **(Appointed-12 September 2024),**
(Alternative for Michael Ravbar - Appointed 3 June 2024 - Resigned 6 June 2024)

Ross is the Training Manager with the CFMEU. Ross was initially employed in 2015 as the Impairment Officer to run, and oversee, the implementation of the drug and alcohol program. In 2019, Ross had his role expanded and now oversees both the impairment program and the Apprenticeship Scholarship Program. Ross is also the current Chair of the Asbestos Disease Support Society (ADSS).

Paul Dunbar **(Appointed 12 September 2024)**

Paul Dunbar is the Industrial Officer at the CFMEU Construction and General Division. He currently is a Director on the BUSSQ board.

Nick Herron

Nick Herron is a Director of Herron Coorey Building Contractors. Nick has over 35 years' construction industry experience, working for numerous high profile construction firms prior to establishing Herron Coorey Building Contractors. Nick is a Life Member and Past President of Master Builders Queensland, and served on the Board of Master Builders Australia.

Jade Ingham **(Resigned 12 September 2024)**

Jade Ingham was the Assistant State Secretary of the CFMEU QLD/NT branch, National President of the Construction and General Division and a representative on the CFMEU C&G National and Divisional Executives. Jade was initially employed by the union in 2004 as an organiser in offsite manufacturing and has subsequently worked in all sectors of the industry. He was responsible for training, Organisers, negotiation/implementation of enterprise agreements and assisting the State Secretary in matters of Policy. Jade is a Director on the Mates in Construction Board.

Rian Kelso **(Alternative for Gary O'Halloran - Resigned 6 September 2023)**

Rian Kelso was the Apprentice Program Coordinator and Project Manager for the Plumbers Union.

Justin Maxwell **(Alternative for Gary O'Halloran - Appointed 6 August 2023)**

Justin Maxwell has over 30 years' experience in the Services Trade and construction industry. After working for various Fire Sprinkler companies across Australia for more than 20 years, Justin began working as an Organiser for the Plumbers Union Qld in 2009. In 2013, he was appointed as the Apprentice Mentor/Co-Ordinator for the Plumbers Union Qld Apprentice Program. Most recently in February 2024. Justin was elected as Assistant State Secretary of the PPTEU Qld. He is also a deputy member of the Services Trades Council and sits on various industry Boards including Services Trades Queensland and The Services Trades College.

Rod McDonald

Rod McDonald is Managing Director of Axeon Plus, a mid tier advisory consultant and contractor. He has over 30 years experience in the construction and property development sectors. He has previously held senior executive roles including Regional Managing Director of Multiplex for Queensland, Regional Director of Multiplex in Victoria and General Manager of Development for MAB Corporation. Rod is the Chair of Master Builders Members Legal.

Gary O'Halloran

Gary O'Halloran is the State Secretary of the Plumbers Union. Gary has over 40 years' experience in the industry as a tradesman and an official of the Plumbers Union. Gary served as an organiser and as the Assistant Secretary of the Plumbers Union for several years before being elected State Secretary in May 2015. He is a director of a number of building and construction industry related organisations including Services Trades Queensland (STQ) and Services Trades College (STC).

BERT WELFARE LIMITED CONSOLIDATED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2024

Hemal Patel **(Appointed 12 September 2024)**

Hemal Patel is a Chartered Accountant and member of the Institute of Chartered Accountants Australia and New Zealand. Hemal has over 12 years' experience in both commercial and not for profit organisations and has worked as an Auditor for one of the big four accounting firms. Hemal has a Bachelor of Commerce (First Class) Honours in Accounting and is a Director on the BUSSQ Board.

Michael Ravbar **(Resigned 12 September 2024)**

Michael Ravbar was the secretary of the Queensland and Northern Territory Branch of the CFMEU. Michael has been involved with the union movement since being employed as the industrial officer for the Painters and Decorators Union in 1990 and has held many union and industry committee positions.
He was responsible for the overall development and implementation of union policy and the administration of the union.

John Shenfield **(Resigned 12 September 2024)**

John Shenfield is a Chartered Accountant and a Chartered Secretary. He has over 40 years commercial experience including 11 years with the BERT group of entities, 10 years in merchant banking and other executive roles. John is the General Manager of the Asbestos Disease Support Society (ADSS).

Mark Spry

Mark Spry is an Executive Director of Emacen Projects, a mid-tier contractor based in South East QLD with an advisory and consultant service arm. Mark has over 30 years experience in the Building and Construction industry with experience holding senior executive roles with some of the states largest contractors including Icon, Watpac and John Holland.

Anthony Stott **(Alternative for H Patel- Appointed 12 September 2024)**
(Alternative for Jade Ingham- Appointed 1 July 2024 -Resigned 12 September 2024)

Tony Stott is the CFMEU Compliance & Procurement Officer. He is a scaffolder by trade who has spent over 30 years in the building and construction industry. He is a longstanding member of the CFMEU and serves on the BUSS Q Member Services Committee.

HLB MANN JUDD

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE *CORPORATIONS ACT 2001*
TO THE DIRECTORS OF BERT WELFARE LIMITED

As lead auditor for the audit of the consolidated financial report of BERT Welfare Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(a) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(b) any applicable code of professional conduct in relation to the audit.

This declaration is in relation to the BERT Welfare Limited and the entity it controlled during the year.

Personal Information

A B Narayanan
Partner

Brisbane, Queensland
8 October 2024

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HLB Mann Judd (SE QLD Partnership) is a member of HLB International, the global advisory and accounting network.

BERT WELFARE LIMITED CONSOLIDATED
CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

	Note	Consolidated 30-Jun-24 $	30-Jun-23 $
REVENUE			
Distributions Received		7,776,692	4,002,610
Consulting Revenue	3	742,247	732,000
Investment Revenue	4	1,202,991	1,693,411
Bank Interest		265,196	269,462
Other Income	3	834	10,890
TOTAL REVENUE		**9,987,960**	**6,708,373**
EXPENSES			
Salaries and Wages		1,006,429	878,546
Management fees		76,900	75,838
Auditor's Remuneration			
- Audit fees		19,297	17,046
- Taxation services		4,837	5,380
Legal Fees		-	11,819
Depreciation expense		24,741	25,019
Director fees/expenses		126,252	121,624
Other expenses		240,807	186,082
Welfare Fund Outlays	5	3,876,264	3,786,643
TOTAL EXPENSES		**5,375,527**	**5,107,997**
PROFIT BEFORE INCOME TAX EXPENSE		**4,612,433**	**1,600,376**
Income Tax Expense	6	805,365	(569,556)
PROFIT (LOSS) AFTER INCOME TAX EXPENSE FOR THR YEAR		**3,807,069**	**2,169,932**
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		-	-
PROFIT (LOSS) FOR THE YEAR ATTRIBUTABLE TO MEMBERS		**3,807,069**	**2,169,932**

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED CONSOLIDATED
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

		Consolidated		
	Note	30-Jun-24	30-Jun-23	Restated 1-Jul-22
ASSETS		$	$	$
CURRENT ASSETS				
Cash and Cash Equivalents	7	4,772,259	4,573,850	14,231,541
Investment Distribution Receivable		603,691	120,789	129,153
Financial Assets		1,001,811	1,003,201	7,988,759
Trade and Other Receivables	8	7,874,947	4,109,776	119,801
TOTAL CURRENT ASSETS		**14,252,708**	**9,807,616**	**22,469,254**
NON-CURRENT ASSETS				
Investment	9	19,356,974	18,926,239	8,606,161
Long Term Loan Receivable	10	3,558,500	4,143,567	-
Property, Plant and Equipment	11	41,541	61,665	66,032
Deferred Tax Asset	12	145,669	140,984	49,062
TOTAL NON-CURRENT ASSETS		**23,102,684**	**23,272,455**	**8,721,255**
TOTAL ASSETS		**37,355,392**	**33,080,071**	**31,190,509**
LIABILITIES				
CURRENT LIABILITIES				
Trade and Other Payables	13	502,290	293,039	172,600
Current Tax Liability	14	427,362	185,581	662,671
Loan payable to BERT Fund No.2		4,223,224	4,223,224	4,223,224
Provisions	15	193,670	176,253	76,259
TOTAL CURRENT LIABILITIES		**5,346,546**	**4,878,097**	**5,134,754**
NON-CURRENT LIABILITIES				
Provisions	17	10,401	16,051	39,764
Defered Tax Liability	16	5,463	-	-
TOTAL NON-CURRENT LIABILITIES		**15,864**	**16,051**	**39,764**
TOTAL LIABILITIES		**5,362,410**	**4,894,148**	**5,174,518**
NET ASSETS		**31,992,982**	**28,185,923**	**26,015,991**
EQUITY				
Retained Profits	18	5,659,653	1,886,551	(283,381)
Welfare Reserve	19	26,333,339	26,299,372	26,299,372
TOTAL EQUITY		**31,992,992**	**28,185,923**	**26,015,991**

The above consolidated statement of financial position should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED CONSOLIDATED
CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024

	Consolidated		
	(Restated) Retained Profits	Welfare Reserve	Total Equity
	$	$	$
Balance at 30 June 2022	**3,939,843**	**26,299,372**	**30,239,215**
Correction of prior year error	(4,223,224)	-	(4,223,224)
Balance at 1 July 2022 (Restated)	**(283,381)**	**26,299,372**	**26,015,991**
Profit after income tax expense for the year	2,169,932	-	2,169,932
Balance at 30 June 2023	**1,886,551**	**26,299,372**	**28,185,923**
Profit after income tax expense for the year	3,773,102	33,967	3,807,069
Balance at 30 June 2024	**5,659,653**	**26,333,339**	**31,992,992**

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED CONSOLIDATED
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	Note	Consolidated 30-Jun-24 $	30-Jun-23 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Management fees received		722,228	1,042,610
Payments to suppliers and employees		(951,234)	(707,580)
Payment to Welfare Fund		(4,178,536)	(4,217,844)
Income tax paid		(562,804)	(57,993)
Interest received		210,918	223,170
Loan from BERT Fund 2		4,002,610	-
Investment Distribution received		374,419	(9,003,743)
Other income		835	113,568
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES		**(381,564)**	**(12,607,812)**
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of Property, Plant and Equipment		(29,444)	(39,092)
Proceeds from disposals of Property, Plant and Equipment		24,826	3,655
Reclassification of financial assets		-	6,985,558
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES		**(4,618)**	**6,950,121**
CASH FLOWS FROM FINANCING ACTIVITIES			
Short Term Loan received/(provided) to CTC		584,591	(4,000,000)
NET CASH PROVIDED BY / (USED) IN FINANCING ACTIVITIES		**584,591**	**(4,000,000)**
Net increase / (decrease) in cash held		**198,409**	**(9,657,691)**
Cash at beginning of the year		4,573,850	14,231,541
CASH AT END OF THE YEAR		**4,772,259**	**4,573,850**

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED CONSOLIDATED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. MATERIAL ACCOUNTING POLICY INFORMATION

The accounting policies that are material to the consolidated entity are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The consolidated entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the *Australian Accounting Standards Board ('AASB')* that are mandatory for the current reporting period. Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the *Australian Accounting Standards Board ('AASB') and the Corporations Act 2001* , as appropriate for for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the consolidated entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Parent entity information

In accordance with the *Corporations Act 2001* , these financial statements present the results of the consolidated entity only. Supplementary information about the parent entity is disclosed in note 22.

Principle of Consolidation

The consolidated financial statements incorporate the assets and liabilities of the subsidiary of BERT Welfare ('company' or 'parent entity') as at 30 June 2024 and the results of the subsidiary for the year then ended. BERT Welfare and the subsidiary together are referred to in these financial statements as the 'consolidated entity'.

The subsidiary of the consolidated entity has control. The consolidated entity controls an entity when the consolidated entity is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. The subsidiary is fully consolidated from the date on which control is transferred to the consolidated entity. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the consolidated entity are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of the subsidiary have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

Where the consolidated entity loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The consolidated entity recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in profit or loss.

Revenue Recognition

The consolidated entity recognises revenue as follows:

Consulting Fees are received from BERT Fund No 2 and are brought to account in Statement of Profit or Loss net of GST.
Distribution revenue is recognised when the right to receive a distribution has been established.
Interest revenue is recognised on an accruals basis and is brought to account in Statement of Profit or Loss.

BERT WELFARE LIMITED CONSOLIDATED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

Investments
The Investment is recorded at net market value at period end and changes in the net market value of assets are recognised in profit or loss in the year they occur.

The market value of the investment is advised by the appointed investment manager on the basis of market information available. Investments are stated net of any realisation costs (e.g. brokerage and stamp duty) which would apply in the event of disposal but do not take into account any potential capital gains tax that may apply. Other assets such as loans and receivables are carried at their recoverable amount.

Income Tax
The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income).

Current income tax expense charged to profit or loss is the tax payable on taxable income. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled and their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

Property, Plant and Equipment
Property, Plant and Equipment are carried at cost less, where applicable, any accumulated depreciation.

The carrying amount of plant and equipment is reviewed annually by directors to ensure that it is not in excess of the recoverable amount of these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Depreciation is calculated on a declining balance basis over the useful life of the asset to the company commencing from the time the asset is held ready for use.

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

Fixture & Fittings	25%
Computer Equipment	50%
Motor Vehicle	40%

Cash and Cash Equivalents
Cash and cash equivalents includes cash at bank, cash on hand and deposits at call with banks and bank overdrafts.

Trade and other receivables
Other debtors are recognised as the amounts receivable. The amounts are unsecured. Other debtors are subject to normal trade credit terms.

Trade and other payables
Other creditors represent liabilities for goods and services provided to the company prior to the end of the financial year and which remain unpaid. The amounts are unsecured. Other creditors are subject to normal trade credit terms.

Goods and Services Tax (GST) and other similar taxes
Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the recoverable from the Australian Tax 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 expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented on a gross basis.

The amount of any GST recoverable from, or payable to, the Australian Tax Office is included as an asset or liability in the statement of financial position. GST is lodged to the ATO on an Accrual basis.

BERT WELFARE LIMITED CONSOLIDATED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

Impairment of Assets

At each reporting date, the directors review the carrying value 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 it's recoverable amount is expensed to profit or loss.

Provisions

Provisions are recognised when the company 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.

Comparative Figures

Comparative figures are adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy. When the entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The consolidated entity 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.

Income tax

The consolidated entity is subject to income taxes in the jurisdictions in which it operates. Significant judgement is required in determining the provision for income tax. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. The consolidated entity recognises liabilities for anticipated tax audit issues based on the consolidated entity's current understanding of the tax law. Where the final tax outcome of these matters is different from the carrying amounts, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

Recovery of deferred tax assets

Deferred tax assets are recognised for deductible temporary differences only if the consolidated entity considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

BERT WELFARE LIMITED CONSOLIDATED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

2.1 PRIOR YEAR RESTATEMENT

In the financial year ended 30 June 2022, Bert Welfare Limited ("the Entity") received a profit distribution from Bert Fund No. 2 ("the Fund") of $4,223,224. However, during the financial year, the Fund made an accounting loss of $7,510,216 before tax. As the Fund had not made an accounting profit in the year, the Fund did not have the ability or capacity to make a distribution of accounting profit for that year. It was also noted that the Fund transferred cash of $4,223,224 to Bert Welfare Limited on 8 February 2022.

Management identified this as a material error and decided to restate the comparatives in accordance with AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*.

As this error was made in the financial year ended 30 June 2022 and identified in the current year, this restatement has resulted in the following changes reflected in the 2024 financial statements:

	Consolidated		
	30-Jun-22 (previously reported)	Restatement	30-Jun-22 (restated)
Statement of Profit or Loss and Other Comprehensive Income (extracted)	$	$	$
Distributions Received	4,223,224	(4,223,224)	-
Total Revenue	**4,707,275**	**(4,223,224)**	**484,051**
Surplus / (Deficit) Before Tax	**634,535**	**(4,223,224)**	**(3,588,689)**
Net Surplus / (Deficit) After Tax for the Year	**815,334**	**(4,223,224)**	**(3,407,890)**
Total Comprehensinve Income for the Year Attributable to Owners	**(180,799)**	**(4,223,224)**	**(4,404,023)**
Statement of Financial Position (extracted)			
Loan to BERT Fund No 2	-	4,223,224	4,223,224
Total Current Liabilities	**911,530**	**4,223,224**	**5,134,754**
Total Liabilities	**951,294**	**4,223,224**	**5,174,518**
Net Assets	30,239,215	(4,223,224)	26,015,991
Retained Profits	3,939,842	(4,223,224)	(283,382)
Total Equity	**30,239,215**	**(4,223,224)**	**26,015,991**

	30-Jun-23 (previously reported)	Restatement	30-Jun-23 (restated)
Statement of Financial Position (extracted)	$	$	$
Loan to BERT Fund No 2	-	4,223,224	4,223,224
Total Current Liabilities	**654,873**	**4,223,224**	**4,878,097**
Total Liabilities	**670,924**	**4,223,224**	**4,894,148**
Net Assets	**32,409,146**	**4,223,224**	**36,632,370**
Retained Profits	7,495,460	4,223,224	11,718,684
Total Equity	**33,794,931**	**4,223,224**	**38,018,155**

BERT WELFARE LIMITED CONSOLIDATED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	Consolidated	
	30-Jun-24 $	30-Jun-23 $
3. REVENUE		
Revenue		
Consulting Revenue	742,247	732,000
Other Revenue		
Profit on Disposal of Assets	-	10,890
Other Income	834	-
	834	**10,890**
4. INVESTMENT REVENUE		
Changes in Net Market Value - Unrealised	440,554	1,310,259
Investment Trust Distribution	755,331	229,766
Interest on Investments	92,173	9,819
Interest on Long Term Loan	(85,067)	143,567
	1,202,991	**1,693,411**

5. WELFARE FUND

	Consolidated	
	30-Jun-24 $	30-Jun-23 $
Financial Counsellors	-	163,852
Member Funeral	771,000	720,000
Member Child Care	3,964	-
HSO Funding - CFMEU	402,124	394,381
HSO Funding - CEPU	201,057	197,200
Members Travel Insurance	680,258	569,052
Rehabilitation Costs	1,200,000	1,200,000
Counselling Services	144,000	144,000
Dental Claims	143,533	82,387
Ambulance NT	4,044	2,038
NT Support - CFMEU	97,484	93,733
Impairment Training - CFMEU	228,800	220,000
	3,876,264	3,786,643

The below shows the total outlays of the Welfare Fund before the elimination of intercompany transactions.

	Parent - BERT Welfare LTD	
Financial Planning -(Eliminated in the Consolidation)	960,000	700,000
Financial Counsellors	-	163,852
Member Funeral	771,000	720,000
Member Child Care	3,964	-
HSO Funding - CFMEU	402,124	394,381
HSO Funding - CEPU	201,057	197,200
Members Travel Insurance	680,258	569,052
Rehabilitation Costs	1,200,000	1,200,000
Counselling Services	144,000	144,000
Dental Claims	143,533	82,387
Ambulance NT	4,044	2,038
NT Support - CFMEU	97,484	93,733
Impairment Training - CFMEU	228,800	220,000
	4,836,264	**4,486,643**

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	Consolidated			
	30-Jun-24 $		30-Jun-23 $	
6. INCOME TAX EXPENSE				
Income tax reported in Profit or Loss				
Current tax	524,558		244,115	
Deferred tax	779		68	
Over/Under adjustment (prior year tax provision)	280,028		(561,907)	
Over/Under adjustment (prior year deferred tax balance)	-		(251,832)	
Income tax expense for year	**805,365**		**(569,556)**	
Income tax expenses reported in Profit or Loss	**805,365**		**(569,556)**	
7. CURRENT ASSETS - CASH AND CASH EQUIVALENTS				
Cash at bank	2,772,259		1,573,850	
Cash on deposit	2,000,000		3,000,000	
	4,772,259		**4,573,850**	
Reconciliation to cash and cash equivalents at the end of the financial year				
The above figures are reconciled to cash and cash equivalents at the end of the financial year as shown in the statement of cash flows as follows:				
Net surplus/(deficit) for the year after income tax	3,807,066		2,169,932	
Non-cash flows included in surplus / (deficit):				
Depreciation	24,741		14,785	
Unrealised change in market value	(439,165)		(10,328,443)	
Changes in operating assets and liabilities				
(Increase) / Decrease in Receivables	(3,773,097)		(4,002,610)	
(Increase) / Decrease in Other Receivables	(9,381)		(245,084)	
Increase / (Decrease) in Financial Assets	(1,390)		8,368	
Increase / (Decrease) in Payables	4,198		(241,559)	
(Increase) / Decrease in Deferred Tax Asset	5,464		16,798	
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES	**(381,564)**		**(12,607,813)**	
8. CURRENT ASSETS - TRADE AND OTHER RECEIVABLES				
Interest Receivable	18,212		47,613	
Prepayments	476		-	
GST Receivable	79,567		59,553	
Distribution Receivable	7,776,692		4,002,610	
	7,874,947		**4,109,776**	
9. NON-CURRENT ASSETS - INVESTMENTS				
By Category				
Australian Equities	19,356,974		18,926,239	
	19,356,974		**18,926,239**	
By Manager				
Vanguard	49.5%	9,567,389	47.9%	9,073,788
BlackRock Investment Management (Australia) Limited	50.6%	9,780,585	52.1%	9,852,451
	100%	**19,347,974**	**100%**	**18,926,239**
10. NON-CURRENT ASSETS - RECEIVABLES				
Long Term Loan Receivable	**3,558,500**		**4,143,567**	

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	Consolidated	
	30-Jun-24	30-Jun-23
	$	$
11. NON-CURRENT ASSETS - PLANT AND EQUIPMENT		
Fixture & Fittings at Cost	1,236	1,236
Less Accumulated Depreciation	(584)	(367)
	652	869
Motor Vehicle at Cost	96,649	110,335
Less Accumulated Depreciation	(61,088)	(52,379)
	35,561	57,956
Computer Equipment at Cost	10,032	7,820
Less Accumulated Depreciation	(4,704)	(4,980)
	5,328	2,840
	41,541	**61,665**

Reconciliations

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

Consolidated	**Fixture & Fittings** $	**Motor Vehicles** $	**Computer Equipment** $	**Total** $
Balance at 1 July 2023	869	57,956	2,840	61,665
Additions	-	23,640	5,763	29,403
Disposals	-	(23,641)	(1,145)	(24,786)
Depreciation expense	(217)	(22,394)	(2,130)	(24,741)
Balance at 30 June 2024	**652**	**35,561**	**5,328**	**41,541**

12. NON-CURRENT ASSETS -DEFERRED TAX		
Deffered Tax Asset	**145,669**	**140,984**
13. CURRENT LIABILITIES - TRADE AND OTHER PAYABLES		
Accrued Audit Fees and Tax Services	20,637	20,270
Other Creditors	481,653	272,769
	502,290	**293,039**
14. CURRENT LIABILITIES - TAX		
Provision for Income Tax	**427,362**	**185,581**
15. CURRENT LIABILITIES - PROVISIONS		
Annual Leave	136,009	128,305
Long Service Leave	57,661	47,948
	193,670	**176,253**
16. NON-CURRENT LIABILITIES -DEFERRED TAX		
Deffered Tax Liability	**5,464**	**-**
17. NON-CURRENT LIABILITIES - PROVISIONS		
Long Service Leave	**10,401**	**16,051**

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	Consolidated	
	30-Jun-24	30-Jun-23
	$	$
18. EQUITY - RETAINED PROFITS		
Retained profits at the beginning of the financial year	6,014,865	3,844,933
Profit after income tax expense for the year	3,807,069	2,169,932
	9,821,934	**6,014,865**
19. EQUITY - WELFARE RESERVES		
Welfare Reserve	**26,333,339**	**26,299,372**

20. KEY MANAGEMENT PERSONNEL DISCLOSURES

Compensation

The aggregate compensation made to directors and other members of key management personnel of the consolidated entity is set out below:

Aggregate compensation	**126,252**	**121,624**

21. REMUNERATION OF AUDITORS

During the financial year the following fees were paid or payable for services provided by HBL Mann Judd and PKF , the auditor of the company, its network firms :

	Consolidated	
Compensation	30-Jun-24	30-Jun-23
	$	$
Audit services		
Audit or review of the financial statements performed by HLB Mann Judd	**15,000**	-
Audit or review of the financial statements performed by PKF	-	**18,697**
	15,000	**18,697**
Other services		
Preparation of the tax return performed by HLB Mann Judd	**3,000**	-
Preparation of the tax return performed by PKF	-	**6,357**
	3,000	**6,357**

22. RELATED PARTY TRANSACTIONS

Parent entity

BERT Welfare Limited is the parent entity.

Subsidiary

Interests in the subsidiary are set out in note 24.

Key management personnel

Disclosures relating to key management personnel are set out in note 20.

Transactions with related parties

The following transactions occurred with related parties:

B.E.R.T. Fund No 2, a Trust administered by BERT Fund Ltd, provided management, accounting and administrative services to the company at the cost of $76,900 (2023: $75,838).

Consulting services income received from BERT Fund No 2 was $742,247 (2023: $732,000).

A distribution of $7,690,291 (2023: $4,002,610) was received from B.E.R.T. Fund No 2.

A distribution of $86,401 (2023: $0) was received from B.E.R.T. Fund.

A loan of $0 (2023: $0, 2022: $4,223,223) was received from B.E.R.T. Fund No 2.

There have been no other transactions between any Directors' or related parties of those Directors.

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

23. PARENT ENTITY INFORMATION

Set out below is the supplementary information about the parent entity.

	Parent	
	30-Jun-24	30-Jun-23
Statement of profit or loss and other comprehensive income	$	$
Profit after income tax	**3,675,249**	**2,012,046**
Total comprehensive income	-	-
Statement of financial position		
Total current assets	13,284,459	9,468,831
Total non-current assets	23,571,776	23,263,147
Total assets	**36,856,235**	**32,731,978**
Total current liabilities	5,242,397	4,768,182
Total non-current liabilities	5,464	30,671
Total liabilities	**5,247,861**	**4,798,853**
Net Assets	**31,608,374**	**27,933,125**
Equity		
Welfare reserve	37,649,583	37,649,583
Retained profits	(6,041,209)	(9,716,458)
Total equity	**31,608,374**	**27,933,125**

24. INTERESTS IN SUBSIDIARY

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiary in accordance with the accounting policy described in note 1:

		Ownership Interest	
Name	**Principal place of business / Country of incorporation**	**30-Jun-24**	**30-Jun-23**
		%	**%**
BERT FINANCIAL SERVICES PTY LTD	Australia	100%	100%

25. CONTINGENT LIABILITIES

The company had no contingent liabilities as at 30 June 2024 and 30 June 2023.

26. COMMITMENTS

The company had no commitments for expenditure as at 30 June 2024 and 30 June 2023.

27. EVENTS AFTER THE REPORTING PERIOD

No matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

BERT WELFARE LIMITED
CONSOLIDATED ENTITY DISCLOSURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

Entity name	Entity type	Place formed / Country of incorporation	Ownership interest %	Tax residency
BERT FINANCIAL SERVICES PTY LTD	Company	Australia	100%	Australia

BERT WELFARE LIMITED
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 30 JUNE 2024

In the directors' opinion:

- The attached financial statements and notes comply with the *Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, the Corporations Regulations 2001* and other mandatory professional reporting requirements;
- The attached financial statements and notes give a true and fair view of the consolidated entity's financial position as at 30 June 2024 and of its performance for the financial year ended on that date;
- There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable;
- The information disclosed in the attached consolidated entity disclosure statement is true and correct.

Signed in accordance with a resolution of directors made pursuant to *section 295(5)(a) of the Corporations Act 2001.*

On behalf of the directors

JOHN CRITTALL Director

Personal Information Signature

ROD McGUIRE Director

Personal Information Signature

Signed at Brisbane this 8th day of October 2024.

HLB MANN JUDD

Independent Auditor's Report to the Members of BERT Welfare Limited

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of BERT Welfare Limited ("the Company") and its controlled entity ("the Group"), which comprises the consolidated statement of financial position as at 30 June 2024, 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 then ended, and notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

a) giving a true and fair view of the Group's financial position as at 30 June 2024 and of its financial performance for the year then ended; and

b) complying with Australian Accounting Standards – Simplified Disclosures and the *Corporations Regulations 2001*.

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 Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and 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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company.

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 directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2024 but does not include the financial report and our auditor's report thereon.

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

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.

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HLB MANN JUDD

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 the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the *Corporations Act 2001* and for such internal control as the directors 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 directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Group'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 Group 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.

HLB MANN JUDD

We communicate with the directors 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 also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

HLB Mann Judd (SE Qld Partnership)

Personal Information

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
8 October 2024



ANNUAL REPORT

OF

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY

ABN 97 606 249 183

FOR THE YEAR ENDED 30 JUNE 2025

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
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FOR THE YEAR ENDED 30 JUNE 2025

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BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2025

General information

The financial statements cover BERT Welfare Limited as a consolidated entity consisting of BERT Welfare Limited and BERT Financial Services Pty Limited, it controlled at the end of, or during, the year.

The financial statements are presented in Australian dollars, which is BERT Welfare Limited's functional and presentation currency.

Its registered office and principal place of business are:

BERT Welfare Limited
Level 1
35 Astor Terrace
Spring Hill QLD 4004

A description of the nature of the consolidated entity's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The directors present their report, together with the financial statements, on the consolidated entity (referred to hereafter as the consolidated entity') consisting of BERT Welfare Limited (referred to hereafter as the 'company' or 'parent entity') and the entities it controlled at the end of, or during, the year ended 30 June 2025.

Directors

The following persons were directors of BERT Welfare Limited during the whole of the financial year and up to the date of this report, unless otherwise stated:

N Herron	
R McDonald	
M Spry	
G O'Halloran	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
R Davidson	Appointed 12 September 2024
P Dunbar	Appointed 12 September 2024
H Patel	Appointed 12 September 2024 - A Stott - (Alternative for H Patel) - Appointed 12 September 2024
D Brockhurst	Appointed 25 February 2025
J Ingham	Removed 12 September 2024 - A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024
M Ravbar	Removed 12 September 2024
J Shenfield	Removed 12 September 2024
J Crittall	Resigned 24 February 2025

Meetings of directors

The number of meetings of the company's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2025, and the number of meetings attended by each director were:

	Full board		Audit Committee	
	Attended	Held	Attended	Held
N Herron	7	8	-	-
R McDonald	8	8	3	3
M Spry	8	8	-	-
G O'Halloran	5	8	-	-
J Maxwell - (Alternative for G O'Halloran)	3	3	-	-
R Davidson	7	7	-	-
P Dunbar	7	7	-	-
H Patel	7	7	3	3
D Brockhurst	4	4	-	-
J Ingham	1	1	-	-
A Stott - (Alternative for H Patel)	-	-	-	-
M Ravbar	1	1	-	-
J Shenfield	1	1	-	-
J Crittall	4	4	-	-

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2025

Principal Activities

The principal activities of the consolidated entity during the financial year were to provide wellbeing and Financial Planning Services.

No significant change in the nature of these activities occurred during the year.

Review of Operations

The profit for the consolidated entity after providing for income tax amounted to $8,411,595 (2024: $3,807,067).

The consolidated entity provided wellbeing and financial planning services to workers of the Construction Industry.

Significant Changes in the State of Affairs

There were no other significant changes in the state of affairs of the consolidated entity during the financial year.

Matters subsequent to the end of the financial year

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

Likely Development and Expected Results of Operations

Information on likely developments in the operations of the consolidated entity and the expected results of operations have not been included in this report because the directors believe it would be likely to result in unreasonable prejudice to the consolidated entity.

Environmental Regulations

The consolidated entity is not subject to any significant environmental regulation under Australian Commonwealth or State law.

Insurance of Officers

During the financial year, the company paid a premium in respect of a contract to insure the directors of the company against a liability to the extent permitted by the *Corporations Act 2001*.

Company Guarantee

The entity is incorporated under the *Corporations Act 2001* and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the entity. At 30 June 2025, the total amount that members are liable to contribute if the company is wound up is $30 (2024: $30).

Proceedings on Behalf of the Company

No person has applied to the Court under section *237 of the Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out immediately after this directors' report.

Auditor

HLB Mann Judd continues in office in accordance with section *327 of the Corporations Act 2001*.

This report is made in accordance with a resolution of directors, pursuant to section *298(2)(a) of the Corporations Act 2001*.

Signed in accordance with a resolution of the Board of Directors at Brisbane this 14th day of October 2025.

Personal Information

Director

Director

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2025

Nick Herron

Nick Herron is a Director of Herron Coorey Building Contractors. Nick has over 35 years' construction industry experience, working for numerous high profile construction firms prior to establishing Herron Coorey Building Contractors. Nick is a Life Member and Past President of Master Builders Queensland, and served on the Board of Master Builders Australia.

Rod McDonald

Rod McDonald is Managing Director of Axeon Plus, a mid tier advisory consultant and contractor. Rod has over 30 years' experience in the construction and property development sectors. He previously held senior executive roles including Regional Managing Director of Multiplex for Queensland, Regional Director of Multiplex in Victoria and General Manager of Development for MAB Corporation. Rod is the Chair of Master Builders Members Legal.

Mark Spry

Mark Spry is an Executive Director of Emacen Projects, a mid-tier contractor based in South East QLD with an advisory and consultant service arm. Mark has over 30 years experience in the Building and Construction industry with experience holding senior executive roles with some of the state's largest contractors including Icon, Watpac and John Holland.

Gary O'Halloran

Gary O'Halloran is the State Secretary of the Plumbers Union. Gary has over 40 years' experience in the industry as a tradesman and an official of the Plumbers Union. Gary served as an organiser and as the Assistant Secretary of the Plumbers Union for several years before being elected State Secretary in May 2015. He is a director of a number of building and construction industry related organisations including Services Trades Queensland (STQ) and Services Trades College (STC).

Justin Maxwell (Alternative for Gary O'Halloran)

Justin Maxwell has over 30 years' experience in the Services Trade and construction industry, working for various Fire Sprinkler companies across Australia for more than 20 years. Justin began working as an Organiser for the Plumbers Union Qld in 2009. In 2013, he was appointed as the Apprentice Mentor/Co-Ordinator for the Plumbers Union Qld Apprentice Program. Most recently in February 2024, Justin was elected as Assistant State Secretary of the PPTEU Qld. He is also a deputy member of the Services Trades Council and sits on various industry Boards including Services Trades Queensland and The Services Trades College.

Ross Davidson (Appointed-12 September 2024)

Ross Davidson is the Training Manager with the CFMEU. Ross was initially employed in 2015 as the Impairment Officer to run, and oversee, the implementation of the drug and alcohol program. In 2019, Ross had his role expanded and now oversees both the impairment program and the Apprenticeship Scholarship Program.

Paul Dunbar (Appointed 12 September 2024)

Paul Dunbar is the Industrial Officer at the CFMEU Construction and General Division. He currently is a Director on the BUSSQ board.

Hemal Patel (Appointed 12 September 2024)

Hemal Patel is a Chartered Accountant and member of the Institute of Chartered Accountants Australia and New Zealand. Hemal has over 12 years' experience in both commercial and not for profit organisations and has worked as an Auditor for one of the big four accounting firms. Hemal has a Bachelor of Commerce (First Class) Honours in Accounting and is a Director on the BUSSQ Board. He is a member of Australian Institute of Company Directors (AICD).

Anthony Stott (Alternative for H Patel- Appointed 12 September 2024)

Tony Stott is the CFMEU Compliance & Procurement Officer. He is a scaffolder by trade who has spent over 30 years in the building and construction industry. He is a longstanding member of the CFMEU and serves on the BUSS Q Member Services Committee.

Drew Brockhurst (Appointed 6 March 2025)

Drew Brockhurst is the Director of Manero Pty Ltd, an advisory consultant operating in the construction and property sector. With over 3 decades of immersion in the construction industry, Drew has held senior management roles for the past 14 years including CEO of St Hilliers and his role as General Manager Qld, NT and NZ of BESIX Watpac. In addition to his global experience with the Leighton Group in the Middle East and India, Drew has also worked in Qld with Walter Construction Group and Multiplex.

HLB MANN JUDD

Appendix 2: Auditor's Independence Declaration

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE *CORPORATIONS ACT 2001*
TO THE DIRECTORS OF BERT WELFARE LIMITED

As lead auditor for the audit of the consolidated financial report of BERT Welfare Limited for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(a) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(b) any applicable code of professional conduct in relation to the audit.

This declaration is in relation to the BERT Welfare Limited and the entity it controlled during the year.

Personal Information

A B Narayanan
Partner

Brisbane, Queensland
14 October 2025

hlb.com.au

HLB Mann Judd (SE Qld Partnership)
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HLB Mann Judd (SE QLD Partnership) is a member of HLB International, the global advisory and accounting network.

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Note	Consolidated 30-Jun-25 $	Consolidated 30-Jun-24 $
REVENUE			
Distributions	25	12,153,295	7,776,692
Investment	3	2,762,334	1,288,058
Interest	4	465,782	265,195
Other Revenue	5	810,382	743,081
TOTAL REVENUE		**16,191,793**	**10,073,027**
EXPENDITURE			
Accounting and Audit Fees	6	43,378	24,107
Director Fees	23	132,102	126,252
Welfare Fund Outlays	8	4,280,624	3,876,264
Administrative Expenses	7	1,842,535	1,433,971
TOTAL EXPENDITURE		**6,298,639**	**5,460,594**
POFIT BEFORE INCOME TAX EXPENSE		**9,893,154**	**4,612,433**
Income Tax Expense	9	1,481,559	805,365
PROFIT AFTER INCOME TAX EXPENSE FOR THE YEAR		**8,411,595**	**3,807,068**
Other comprehensive income for the year, net of tax		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		**8,411,595**	**3,807,068**

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2025

		Consolidated	
	Note	30-Jun-25	30-Jun-24
ASSETS		$	$
CURRENT ASSETS			
Cash and Cash Equivalents	10	4,692,585	4,772,259
Investment Distribution Receivable		487,674	603,694
Trade and Other Receivables	11	12,252,661	7,874,953
Financial Assets		-	1,001,811
Loan Receivable	13	160,000	160,000
TOTAL CURRENT ASSETS		**17,592,920**	**14,412,717**
NON-CURRENT ASSETS			
Investments	12	21,354,620	19,356,974
Loan Receivable	13	3,226,760	3,398,500
Property, Plant and Equipment	14	95,550	41,541
Deferred Tax Asset	15	88,977	145,669
TOTAL NON-CURRENT ASSETS		**24,765,907**	**22,942,684**
TOTAL ASSETS		**42,358,827**	**37,355,401**
LIABILITIES			
CURRENT LIABILITIES			
Loan payable to BERT Fund No.2		-	4,223,224
Trade and Other Payables	16	143,912	502,290
Provision for Employee Benefits	18	250,907	193,670
Current Tax Liability	17	1,537,073	427,362
TOTAL CURRENT LIABILITIES		**1,931,892**	**5,346,546**
NON-CURRENT LIABILITIES			
Provision for Employee Benefits	20	15,581	10,401
Deferred Tax Liability	19	6,767	5,463
TOTAL NON-CURRENT LIABILITIES		**22,348**	**15,864**
TOTAL LIABILITIES		**1,954,240**	**5,362,410**
NET ASSETS		**40,404,587**	**31,992,992**
EQUITY			
Retained Surplus		14,071,248	5,659,653
Welfare Reserve	22	26,333,339	26,333,339
TOTAL EQUITY		**40,404,587**	**31,992,992**

The above consolidated statement of financial position should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Consolidated		
	Retained Surplus	Welfare Reserve	Total Equity
	$	$	$
Balance at 1 July 2023	**1,886,551**	**26,299,372**	**28,185,923**
Profit after income tax expense for the year	3,773,102	33,967	3,807,069
Other comprehensive income for the year , net of tax	-	-	-
Total comprehensive income for the year	3,773,102	33,967	3,807,069
Balance at 30 June 2024	**5,659,653**	**26,333,339**	**31,992,992**
Balance at 1 July 2024	**5,659,653**	**26,333,339**	**31,992,992**
Profit after income tax expense for the year	8,411,595	-	8,411,595
Other comprehensive income for the year , net of tax	-	-	-
Total comprehensive income for the year	8,411,595	-	8,411,595
Balance at 30 June 2025	**14,071,248**	**26,333,339**	**40,404,587**

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

		Consolidated	
	Note	30-Jun-25	30-Jun-24
		$	$
CASH FLOWS FROM OPERATING ACTIVITIES			
Management fees received		781,080	722,228
Payments to suppliers and employees		(2,198,795)	(951,234)
Welfare Fund Outlays		(4,280,624)	(4,178,536)
Income tax paid		(313,853)	(562,804)
Interest received		461,437	210,918
Receipt from BERT Fund 2		3,467,067	4,002,610
Investment Distribution received		879,695	374,419
Other income		42,427	835
NET CASH USED IN OPERATING ACTIVITIES	**10**	**(1,161,566)**	**(381,564)**
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of Property, Plant and Equipment		(109,304)	(29,444)
Proceeds from disposals of Property, Plant and Equipment		17,169	24,826
Proceeds from maturity of long-term deposits		1,001,811	-
Proceeds from Loan - CISC Pty Ltd		172,216	584,591
NET CASH FROM / (USED IN) INVESTING ACTIVITIES		**1,081,892**	**579,973**
NET CASH FROM FINANCING ACTIVITIES		-	-
Net (decrease)/increase in Cash and Cash Equivalents held		**(79,674)**	**198,409**
Cash and cash equivalents at beginning of the financial year		4,772,259	4,573,850
CASH AND CASH EQUIVALENTS AT END OF THE YEAR		**4,692,585**	**4,772,259**

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes.

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1. MATERIAL ACCOUNTING POLICY INFORMATION

The accounting policies that are material to the consolidated entity are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted
The consolidated entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the *Australian Accounting Standards Board ('AASB')* that are mandatory for the current reporting period. Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation
These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the *Australian Accounting Standards Board ('AASB')* and the *Corporations Act 2001* , as appropriate for for-profit oriented entities.

Historical cost convention
The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

Critical accounting estimates
The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the consolidated entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Parent entity information
In accordance with the *Corporations Act 2001* , these financial statements present the results of the consolidated entity only. Supplementary information about the parent entity is disclosed in note 22.

Principle of Consolidation
The consolidated financial statements incorporate the assets and liabilities of the subsidiary of BERT Welfare ('company' or 'parent entity') as at 30 June 2025 and the results of the subsidiary for the year then ended. BERT Welfare and the subsidiary together are referred to in these financial statements as the 'consolidated entity'.

The subsidiary of the consolidated entity has control. The consolidated entity controls an entity when the consolidated entity is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. The subsidiary is fully consolidated from the date on which control is transferred to the consolidated entity. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the consolidated entity are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of the subsidiary have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

Where the consolidated entity loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The consolidated entity recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in profit or loss.

Revenue Recognition
The consolidated entity recognises revenue as follows:

Consulting Fees are received from BERT Fund No 2 and are brought to account in Statement of Profit or Loss net of GST.
Distribution revenue is recognised when the right to receive a distribution has been established.
Interest revenue is recognised on an accruals basis and is brought to account in Statement of Profit or Loss.

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1. MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

Investments
The Investment is recorded at net market value at period end and changes in the net market value of assets are recognised in profit or loss in the year they occur.

The market value of the investment is advised by the appointed investment manager on the basis of market information available. Investments are stated net of any realisation costs (e.g. brokerage and stamp duty) which would apply in the event of disposal but do not take into account any potential capital gains tax that may apply. Other assets such as loans and receivables are carried at their recoverable amount.

Income Tax
The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income).

Current income tax expense charged to profit or loss is the tax payable on taxable income. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled and their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

Property, Plant and Equipment
Property, Plant and Equipment are carried at cost less, where applicable, any accumulated depreciation.

The carrying amount of plant and equipment is reviewed annually by directors to ensure that it is not in excess of the recoverable amount of these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Depreciation is calculated on a declining balance basis over the useful life of the asset to the company commencing from the time the asset is held ready for use.

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

Fixture & Fittings	25%
Computer Equipment	50%
Motor Vehicle	40%

Goods and Services Tax (GST) and other similar taxes
GST is lodged to the ATO on an Accrual basis.

Comparative Figures
Comparative figures are adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy. When the entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The consolidated entity 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.

Income tax

The consolidated entity is subject to income taxes in the jurisdictions in which it operates. Significant judgement is required in determining the provision for income tax. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. The consolidated entity recognises liabilities for anticipated tax audit issues based on the consolidated entity's current understanding of the tax law. Where the final tax outcome of these matters is different from the carrying amounts, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

Recovery of deferred tax assets

Deferred tax assets are recognised for deductible temporary differences only if the consolidated entity considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

	Consolidated	
	30-Jun-25	30-Jun-24
	$	$
3. INVESTMENT REVENUE		
Changes in Net Market Value - Unrealised	1,997,646	440,554
Changes in Net Market Value - Realised	1,016	-
Investment Trust Distribution	763,672	847,504
	2,762,334	**1,288,058**
4. INTEREST REVENUE		
Bank Interest	63,629	65,934
Term Deposit Interest	205,340	199,262
Interest on Long Term Loan	196,813	-
	465,782	**265,195**
5. OTHER REVENUE		
Consulting Revenue	768,972	742,247
Profit on Disposal	12,165	-
Sundry Revenue	29,245	834
	810,382	**743,081**
6. ACCOUNTING AND AUDIT FEES		
Audit Fees	28,898	19,269
Tax Consulting Fees	14,480	4,837
	43,378	**24,107**

BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	Consolidated	
	30-Jun-25 $	30-Jun-24 $
7. ADMINISTRATIVE EXPENSES		
Management Fees	79,688	76,900
Interest on Long Term Loan	-	85,067
Financial Planning Expenses	149,416	141,999
Depreciation	38,127	24,741
Other Administrative Expenses	73,878	98,835
Employee Expenses		
Employee Salaries	1,071,141	955,579
Payroll Tax	318,580	-
Employee Entitlements Expense	62,418	11,766
Fringe Benefit Tax	27,254	17,916
Workcover	3,782	2,867
Other Employee Costs	18,251	18,301
Total Employee Expenses	**1,501,426**	**1,006,429**
	1,842,535	**1,433,971**

	Consolidated	
8. WELFARE FUND OUTLAYS		
Member Funeral	705,000	771,000
Member Child Care	442	3,964
HSO Funding - CFMEU	208,295	402,124
HSO Funding - CEPU	416,590	201,057
Members Travel Insurance	574,750	680,258
Rehabilitation Costs	1,200,000	1,200,000
Counselling Services	191,563	144,000
Dental Claims	134,949	143,533
Ambulance NT	5,786	4,044
NT Support - CFMEU	100,992	97,484
Impairment Training - CFMEU	237,037	228,800
Natural Disaster Benefit	505,220	-
Total Consolidated Welfare Fund Outlays	**4,280,624**	**3,876,264**

8A-Before Consolidation and Elimination - BERT Welfare Fund Outlays, includes payment to BFS for providing Financial Planning

	BERT Welfare LTD	
BERT WELFARE LIMITED AND ITS CONSOLIDATED ENTITY Welfare Fund Outlays	4,280,624	3,876,264
BERT Welfare Fund outlay for Financial planning service eliminated in consolidation	994,560	960,000
Before Consolidation and Elimination -Total Welfare Fund Outlays	**5,275,184**	**4,836,264**

9. INCOME TAX EXPENSE		
Income tax reported in Profit or Loss		
Current tax	1,678,122	524,558
Deferred tax	(13,456)	779
Over/Under adjustment (prior year tax provision)	(183,107)	280,028
Over/Under adjustment (prior year deferred tax balance)	-	-
Income tax expense for year	**1,481,559**	**805,365**
Income tax expenses reported in Profit or Loss	**1,481,559**	**805,365**

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	Consolidated	
	30-Jun-25	30-Jun-24
	$	$
10. CURRENT ASSETS - CASH AND CASH EQUIVALENTS		
Cash at bank	1,692,585	2,772,259
Cash on deposit	3,000,000	2,000,000
	4,692,585	**4,772,259**
Reconciliation to cash and cash equivalents at the end of the financial year		
The above figures are reconciled to cash and cash equivalents at the end of the financial year as shown in the statement of cash flows as follows:		
Net profit for the year after income tax	8,411,595	3,807,066
Non-cash flows included in profit:		
Depreciation	38,127	24,741
Unrealised change in market value	(1,997,646)	(439,165)
Changes in operating assets and liabilities		
(Increase) / Decrease in Receivables	(7,935,581)	(3,773,097)
(Increase) / Decrease in Other Receivables	(5,170)	(9,381)
Increase / (Decrease) in Financial Assets	1,039,811	(1,390)
Increase / (Decrease) in Payables	(711,399)	4,198
(Increase) / Decrease in Deferred Tax Asset	(1,303)	5,464
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES	**(1,161,566)**	**(381,564)**
11. CURRENT ASSETS - TRADE AND OTHER RECEIVABLES		
Interest Receivable	22,556	18,212
Trade Receivables	826	-
Prepayments	-	476
GST Receivable	75,984	79,573
Distribution Receivable	12,153,295	7,776,692
	12,252,661	**7,874,953**
12. NON-CURRENT ASSETS - INVESTMENTS		
By Category		
Australian Equities	21,354,620	19,356,974
	21,354,620	**19,356,974**
By Manager		
Vanguard	48.2% 10,284,381	49.5% 9,576,389
BlackRock Investment Management (Australia) Limited	51.8% 11,070,239	50.5% 9,780,585
	100% 21,354,620	**100% 19,356,974**
13. LOAN RECEIVABLE		
Current	160,000	160,000
Non Current	3,226,760	3,398,500
Loan Receivable	**3,386,760**	**3,558,500**

Refer to note 25 for further information on loan receivable.

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	Consolidated 30-Jun-25 $	30-Jun-24 $
14. NON-CURRENT ASSETS - PLANT AND EQUIPMENT		
Fixture & Fittings at Cost	1,236	1,236
Less Accumulated Depreciation	(747)	(584)
	489	652
Motor Vehicle at Cost	126,078	96,649
Less Accumulated Depreciation	(38,559)	(61,088)
	87,519	35,561
Computer Equipment at Cost	11,714	10,032
Less Accumulated Depreciation	(4,172)	(4,704)
	7,542	5,328
	95,550	**41,541**

Reconciliations

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

Consolidated	Fixture & Fittings $	Motor Vehicles $	Computer Equipment $	Total $
Balance at 1 July 2024	652	35,561	5,328	41,541
Additions	-	102,438	6,866	109,304
Disposals	-	(16,471)	(697)	(17,168)
Depreciation expense	(163)	(34,009)	(3,956)	(38,127)
Balance at 30 June 2025	**489**	**87,519**	**7,542**	**95,550**

	Consolidated 30-Jun-25 $	30-Jun-24 $
15. NON-CURRENT ASSETS -DEFERRED TAX		
Deferred Tax Asset	**88,977**	**145,669**
16. CURRENT LIABILITIES - TRADE AND OTHER PAYABLES		
Accrued Audit Fees	17,911	15,137
Accrued Tax Services	10,500	5,500
Other Creditors	115,501	481,653
	143,912	**502,290**
17. CURRENT LIABILITIES - TAX		
Provision for Income Tax	**1,537,073**	**427,362**
18. CURRENT LIABILITIES - PROVISION FOR EMPLOYEE BENEFITS		
Annual Leave	183,943	136,009
Long Service Leave	66,964	57,661
	250,907	**193,670**
19. NON-CURRENT LIABILITIES -DEFERRED TAX		
Deferred Tax Asset	**6,767**	**5,464**
20. NON-CURRENT LIABILITIES - PROVISION FOR EMPLOYEE BENEFITS		
Long Service Leave	**15,581**	**10,401**

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	Consolidated	
	30-Jun-25	30-Jun-24
	$	$
21. EQUITY - RETAINED PROFITS		
Retained profits at the beginning of the financial year	5,659,653	1,886,551
Profit after income tax expense for the year	8,411,595	3,773,102
	14,071,248	5,659,653
22. EQUITY - WELFARE RESERVES		
Welfare Reserve	26,333,339	26,333,339

23. KEY MANAGEMENT PERSONNEL DISCLOSURES

Compensation
The aggregate compensation made to directors and other members of key management personnel of the consolidated entity is set out below:

Aggregate compensation	132,102	126,252

24. REMUNERATION OF AUDITORS

During the financial year the following fees were paid or payable for services provided by HLB Mann Judd (SE Qld Partnership), the auditor of the company, its network firms :

	Consolidated	
Compensation	30-Jun-25	30-Jun-24
	$	$
Audit services		
Audit or review of the financial statements performed by HLB Mann Judd (SE Qld Partnership)	22,000	15,000
	22,000	15,000
Other services		
Preparation of the tax return performed by HLB Mann Judd (SE Qld Partnership)	5,500	3,000
	5,500	3,000

25. RELATED PARTY TRANSACTIONS

Parent entity
BERT Welfare Limited is the parent entity.

Subsidiary
Interests in the subsidiary are set out in note 27.

Key management personnel
Disclosures relating to key management personnel are set out in note 23.

Transactions with related parties
The following transactions occurred with related parties:

B.E.R.T. Fund No 2, a Trust administered by BERT Fund Ltd, provided management, accounting and administrative services to the company at the cost of $79,668 (2024: $76,900).

Consulting services income received from BERT Fund No 2 was $768,972 (2024: $742,247).

A distribution of $12,087,138 (2024: $7,690,291) was received from B.E.R.T. Fund No 2.

A distribution of $66,157 (2024: $86,401) was received from B.E.R.T. Fund.

A Director is associated with CISC Pty Ltd.
The Trust provided a long term loan with balance $3,386,760 (2024: $3,558,500) with interest received $196,813 (2024: $85,067 paid)

The loan is provided under commercial terms and conditions.

All transactions with Related Parties were made on commercial terms and conditions.

There have been no other transactions between any Directors' or related parties of those Directors.

BERT WELFARE LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

26. PARENT ENTITY INFORMATION

Set out below is the supplementary information about the parent entity.

	Parent	
	30-Jun-25	30-Jun-24
Statement of profit or loss and other comprehensive income	$	$
Profit after income tax	**8,510,617**	**3,675,249**
Other Comprehensive Income	-	-
Total Comprehensive Income for the year	**8,510,617**	**3,675,249**
Statement of financial position		
Total current assets	16,807,522	13,284,459
Total non-current assets	25,136,417	23,571,776
Total assets	**41,943,939**	**36,856,235**
Total current liabilities	1,818,181	5,242,397
Total non-current liabilities	6,767	5,464
Total liabilities	**1,824,948**	**5,247,861**
Net Assets	**40,118,991**	**31,608,374**
Equity		
Welfare reserve	37,649,583	37,649,583
Retained profits / (Accumulated Losses)	2,469,408	(6,041,209)
Total equity	**40,118,991**	**31,608,374**

27. INTERESTS IN SUBSIDIARY

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiary in accordance with the accounting policy described in note 1:

		Ownership Interest	
Name	**Principal place of business / Country of incorporation**	**30-Jun-25**	**30-Jun-24**
		%	**%**
BERT FINANCIAL SERVICES PTY LTD	Australia	100%	100%

28. CONTINGENT LIABILITIES

The company had no contingent liabilities as at 30 June 2025 and 30 June 2024.

29. COMMITMENTS

The company had no commitments for expenditure as at 30 June 2025 and 30 June 2024.

30. EVENTS AFTER THE REPORTING PERIOD

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

BERT WELFARE LIMITED
CONSOLIDATED ENTITY DISCLOSURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2025

Entity name	Entity type	Place formed / Country of incorporation	Ownership interest %	Tax residency
BERT FINANCIAL SERVICES PTY LTD	Company	Australia	100%	Australia

BERT WELFARE LIMITED
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 30 JUNE 2025

In the directors' opinion:

- The attached financial statements and notes comply with the *Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, the Corporations Regulations 2001* and other mandatory professional reporting requirements;
- The attached financial statements and notes give a true and fair view of the consolidated entity's financial position as at 30 June 2025 and of its performance for the financial year ended on that date;
- There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable;
- The information disclosed in the attached consolidated entity disclosure statement is true and correct.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the *Corporations Act 2001*.

On behalf of the directors

ROSS DAVIDSON Director

Personal Information Signature

ROD McDONALD Director

Personal Information Signature

Signed at Brisbane this 14th day of October 2025.

HLB MANN JUDD

Independent Auditor's Report to the Members of BERT Welfare Limited

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of BERT Welfare Limited ("the Company") and its controlled entity ("the Group"), which comprises the consolidated statement of financial position as at 30 June 2025, 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 then ended, and notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

a) giving a true and fair view of the Group's financial position as at 30 June 2025 and of its financial performance for the year then ended; and

b) complying with Australian Accounting Standards – Simplified Disclosures and the *Corporations Regulations 2001*.

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 Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and 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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company.

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 directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2025 but does not include the financial report and our auditor's report thereon.

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

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.

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HLB MANN JUDD

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 the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the *Corporations Act 2001* and for such internal control as the directors 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 directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Group'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 Group 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.

HLB MANN JUDD

We communicate with the directors 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 also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

HLB Mann Judd (SE Qld Partnership)

Personal Information

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
14 October 2025



ANNUAL FINANCIAL REPORT

OF

BUILDING EMPLOYEES WELFARE TRUST

ABN 91 064 281 353

FOR THE YEAR ENDED 30 JUNE 2023

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BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
ASSETS			
Cash at Bank		3,369,974	2,636,289
Cash on Hand		10	10
Receivables - Contributions		101,741	105,266
Receivables - Others		4,617	371
GST Receivable		344	337
TOTAL ASSETS		**3,476,686**	**2,742,273**
LIABILITIES			
Creditors		55,879	28,011
BERT Training Fund Distribution	**3**	3,420,797	2,714,252
TOTAL LIABILITIES		**3,476,676**	**2,742,263**
NET ASSETS		**10**	**10**
REPRESENTED BY:			
EQUITY			
Settled Sum		10	10
Reserve	**4**	-	-
TOTAL EQUITY		**10**	**10**

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
REVENUE			
CONTRIBUTIONS			
Employer Contributions		6,468,794	5,433,179
Queens Wharf Collected by BEWT for ADSS		(74,624)	(63,607)
		6,394,170	**5,369,572**
OTHER REVENUE			
Bank Interest		71,742	1,828
Sundry Income		8,708	9,567
		80,450	**11,395**
TOTAL REVENUE		**6,474,620**	**5,380,967**
EXPENDITURE			
Management Fees		18,819	18,450
Compliance Costs		37,663	36,900
Administration		24,580	24,124
TOTAL EXPENDITURE		**81,062**	**79,474**
PROFIT / (LOSS) BEFORE TAX		**6,393,558**	**5,301,493**
Income Tax Benefit/(Expense)		-	-
PROFIT / (LOSS) AFTER TAX		**6,393,558**	**5,301,493**
BERT Training Fund Distribution	**3**	(6,393,558)	(5,301,493)
SURPLUS AFTER DISTRIBUTION		-	-

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	30-Jun-23 $	30-Jun-22 $
CASH FLOWS FROM OPERATING ACTIVITIES		
Employer contributions received	6,468,074	5,411,085
Payments to suppliers	(127,818)	(138,898)
Interest received	71,742	1,828
Other Income	8,700	9,736
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	**6,420,698**	**5,283,751**
CASH FLOWS FROM FINANCING ACTIVITIES		
Distribution to BERT Training Fund	(5,687,013)	(3,041,589)
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES	**(5,687,013)**	**(3,041,589)**
Net (decrease)/increase in cash held	733,685	2,242,162
Cash at beginning of the year	2,636,299	2,277,882
Cash at end of year	3,369,984	4,520,044
CASH PER BALANCE SHEET	**3,369,984**	**2,636,299**

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependant on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the Directors.

The financial report has been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the presentation of this report are stated below.

The financial statements are presented in Australian dollars and were approved by the Board on 10th October 2023.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Dividends and other distributions from investments are recognised when the right to receive the dividend or distribution has been established. Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument. Contributions from employers are recognised when the underlying contribution returns are processed.

1.2 Assets

Assets such as loans and receivables are carried at their recoverable amount.

1.3 Income Tax

Income tax is accounted for on a payable basis. Where no tax is payable in respect of a particular year, there is no tax expense in profit or loss for that year. Any tax payable is calculated at the applicable rate.

1.4 Provisions

Provisions are recognised when the trust has a legal 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 readily measured. Provisions recognised represent the best estimate of amounts required to settle the obligation at reporting date.

1.5 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 Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.
GST is lodged to the ATO on an Accrual basis.

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

1.6 Creditors

Creditors and other payables are recognised at the nominal transaction value without taking into account the time value of money.

2. NATURE OF FUND

Date Trust Established	22 December 2003
Type of Fund	Welfare Trust
Industry Covered	Building & Construction Industry in Queensland
Trustee Company	BEWT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Determined by Trust Deed

3. BERT TRAINING FUND DISTRIBUTION

The entire profit recorded by the BEWT Fund is distributed wholly and exclusively to Queensland Construction Training Fund trading as BERT Training Fund. The distribution is $6,393,558 (FY2022 $5,301,493).

4. RESERVE

	30-Jun-23 $	30-Jun-22 $
Beginning of year	-	-
Surplus for the year after income tax	6,393,558	5,301,493
BERT Training Fund Distribution	(6,393,558)	(5,301,493)
Net surplus / (deficit) for the year	-	-
End of year	-	-

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

5. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BEWT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

J Crittall
N Herron
J Ingham — A Stott - (Alternative for J Ingham)
R McDonald
G O'Halloran — R Kelso - (Alternative for G O'Halloran - Resigned 5 September 2023)
M Ravbar
J Shenfield
M Spry

BERT Fund No 2, a Trust administered by Trustee BERT Fund Ltd, provided management, accounting and administrative services to the Trust at the cost of $18,819 (2022: $18,450).

Certain Directors are associated with The Construction, Forestry, Mining and Energy Union and the Plumbers Union. These unions provided compliance and promotional services to the Trust at the cost of $37,663 (2022: $36,900).

These transactions were incurred under commercial terms and conditions.

There have been no other transactions between any of the Directors of the trustee, or related parties of those Directors and the Trust.

6. DIRECTORS REMUNERATION

The Trust paid no fees to the Directors of the Trustee nor incurred any expense in relation to the Directors.

BUILDING EMPLOYEES WELFARE TRUST
TRUSTEE DECLARATION
FOR THE YEAR ENDED 30 JUNE 2023

The Directors of the trustee company declare that the trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 the financial statements.

The directors of the trustee company declare that:

1. The financial statements and notes, as set out on pages 3 to 8, present fairly the trust's financial position as at 30 June 2023 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors of the Trustee company.

JOHN CRAWFORD ..... Director

Personal Information ..... Signature

ROD McDONALD ..... Director

Personal Information ..... Signature

Signed at Brisbane, this 10th day of October 2023.

PKF Brisbane Audit
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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TO THE MEMBERS OF BUILDING EMPLOYEES WELFARE TRUST

Report on the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of the Building Employees Welfare Trust 30 June 2023 (the trust), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Trustee's declaration. The financial report has been prepared by the Trustee based on the requirements of the Trust Deed.

In our opinion, the financial report presents fairly, in all material respects, the financial position of the Building Employees Welfare Trust as of 30 June 2023 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Trustee's financial reporting responsibilities under the trust deed. As a result, the financial report may not be suitable for another purpose.

PKF Brisbane Pty Ltd is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

PKF

Trustee's Responsibilities for the Financial Report

The Trustee is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, and for such internal control as the Trustee determines 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 Trustee is responsible for assessing the trust'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 Trustee either intends to liquidate the trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.aspx. This description forms part of our auditor's report.

PKF

PKF BRISBANE AUDIT

Personal Information

CAMERON BRADLEY
PARTNER

10 OCTOBER 2023
BRISBANE



SUPPORTING THE INDUSTRY

ANNUAL FINANCIAL REPORT

OF

BUILDING EMPLOYEES WELFARE TRUST

ABN 91 064 281 353

FOR THE YEAR ENDED 30 JUNE 2024

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BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
ASSETS			
Cash at Bank		2,750,907	1,865,376
Cash on Hand		10	10
Employer Contributions Receivable		95,995	101,741
Receivables - Others		18,556	4,617
GST Receivable		349	344
Financial Assets		1,999,845	1,504,598
TOTAL ASSETS		**4,865,662**	**3,476,686**
LIABILITIES			
Trade and Other Payables		17,137	55,879
BERT Training Fund Distribution Payable		4,848,515	3,420,797
TOTAL LIABILITIES		**4,865,652**	**3,476,676**
NET ASSETS		**10**	**10**
REPRESENTED BY:			
EQUITY			
Settled Sum		10	10
Reserve	4	-	-
TOTAL EQUITY		**10**	**10**

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
REVENUE			
CONTRIBUTIONS			
Employer Contributions		8,878,765	6,468,794
Queens Wharf Collected by BEWT for ADSS		(62,726)	(74,624)
		8,816,039	**6,394,170**
OTHER REVENUE			
Bank Interest		158,667	71,742
Sundry Income		4,300	8,708
		162,967	**80,450**
		8,979,006	**6,474,620**
EXPENDITURE			
Management Fees		19,082	18,819
Compliance Costs		38,352	37,663
Administration		15,122	24,580
TOTAL EXPENDITURE		**72,556**	**81,062**
Surplus before Income Tax Expense		**8,906,450**	**6,393,558**
Income Tax Expense		-	-
Surplus after Income Tax Expense		**8,906,450**	**6,393,558**
Other comprehensive income		-	-
Total comprehensive income for the year		**8,906,450**	**6,393,558**
BERT Training Fund Distribution	**3**	(8,906,450)	(6,393,558)
Surplus after distribution		-	-

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024

	Reserve $	Retained Earnings $	Total $
Balance at 1 July 2022	-	-	-
Suplus for the year	-	6,393,558	6,393,558
	-	6,393,558	6,393,558
Transfer to/(from) Reserve	6,393,558	(6,393,558)	-
	6,393,558	-	6,393,558
BERT Training Fund Distribution	(6,393,558)	-	(6,393,558)
Balance at 30 June 2023	-	-	-
Balance at 1 July 2023	-	-	-
Surplus for the year		8,906,450	8,906,450
	-	8,906,450	8,906,450
Transfer to/(from) Reserve	8,906,450	(8,906,450)	-
	8,906,450	-	8,906,450
BERT Training Fund Distribution	(8,906,450)	-	(8,906,450)
Balance at 30 June 2024	-	-	-

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	30-Jun-24 $	30-Jun-23 $
CASH FLOWS FROM OPERATING ACTIVITIES		
Employer contributions received	8,807,845	6,468,074
Payments to suppliers	(111,995)	(127,818)
Interest received	159,360	71,742
Other Income	4,300	8,700
NET CASH PROVIDED BY OPERATING ACTIVITIES	**8,859,510**	**6,420,698**
CASH FLOWS FROM FINANCING ACTIVITIES		
Distribution to related entities	(7,478,732)	(5,687,013)
CASH USED IN FINANCING ACTIVITIES	**(7,478,732)**	**(5,687,013)**
CASH FLOWS FROM INVESTING ACTIVITIES		
Changes in cash investments	(495,247)	(1,005,249)
CASH USED IN INVESTING ACTIVITIES	**(495,247)**	**(1,005,249)**
Net increase /(decrease) in cash held	885,531	(271,564)
Cash at beginning of the year	1,865,386	2,136,950
Cash at end of year	2,750,917	1,865,386
CASH PER STATEMENT OF FINANCIAL POSITION	**2,750,917**	**1,865,386**

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependant on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the Directors.

The financial report has been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the presentation of this report are stated below.

The financial statements are presented in Australian dollars and were approved by the Board on 8th October 2024.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Dividends and other distributions from investments are recognised when the right to receive the dividend or distribution has been established. Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument. Contributions from employers are recognised when the underlying contribution returns are processed.

1.2 Assets

Assets such as loans and receivables are carried at their recoverable amount.

1.3 Income Tax

Income tax is accounted for on a payable basis. Where no tax is payable in respect of a particular year, there is no tax expense in profit or loss for that year. Any tax payable is calculated at the applicable rate.

1.4 Provisions

Provisions are recognised when the trust has a legal 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 readily measured. Provisions recognised represent the best estimate of amounts required to settle the obligation at reporting date.

1.5 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 Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

GST is lodged to the ATO on an Accrual basis.

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES (continued)

1.6 Creditors

Creditors and other payables are recognised at the nominal transaction value without taking into account the time value of money.

2. NATURE OF FUND

Date Trust Established	22 December 2003
Type of Fund	Welfare Trust
Industry Covered	Building & Construction Industry in Queensland
Trustee Company	BEWT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Determined by Trust Deed

3. BERT TRAINING FUND DISTRIBUTION

The entire profit recorded by the BEWT Fund is distributed wholly and exclusively to Queensland Construction Training Fund trading as BERT Training Fund. The distribution is $8,906,451 (FY2023 $6,393,558).

	30-Jun-24 $	30-Jun-23 $
4. RESERVE		
Beginning of year	-	-
Surplus for the year	8,906,450	6,393,558
BERT Training Fund Distribution	(8,906,450)	(6,393,558)
Net surplus for the year	-	-
End of year	-	-

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

5. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BEWT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

J Crittall	
R Davidson	Appointed 12 September 2024
P Dunbar	Appointed 12 September 2024
N Herron	
J Ingham	Removed 12 September 2024
	A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024
R McDonald	
G O'Halloran	R Kelso - (Alternative for G O'Halloran) - Resigned 6 September 2023
	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
H Patel	Appointed 12 September 2024
	A Stott - (Alternative for H Patel) - Appointed 12 September 2024
M Ravbar	Removed 12 September 2024
	R Davidson (Alternative for M Ravbar) - Appointed 3 June 2024 -Resigned 5 June 2024
J Shenfield	Removed 12 September 2024
M Spry	

BERT Fund No 2, a Trust administered by Trustee BERT Fund Ltd, provided management, accounting and administrative services to the Trust at the cost of $19,082 (2023: $18,819).

Certain Directors are associated with The Construction, Forestry, Mining and Energy Union and the Plumbers Union. These unions provided compliance and promotional services to the Trust at the cost of $38,352 (2023: $37,663).

These transactions were incurred under commercial terms and conditions.

There have been no other transactions between any of the Directors of the trustee, or related parties of those Directors and the Trust.

6. DIRECTORS REMUNERATION

The Trust paid no fees to the Directors of the Trustee nor incurred any expense in relation to the Directors.

BUILDING EMPLOYEES WELFARE TRUST
TRUSTEE DECLARATION
FOR THE YEAR ENDED 30 JUNE 2024

The Directors of the trustee company declare that the trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 the financial statements.

The directors of the trustee company declare that:

1. The financial statements and notes, as set out on pages 4 to 10, present fairly the trust's financial position as at 30 June 2024 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors of the Trustee company.

JOHN CRITTALL ..... Director

Personal Information ..... Signature

ROD MCGIANE ..... Director

Personal Information ..... Signature

Signed at Brisbane, this 8th day of October 2024.

HLB MANN JUDD
ADVISORY AND ACCOUNTING

Independent Auditor's Report to the Members of Building Employees Welfare Trust

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of the Building Employees Welfare Trust ("the Trust") which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Trustee's declaration.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Trust as at 30 June 2024, and its financial performance and its cash flow for the year then ended in accordance with the accounting policies described in Note 1 of the financial statements.

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 Trust in accordance with the auditor independence 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.

Emphasis of Matter – Basis of Accounting and Restriction on Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Trust meet the requirements of the trust deed. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Trust and its members and should not be used by parties other than the Trust and its members. Our opinion is not modified in respect of this matter.

Responsibilities of the Trustee for the Financial Report

The trustee is responsible for the preparation and fair presentation of the special purpose financial report in accordance with the accounting policies described in Note 1 of the financial statements and for such internal control as the trustee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial report, the trustee is responsible for assessing the Trust'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 trustee either intends to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

The directors of the trustee are responsible for overseeing the Trust's financial reporting process.

HLB MANN JUDD
ADVISORY AND ACCOUNTING

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Trust'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 Trust 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.

We communicate with the directors of the trustee 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.

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
8 October 2024

SUPPORTING THE INDUSTRY

ANNUAL FINANCIAL REPORT

OF

BUILDING EMPLOYEES WELFARE TRUST

ABN 91 064 281 353

FOR THE YEAR ENDED 30 JUNE 2025

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BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
REVENUE			
Employer Contributions		11,948,459	8,878,765
Interest	3	247,996	158,667
Other Revenue		1,914	4,300
TOTAL REVENUE		**12,198,369**	**9,041,732**
EXPENDITURE			
Accounting and Audit Fees	4	13,379	8,862
Administrative Expenses	5	98,798	126,420
TOTAL EXPENDITURE		**112,177**	**135,282**
SURPLUS BEFORE INCOME TAX EXPENSE		**12,086,193**	**8,906,450**
Income Tax Expense	1	-	-
SURPLUS AFTER INCOME TAX EXPENSE FOR THE YEAR		**12,086,193**	**8,906,450**
Other comprehensive income , net of tax		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		**12,086,193**	**8,906,450**

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
CURRENT ASSETS			
Cash and Cash Equivalents	6	6,258,526	2,750,917
Trade and Other Receivables	7	156,755	114,900
Financial Assets	8	-	1,999,845
TOTAL CURRENT ASSETS		**6,415,281**	**4,865,662**
NON-CURRENT ASSETS		-	-
TOTAL NON-CURRENT ASSETS		-	-
TOTAL ASSETS		**6,415,281**	**4,865,662**
CURRENT LIABILITIES			
Trade and Other Payables	9	28,656	17,137
BERT Training Fund Distribution Payable		6,386,616	4,848,515
TOTAL CURRENT LIABILITIES		**6,415,272**	**4,865,652**
NON-CURRENT LIABILITIES		-	-
TOTAL NON-CURRENT LIABILITIES		-	-
TOTAL LIABILITIES		**6,415,272**	**4,865,652**
NET ASSETS		**10**	**10**
EQUITY			
Settled Sum		10	10
Retained Surplus	11	-	-
TOTAL EQUITY		**10**	**10**

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Settled Sum	Retained Surplus $	Total $
Balance at 1 July 2023	10	-	10
Surplus after income tax expense for the year	-	8,906,450	8,906,450
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	8,906,450	8,906,450
Distribution to BERT Training Fund	-	(8,906,450)	(8,906,450)
Balance at 30 June 2024	10	-	10
Balance at 1 July 2024	10	-	10
Surplus after income tax expense for the year	-	12,086,193	12,086,193
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	12,086,193	12,086,193
Distribution to BERT Training Fund	-	(12,086,193)	(12,086,193)
Balance at 30 June 2025	10	-	10

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	30-Jun-25 $	30-Jun-24 $
CASH FLOWS FROM OPERATING ACTIVITIES		
Employer contributions received	11,873,707	8,807,845
Payments to suppliers	(67,712)	(111,995)
Interest received	247,489	159,360
Other Income	2,372	4,300
NET CASH FROM OPERATING ACTIVITIES	**12,055,856**	**8,859,510**
CASH FLOWS FROM FINANCING ACTIVITIES		
Distribution to related entities	(10,548,092)	(7,478,732)
CASH USED IN FINANCING ACTIVITIES	**(10,548,092)**	**(7,478,732)**
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from maturity/(payment of) of long-term deposits	1,999,845	(495,247)
CASH FROM/(USED IN) INVESTING ACTIVITIES	**1,999,845**	**(495,247)**
Net increase in Cash and Cash Equivalents held	3,507,609	885,531
Cash and Cash Equivalents at beginning of the financial year	2,750,917	1,865,386
CASH AND CASH EQUIVALENTS AT END OF YEAR	6,258,526	2,750,917

The accompanying notes form part of these financial statements.

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1. SUMMARY OF MATERIAL ACCOUNTING POLICIES

Reporting Basis and Conventions

The Directors of the Trustee company have prepared the financial statements of the Trust on the basis that the Trust is a non-reporting entity because there are no users dependant on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to satisfy the requirements of the trust deed to prepare a financial report and to meet the needs of, and for use by, the Directors.

The financial report has been prepared in accordance with the material accounting policies disclosed below, which the directors have determined are appropriate to meet the requirements of the trust deed and the needs of Directors. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the presentation of this report are stated below.

The financial statements are presented in Australian dollars and were approved by the Board on 14th October 2025.

Accounting Policies

1.1 Revenue and Other Income

All revenues are measured at the value of the consideration received and, where applicable, are stated net of the amount of goods and services tax (GST). Interest revenue is recognised using the effective interest rate method, being the rate inherent in the instrument. Contributions from employers are recognised when the underlying contribution returns are processed.

1.2 Assets

Assets such as loans and receivables are carried at their recoverable amount .

1.3 Income tax

The charge for current income tax expense is based on the surplus for the year, adjusted for changes to prior years and for any non-assessable or disallowed items using the current tax rates.

1.4 Goods and Services Tax (GST)

GST is lodged to the ATO on an Accrual basis.

1.5 Comparative Figures

Comparative figures are adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy. When the entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

2. NATURE OF FUND

Date Trust Established	22 December 2003
Type of Fund	Welfare Trust
Industry Covered	Building & Construction Industry in Queensland
Trustee Company	BEWT Fund Ltd
Employer Contributions	Determined by Trust Deed
Member Contributions	Determined by Trust Deed

	30-Jun-25 $	30-Jun-24 $
3. INTEREST REVENUE		
Bank Interest	153,483	71,242
Term Deposit Interest	94,513	87,425
	247,996	**158,667**
4. ACCOUNTING AND AUDIT FEES		
Audit Fees	7,854	7,863
Tax Consulting Fees	5,525	999
	13,379	**8,862**

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	30-Jun-25 $	30-Jun-24 $
5. ADMINISTRATIVE EXPENSES		
Management Fees	19,769	19,082
Compliance Costs	39,578	38,352
Queens Wharf Collected by BEWT for ADSS	32,896	62,726
Administrative Expenses	6,554	6,260
Total Administrative Expenses	**98,798**	**126,420**
6. CURRENT - CASH AND CASH EQUIVALENTS		
Cash at Bank	3,258,516	2,750,907
Cash on Hand	10	10
Cash on Deposit (Matures less than 90 days)	3,000,000	-
	6,258,526	**2,750,917**
7 – CURRENT ASSETS -TRADE AND OTHER RECEIVABLES		
Contributions Receivable	126,526	95,995
Accrued Interest Receivable	29,868	18,556
GST Receivable	361	349
	156,755	**114,900**
8 – CURRENT ASSETS - FINANCIAL ASSETS		
IFM Cash Investment	-	499,845
Cash on Deposit (Matures more than 90 days)	-	1,500,000
	-	**1,999,845**
9 – CURRENT LIABILITIES - TRADE AND OTHER PAYABLES		
Trade Payables	4,485	**6,763**
Audit Fees	6,001	6,298
Tax Consulting Fees	4,150	3,025
Prepaid Contributions Revenue	14,021	1,052
	28,656	**17,137**

10. BERT TRAINING FUND DISTRIBUTION

The entire profit recorded by the BEWT Fund is distributed wholly and exclusively to Queensland Construction Training Fund trading as BERT Training Fund. The distribution is $12,086,193 (FY2024 $8,906,451).

11. RETAINED SURPLUS		
Balance at 1 July 2024	-	-
Surplus for the year	12,086,193	**8,906,450**
BERT Training Fund Distribution	(12,086,193)	**(8,906,450)**
Balance at 30 June 2025	-	-

BUILDING EMPLOYEES WELFARE TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

12. RELATED PARTIES DISCLOSURE

The Trustee of the Trust is BEWT Fund Ltd. The Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

N Herron	
R McDonald	
M Spry	
G O'Halloran	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
R Davidson	Appointed 12 September 2024
P Dunbar	Appointed 12 September 2024
H Patel	Appointed 12 September 2024 - A Stott - (Alternative for H Patel) - Appointed 12 September 2024
D Brockhurst	Appointed 25 February 2025
J Ingham	Removed 12 September 2024 - A Stott - (Alternative for J Ingham) - Appointed 1 July 2024 -Resigned 12 September 2024
M Ravbar	Removed 12 September 2024
J Shenfield	Removed 12 September 2024
J Crittall	Resigned 24 February 2025

BERT Fund No 2, a Trust administered by Trustee BERT Fund Ltd, provided management, accounting and administrative services to the Trust at the cost of $19,769 (2024: $19,082).

Certain Directors are associated with The Construction, Forestry, Mining and Energy Union and the Plumbers Union. These unions provided compliance and promotional services to the Trust at the cost of $39,578.32 (2024: $38,352).

These transactions were incurred under commercial terms and conditions.

There have been no other transactions between any of the Directors of the trustee, or related parties of those Directors and the Trust.

13. DIRECTORS REMUNERATION

The Trust paid no fees to the Directors of the Trustee nor incurred any expense in relation to the Directors.

BUILDING EMPLOYEES WELFARE TRUST
TRUSTEE DECLARATION
FOR THE YEAR ENDED 30 JUNE 2025

The Directors of the trustee company declare that the trust is not a reporting entity and resolve that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 the financial statements.

The directors of the trustee company declare that:

1. The financial statements and notes, as set out on pages 1 to 7, present fairly the trust's financial position as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the Trust Deed; and

2. In the Directors' opinion there are reasonable grounds to believe that the trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors of the Trustee company.

Ross Davidson ..... Director

Personal Information ..... Signature

Rod McDonald ..... Director

Personal Information ..... Signature

Signed at Brisbane, this 16th day of October 2025.

HLB MANN JUDD

Independent Auditor's Report to the Members of Building Employees Welfare Trust

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of the Building Employees Welfare Trust ("the Trust") which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Trustee's declaration.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Trust as at 30 June 2025, and its financial performance and its cash flow for the year then ended in accordance with the accounting policies described in Note 1 of the financial statements.

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 Trust in accordance with the auditor independence 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.

Emphasis of Matter – Basis of Accounting and Restriction on Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Trust meet the requirements of the trust deed. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Trust and its members and should not be used by parties other than the Trust and its members. Our opinion is not modified in respect of this matter.

Responsibilities of the Trustee for the Financial Report

The trustee is responsible for the preparation and fair presentation of the special purpose financial report in accordance with the accounting policies described in Note 1 of the financial statements and for such internal control as the trustee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial report, the trustee is responsible for assessing the Trust'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 trustee either intends to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

The directors of the trustee are responsible for overseeing the Trust's financial reporting process.

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HLB Mann Judd (SE QLD Partnership) is a member of HLB International, the global advisory and accounting network.

HLB MANN JUDD

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness 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 Trust'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 Trust 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.

We communicate with the directors of the trustee 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.

HLB Mann Judd (SE Qld Partnership)

Personal Information

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
14 October 2025

CFMEU
QLD/NT

CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

ABN 24 502 631 846

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

COMMITTEE OF MANAGEMENT OPERATING REPORT

FOR THE YEAR ENDED 31 MARCH 2023

Operating Report

In accordance with section 254 of the *Fair Work (Registered Organisations) Act 2009* the Committee of Management ("the Committee") presents its Operating Report on the Construction, Forestry, Maritime, Mining & Energy Union Construction & General Division Queensland Northern Territory Divisional Branch ("Union"), for the year ended 31 March 2023.

Principal Activities

The principal activities of the Union, fall into the following categories:

- Implementation of the decisions of the Divisional Branch Executive, Divisional Branch Management Committee and resolutions of the State Delegates' convention.
- The development and implementation of the Union policy through effective communications with members at the workplace.
- The administration of State awards, the variation of awards following major test cases (ie State wage case) and making other variations to awards for other industrial matters.
- Industrial support including representation of members grievances and/or advice at their workplaces and/or through the various industrial tribunals (ie Industrial Relations Commission, Workers Compensation etc).
- Ongoing communication to members and the broader community through meetings, rallies, media releases, journals and flyers.

The results of those activities were ongoing in providing effective leadership to officers, organisers, delegates and membership in the development, advancement and delivery of policy through a delegation of responsibilities and effective communication strategies in the areas of organising, policy/administration, and Industrial Relations/ Training/ Workcover. There were no significant changes to the nature of those activities during the period.

Operating Results

The operating surplus for the financial year amounted to $1,087,445 (31 March 2022: $61,384 surplus)

Significant Changes in Financial Affairs

There was no significant change in the financial affairs of the Union during the year.

Events subsequent to reporting date

There were no events that occurred after 31 March 2023, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

Future Developments

Likely developments in the operations of the Union and the expected results of those operations in future financial years have not been included in this report as such information is likely to result in unreasonable prejudice to the Union.

Environmental Issues

The Union's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Members Right to Resign

Members have the right to resign from the Union in accordance with section 174 of the *Fair Work (Registered Organisations) Act 2009*.

Officers or Members who are Superannuation Fund Trustees/ Director of a Company that is a Superannuation Fund Trustee

Those who hold a position of trustee or director of an entity, scheme or company as described in s.254 (2) (d) of the *Fair Work (Registered Organisations) Act 2009*, where a criterion of such entity is that the holder of such position must be a member or official of a registered organisation are as follows:

Jacqui Collie	– Member of the Union - Director of BUSSQ
Michael Ravbar	– Secretary and Member of the Union - Director of BUSSQ
Emma Eaves	– Member of the Union - Director of BUSSQ

Number of Members

The number of members at the end of the financial period recorded in the register of members and taken to be members of the Union was 15,937 (2022: 14,602).

Number of Employees

The number of full-time equivalent employees of the Union at the end of the financial year was 10 (2022: 9).

Members of the Committee of Management

The name of each person who has been a member of the committee of management of the Union at any time during the reporting period, and the period for which he or she held such a position is as follows:

Name	Period of appointment
Michael Ravbar	Whole period
Royce Kupsch	Whole period
Steve Gaske	Whole period
Dallas Ezzy	Whole period
Ian McKewin	Whole period
Jade Ingham	Whole period
Keith Murphy	Whole period
Peter Close	Whole period
Mark Read	Whole period
Steve Amies	Whole period
Kane Lowth	Whole period

COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Indemnifying Officers or Auditors

The Union has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor:

- indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- paid or agreed to pay a premium in respect of a contract insuring against liability for the costs or expenses to defend legal proceedings.

Wages Recovery Activity

The Union has not undertaken any recovery of wages activity for the financial years ended 31 March 2023 and 31 March 2022.

Disclosure Statements - Remuneration and Non-Cash Benefits of Highest Paid Officers

The five highest paid officers of the Union for the disclosure period ended 31 March 2023 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefits received by them are set out in Note 13 of the financial statements.

This report is made in accordance with a resolution of the Committee of Management and is signed for and on behalf of the Committee of Management by:

[redacted]

...
Michael John Ravbar
Divisional Branch Secretary

30 May 2023

Brisbane

CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

COMMITTEE OF MANAGEMENT STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

On 30 May 2023, the Committee of Management of the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2023.

The Committee of Management declares in relation to the GPFR 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 Union for the financial year to which they relate;

(d) there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and

(e) during the financial year to which the GPFR relates and since the end of that year:

i. meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and

ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and

iii. the financial records of the Union 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 to each of the other reporting units of the organisation; and

v. where information has been sought in any request of a member of the reporting unit or General Manager duly made under section 272 of the RO Act, that information has been provided to the member or General Manager; and

vi. where any order for inspection of the financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the Committee of Management.

Name of Designated Officer: **Michael John Ravbar**

Title of Designated Officer: Divisional Branch Secretary

Signature: ...[redacted]

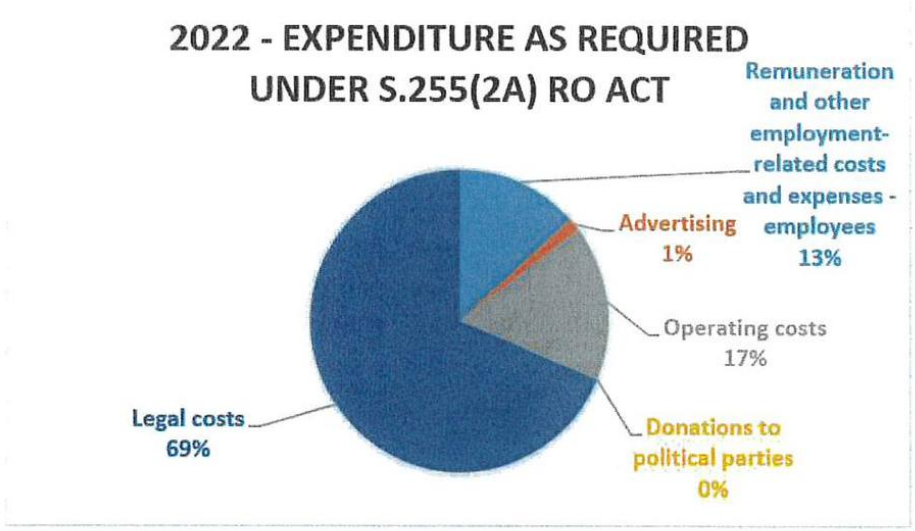
Date: 30 May 2023

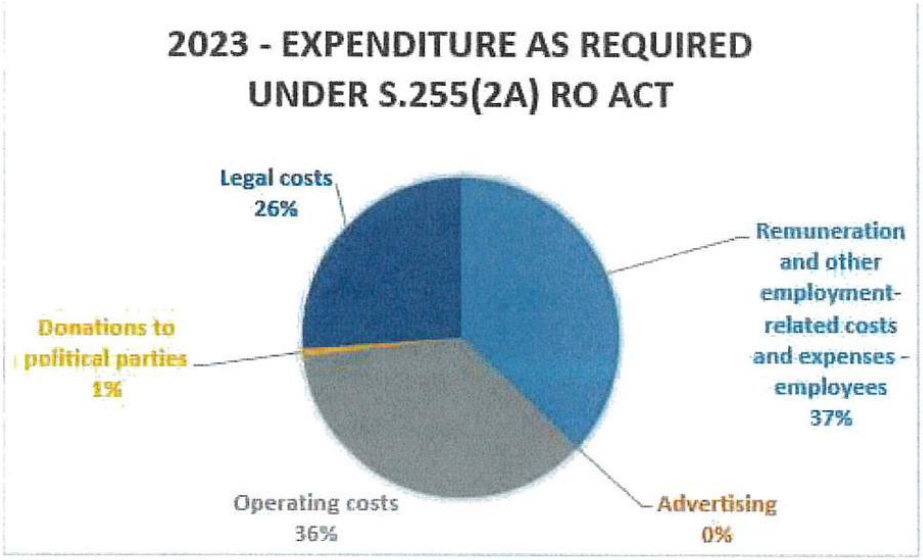
CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

REPORT REQUIRED UNDER SUBSECTION 255(2A)

FOR THE YEAR ENDED 31 MARCH 2023

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 March 2022 and 31 March 2023.





Name of Designated Officer: **Michael John Ravbar**

Title of Designated Officer: Divisional Branch Secretary

Signature: [redacted]

Date: 30 May 2023

CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	31 March 2023 $	31 March 2022 $
Revenue from contracts with customers			
Membership subscription		141,425	153,939
Capitation fees		-	-
Levies	3A	14,713	17,040
Interest	3B	12,915	306
Other revenue	3E	2,318,720	2,386,275
Total revenue from contracts with customers		2,487,773	2,557,560
Income for furthering objectives			
Grants and/or donations	3C	4,466,615	4,916,169
Total income for furthering objectives		4,466,615	4,916,169
Other Income			
Net gains from sale of assets	3D	131,653	86,017
Change in fair value of financial assets		-	289,933
Total other income		131,653	375,950
Total income		7,086,041	7,849,679
Expenses			
Employee expenses	4A	600,723	442,272
Capitation fees	4B	-	-
Affiliation fees	4C	1,657	900
Administration expenses	4D	1,785	8,371
Grants or donations	4E	10,293	-
Depreciation and amortisation	4F	419,292	396,090
Finance costs	4G	8,843	29,977
Legal costs	4H	424,611	2,285,364
Audit fees	4I	13,800	13,200
Apprentice Schemes		3,568,248	3,835,519
Change in fair value of financial assets		62,146	-
Other expenses	4J	887,198	776,602
Total expenses		5,998,596	7,788,295
Surplus (deficit) for the year		1,087,445	61,384
Other comprehensive income		-	-
Total comprehensive income for the year		1,087,445	61,384

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

CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2023

	Notes	31 March 2023 $	31 March 2022 $
ASSETS			
Current Assets			
Cash and cash equivalents	5A	1,045,857	3,884,199
Trade and other receivables	5B	71,462	989,751
Other current assets	5C	-	-
Financial assets	5D	5,885,478	-
Total current assets		7,002,797	4,873,950
Non-Current Assets			
Trade and other receivables	5B	-	1,500,000
Property, plant and equipment	5E	1,701,553	1,413,723
Total non-current assets		1,701,553	2,913,723
Total assets		8,704,350	7,787,673
LIABILITIES			
Current Liabilities			
Trade and other payables	6A	777,135	1,913,120
Employee provisions	6B	763,297	701,562
Revenue in Advance	6C	3,085,354	2,226,488
Total current liabilities		4,625,786	4,841,170
Non-Current Liabilities			
Employee provisions	6B	225,067	180,451
Total non-current liabilities		225,067	180,451
Total liabilities		4,850,853	5,021,621
Net assets		3,853,497	2,766,052
EQUITY			
Retained earnings		3,853,497	2,766,052
Total equity		3,853,497	2,766,052

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

CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2023

		Retained Earnings		Financial Asset Revaluation Reserve	Total
		General Fund	Compulsory Levy Defence Fund		
	Notes	$	$	$	$
Balance as at 1 April 2021		**2,491,950**	**212,718**	**-**	**2,704,668**
Surplus (deficit) for the year		48,254	13,130	-	61,384
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2022		**2,540,204**	**225,848**	**-**	**2,766,052**
Surplus (deficit) for the year		1,076,096	11,349	-	1,087,445
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2023		**3,616,300**	**237,197**	**-**	**3,853,497**

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

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CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	31 March 2023 $	31 March 2022 $
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units	7B	980,922	750,749
Receipts from members and other customers		171,752	188,077
Grant receipts		5,856,453	5,630,128
Interest		6,934	3,360
Other		1,653,701	1,588,352
Cash used			
Employees and suppliers		(6,895,374)	(5,078,898)
Short term lease payments		-	-
Finance cost		(8,843)	(29,977)
Payment to other reporting units	7B	(3,931,073)	(414,503)
Net cash from (used by) operating activities	7A	(2,165,528)	2,637,288
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of property, plant and equipment		486,719	235,183
Cash used			
Purchase of plant and equipment		(1,159,533)	(374,458)
Purchase of financial assets		-	-
Net cash from (used by) investing activities		(672,814)	(139,275)
FINANCING ACTIVITIES			
Net cash received from/(paid to) CFMEUQ	7B	-	-
Net increase (decrease) in cash held		(2,838,342)	2,498,013
Cash & cash equivalents at the beginning of the reporting period.		3,884,199	1,386,186
Cash & cash equivalents at the end of the reporting period	5A	1,045,857	3,884,199

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

CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

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Note 5	Assets
Note 6	Liabilities
Note 7	Cash flow
Note 8	Related party disclosures
Note 9	Contingent liabilities, assets and commitments
Note 10	Remuneration of auditors
Note 11	Financial instruments
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Note 13	Disclosure of Officers' remuneration and non-cash benefits
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NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisation) Act 2009*. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards as issued by IASB except for the requirements applicable to not-for-profit entity. For the purpose of preparing the general purpose financial statements, the Construction, Forestry, Maritime, Mining & Energy Union Construction and General Division Queensland Northern Territory Divisional Branch ('Union') is a not-for-profit entity. The Union has applied the Tier 1 reporting requirements as per the Australian Accounting Standard AASB 1053 *Application of Tiers of Australian Accounting Standards.*

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.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Key estimates and judgements

Impairment of property, plant and equipment
The Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions. No impairment has been recognised in respect of the current year.

Provisions
As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.3 Significant accounting judgements and estimates (continued)

Key estimates and judgements (continued)

Receivables
The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Useful lives of property, plant and equipment
Property, plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the assets are acquired or when there is a significant change that affects the remaining useful life of the asset.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

The accounting policies adopted are consistent with those of the previous financial year.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue

The Union enters into various arrangements where it receives consideration from another party. These arrangement include consideration in the form of membership subscriptions, levies, sponsorships and interest.

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

Revenue from contracts with customers

Where the Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or service to the customer. The Union accounts for an arrangement as a contract with a customer if the following criteria are met:

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

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

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

If there is more than one distinct good or service promised in the membership subscription, the Union allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Union charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good or as the service transfers to the customer (for example, member services or training course), the Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

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

When a member subsequently purchases additional goods or services from the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue (continued)

Capitation fees

Where the Union's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers service to the member.

In circumstances where the criteria for a contract with a customer are not met, the Union will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the relevant services to the member. In circumstances where the criteria for a contract with a customer are not met, the Union will recognise levies as income upon receipt.

Income of the Union as a Not-for-Profit Entity

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

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

The Union receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

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

Gains from sale of assets

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

Interest income

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Union in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Union recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.7 Leases

The Union assesses whether a contract is or contains a lease, at inception of a contract. The Union recognises a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the Union recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Reporting Entity uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise fixed lease payments, less any lease incentives.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

1.8 Borrowing costs

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

1.9 Cash and cash equivalents

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

1.10 Provisions

Provisions are recognised when the Union has 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.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.11 Financial instruments

Initial recognition and measurement

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

1.12 Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration in exchange for goods or services that have transferred to the customer when that right is conditional on the Union's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (**OCI**), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (**SPPI**) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in three categories as:

- Financial assets at amortised cost
- Financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income

Financial assets at amortised cost

The Union measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

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

The Union's financial assets at amortised cost includes trade receivables, receivables from other reporting units and term deposits.

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Union has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
    a) the Union has transferred substantially all the risks and rewards of the asset, or
    b) the Union has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Union has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Union continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Offsetting

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

Impairment

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (**ECLs**) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

(ii) Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.13 Financial Liabilities

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Union's financial liabilities include trade and other payables.

Subsequent measurement

Financial liabilities at amortised cost

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

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

Derecognition

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

1.14 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Union transfer the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union performs under the contract (i.e. transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Union's refund liabilities arise from customers' right of return. The liabilities is measured at the amount the Union's ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.15 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.16 Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment of losses. Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation except motor vehicles which are depreciated on a diminishing value basis. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	31 March 2023	31 March 2022
Plant and equipment	10-33%	10-33%
Motor Vehicles	25%	25%

Derecognition

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

1.17 Impairment

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Union were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.18 Income Tax and GST

The Union is exempt from income tax under section 50.1 of *the Income Tax Assessment Act 1997* however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

1.19 Fair value measurement

The Union measures financial instruments, such as, financial assets at fair value through the profit and loss, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 12.

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 the Union. 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.

The Union 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.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.19 Fair value measurement (Continued)

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, the Union determines whether transfers have occurred between Levels in the hierarchy by re-assessing 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.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

1.20 Going concern

The Union is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

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

1.21 Acquisition of Assets and Liabilities

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

1.22 Recovery of Wages

The Union has not undertaken any recovery of wages activities during the year or the comparative year.

1.23 Compulsory Campaign Levy

The compulsory campaign levy was established by the National Office of the Union to provide resources to fight against attacks against the Union by employers, governments and media. The levy is paid to the National Office of the Union.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.24 Retained Earnings – Compulsory Levy Defence Fund

The Defence Fund is maintained to provide the additional resources needed to defend members of the QNTDB and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) against continuing attacks from employers and Federal Government agencies.

The members resident in the Northern Territory continue to make contibutions in accordance with the compulsory Defence Fund levy which is retained by the QNTDB. The surplus in compulsory Defence Fund levy collected from Northern Territory members during the year was $11,349.

Funds collected by the compulsory Defence Fund levy are held in cash and short-term investments.

No funds have been invested in assets.

All funds required by the rules of the Union are included in the retained earnings as detailed in the statement of changes in equity.

1.25 Service Agreement

Longstanding administrative arrangements have existed between the Construction, Forestry, Maritime, Mining & Energy Union Construction and General Division Queensland Northern Territory Divisional Branch (**QNTDB**) and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) to improve the effectiveness of dual registration and, as far as practicable, to reduce unnecessary costs associated with dual registration.

The administrative arrangements established the QNTDB as the 'operating entity' in that, for consideration provided by the CFMEUQ (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), the QNTDB would provide the resources necessary to service the Dual Members and members of the CFMEUQ.

Following negotiations between the QNTDB and the CFMEUQ, it was determined by the Divisional Branch Executive to agree to alter these arrangements, including the arrangements for the collection of entrance fees or subscriptions. An agreement was entered into between the QNTDB and the CFMEUQ to reflect these new arrangements and has been in operation for the entirety of the financial year ended 31 March 2022 and 31 March 2023 (**Service Agreement**).

As a result of the alteration to these arrangements by the Service Agreement, a number of items were transferred from the QNTDB to the CFMEUQ including: accrued employee entitlements; ongoing employee expenses; financial administration costs; agents fees; the defence fund and legal fees.

The CFMEUQ, for consideration provided by the QNTDB (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), provides the resources necessary to service the Dual Members, members of the QNTDB and members of the Manufacturing Division.

1.26 Current versus non-current classification

The Union presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realized or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realized within 12 months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within 12 months after the reporting period; or
- There is no unconditional rights to defer the settlement of the liability for at least 12 months after the reporting period.

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

The Union classified all other liabilities as non-current.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 2 EVENTS AFTER REPORTING DATE

There were no events that occurred after 31 March 2023, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

NOTE 3 INCOME

	31 March 2023 $	31 March 2022 $
Disaggregation of revenue from contracts with customers		
A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.		
Type of customer		
Members	156,138	170,979
Other reporting units	-	-
Government	-	-
Other parties	2,331,635	2,386,581
Total revenue from contracts with customers	2,487,773	2,557,560

Disaggregation of income for furthering activities

A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:

Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	-
Other parties	4,466,615	4,916,169
Total income for furthering activities	4,466,615	4,916,169

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 3 INCOME

	31 March 2023 $	31 March 2022 $
Note 3A: Levies		
Compulsory levy – Defence Fund (Note 1.24)	11,349	13,130
Compulsory levy – Campaign (Note 1.23)	3,364	3,910
Voluntary levy – Tool Scheme	-	-
Total levies	14,713	17,040
Note 3B: Interest		
Interest	12,915	306
Total Interest	12,915	306
Note 3C: Grants or donations		
Grants Apprentice Scheme	4,246,715	4,682,421
Grants Other	219,900	233,748
Donations	-	-
Total grants or donations	4,466,615	4,916,169
Note 3D: Net gains from sale of assets		
Gain on sale of property, plant and equipment	131,653	86,017
Total net gain from sale of assets	131,653	86,017
Note 3E: Other Revenue		
Administration recoveries	703,051	701,851
Compliance recoveries	257,858	250,894
Income from financial asset	1,741	252,527
Promotional charges	112,716	110,000
Sponsorship income	97,733	96,354
Training income	707,302	329,075
Directors/Meeting fees	253,551	257,388
Enterprise agreements	180,000	381,600
Sundry income and reimbursements	4,768	6,586
Total other revenue	2,318,720	2,386,275

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 4 EXPENSES	31 March 2023 $	31 March 2022 $
Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
*Separation and redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses holders of office	-	-
Employees other than office holders:		
Wages and salaries	437,588	358,942
Superannuation	72,972	60,659
Leave and other entitlements	67,257	1,056
*Separation and redundancies	18,517	17,473
Other employee expenses	4,389	4,142
Subtotal employee expenses employees other than office holders	600,723	442,272
Total employee expenses	600,723	442,272

*Separation and redundancies include contributions to the redundancy fund.

Note 4B: Capitation fees

CFMEU C&G National Office	-	-
Total Capitation fees	-	-

Capitation fees is paid by CFMEUQ

Note 4C: Affiliation fees

Australian Labor Party Northern Territory Branch	777	900
Other	880	-
Total Affiliation fees	1,657	900

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 4 EXPENSES (CONTINUED)	31 March 2023 $	31 March 2022 $
Note 4D: Administration expenses		
Consideration to employers for payroll deductions of membership subscriptions	-	-
Compulsory levy – Campaign (Note 1.23)	-	-
Voluntary levy – Tool Scheme	-	-
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	1,785	8,371
Total administration expenses	1,785	8,371
Note 4E: Grants or donations		
Grants:		
Total paid that were $1,000 or less	-	-
Total paid that exceeded $1,000	-	-
Donations:		
Total paid that were $1,000 or less	293	-
Total paid that exceeded $1,000	10,000	-
Total grants or donations	10,293	-
Note 4F: Depreciation and amortisation		
Depreciation:		
Property, plant and equipment	29,207	55,926
Motor vehicles	390,085	340,164
Total depreciation	419,292	396,090
Amortisation		
Intangibles	-	-
Total amortisation	-	-
Total depreciation and amortisation	419,292	396,090
Note 4G: Finance costs		
Bank fees and charges	8,843	29,977
Total finance costs	8,843	29,977
Note 4H: Legal costs		
Litigation	5,219	8,965
Other legal matters	-	-
Penalties & Settlements (Litigation costs)	419,392	2,276,399
Total legal costs	424,611	2,285,364

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 4 EXPENSES (CONTINUED)	31 March 2023 $	31 March 2022 $
Note 4I: Audit fees		
External audit expense	13,800	13,200
Other services	-	-
Total audit fees	13,800	13,200
Note 4J: Other expenses		
Penalties – via RO Act or the *Fair Work Act 2009*	-	-
Administration expenditure	9,939	7,512
Advertising & marketing	1,009	43,715
Communications	245	327
Computer expenses	1,164	3,928
Fringe benefit tax	242,061	136,272
Impairment counselling & delivery costs	31,958	34,465
Insurance	-	1,572
Labour day expenses	442	159
Motor vehicles expenses	71,349	43,130
Organising expenses	61,312	50,179
Payroll tax	29,985	28,651
Postage	2,940	3,322
Printing and stationery	145	2,904
Rental expenses	391,884	376,821
Sponsorship expenses	2,100	11,800
Subscriptions	195	56
Training	11,900	8,547
Workers compensation	28,570	23,242
Total other expenses	887,198	776,602

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 5 ASSETS	31 March 2023 $	31 March 2022 $
Note 5A: Cash and Cash Equivalents		
Cash at bank	1,045,357	3,883,699
Cash on hand	-	-
Debit card	500	500
Term deposits	-	-
Total cash and cash equivalents	1,045,857	3,884,199
Note 5B: Trade and Other Receivables		
Current		
Trade receivable	35,000	-
Interest receivable	7,516	1,535
Other receivables	2,219	77,178
Receivables from other reporting units		
CFMEUQ	26,727	911,038
Total current trade and other receivables	71,462	989,751
Less provision for doubtful debts	-	-
Total provision for doubtful debts	-	-
Total current trade and other receivables (net)	71,462	989,751
Non-current		
Receivables from other reporting units		
CFMEUQ	-	1,500,000
Total non-current trade and other receivables	-	1,500,000
Total trade and other receivables	71,462	2,489,751

No provision for doubtful debts has been raised against the reporting units balances shown.

Note 5C: Other Current Assets

Prepayments	-	-
Total other current assets	-	-

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 5 ASSETS (CONTINUED)	31 March 2023 $	31 March 2022 $
Note 5D: Financial Assets		
Financial asset at cost	-	5,000,000
Financial asset transferred from CFMEUQ	5,947,624	-
Additions	-	1,020,458
Growth/(reduction) in investment - unrealised	(62,146)	619,269
Financial asset transferred to CFMEUQ	-	(6,639,727)
Total financial assets	5,885,478	-
Note 5E: Property, Plant and Equipment		
Property, Plant and Equipment comprises of:		
Motor vehicles	1,603,597	1,286,560
Plant and equipment	97,956	127,163
Total property plant and equipment	1,701,553	1,413,723
Motor vehicles:		
At cost	2,480,700	2,019,729
Less accumulated depreciation	(877,103)	(733,169)
Total motor vehicles	1,603,597	1,286,560
Plant and Equipment:		
At cost	256,757	377,454
Less accumulated depreciation	(158,801)	(250,291)
Total plant and equipment	97,956	127,163

	Motor Vehicles	Plant & Equipment	Total
	$	$	$
Balance at beginning of the year	1,286,560	127,163	1,413,723
Additions	1,159,533	-	1,159,533
Disposals	(390,066)	-	(390,066)
Depreciation expense – Note 4F	(390,085)	(29,207)	(419,292)
Depreciation allocated to Apprentice Scheme	(62,345)	-	(62,345)
Carrying amount at end of the year	1,603,597	97,956	1,701,553

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 6 LIABILITIES

	31 March 2023	31 March 2022
	$	$
Note 6A: Trade and Other Payables		
Trade payables and accruals	320,205	138,239
Payables to other reporting units		
- CFMEUQ	434,962	-
Consideration to employers for payroll deductions of membership subscriptions	-	-
Legal costs		
Litigation	-	-
Settlements (Penalties from Litigation)	-	1,750,000
Other legal matters	-	-
GST payable	21,968	24,881
Voluntary collections - ADSS	-	-
Total trade and other payables	777,135	1,913,120
Note 6B: Employee Provisions		
Employee provisions comprises of:		
Current		
Provision for annual leave	296,458	276,578
Provision for long service leave	466,839	424,984
	763,297	701,562
Non-current		
Provision for long service leave	225,067	180,451
Total employee provisions	988,364	882,013

Non-current provisions represent long service leave entitlements owing to employees who have not completed 5 continuous years of service with the Union.

Balance at beginning of the year	882,013	841,342
Additional provisions raised during the year	283,868	171,132
Amounts used	(177,517)	(130,461)
Balance at the end of the year	988,364	882,013

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 6 LIABILITIES (CONTINUED)	31 March 2023	31 March 2022
	$	$
Note 6B: Employee Provisions (Continued)		
Office Holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	-	-
Employees other than office holders:		
Annual leave	296,458	276,578
Long service leave	691,906	605,435
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—employees other than office holders	988,364	882,013
Total employee provisions	988,364	882,013
Note 6C: Revenue in Advance		
Revenue in advance comprises of:		
Current		
Apprentice scheme funding	2,892,756	2,035,323
Other revenue in advance	192,598	191,165
	3,085,354	2,226,488
Non-current	-	-
Total revenue in advance	3,085,354	2,226,488

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 7 CASH FLOW	31 March 2023 $	31 March 2022 $
Note 7A: Cash Flow Reconciliation		
Reconciliation of cash and cash equivalents as per Statement of financial position to Statement of cash flows:		
Cash and cash equivalents as per:		
Statement of cash flows	1,045,857	3,884,199
Statement of financial position	1,045,857	3,884,199
Difference	-	-
Reconciliation of surplus/(deficit) to net cash from operating activities:		
Surplus/(deficit) for the year	1,087,445	61,384
Adjustments for non-cash items		
Depreciation expense – Note 4F	419,292	396,090
Depreciation – Apprentice scheme	62,345	72,444
(Gain)/Loss on disposal of assets	(131,653)	(86,017)
(Gain)/Loss in fair value of financial assets	62,146	(289,933)
Income on financial assets	-	(255,639)
Transfer of financial assets to CFMEUQ	(5,947,624)	6,639,727
Settlement of Loan to CFMEUQ	1,500,000	-
Changes in assets/liabilities		
(Increase)/decrease in net receivables	953,289	(779,902)
(Increase)/decrease in prepayments	-	-
Increase/(decrease) in trade and other payables	(1,135,985)	(3,374,159)
Increase/(decrease) in employee provisions	106,351	40,671
Increase/(decrease) in revenue in advance	858,866	212,622
Net cash from (used by) operating activities	(2,165,528)	2,637,288
Note 7B: Cash flow information		
Cash inflows		
CFMEUQ	890,444	703,174
CFMEU M&E QLD	60,914	39,154
CFMEU M&E Division	12,969	8,421
Maritime Union of Australia	16,595	-
Total cash inflows	980,922	750,749

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 7 CASH FLOW (CONTINUED)	31 March 2023	31 March 2022
	$	$

Note 7B: Cash flow information (Continued)

Cash outflows

CFMEUQ	3,931,073	414,503
Total cash outflows	3,931,073	414,503

Note 7C: Credit standby arrangements and loan facilities

CBA Mastercard Facility		
Used facility	-	-
Unused facility	60,000	60,000
Total facility	60,000	60,000

Note 7D: Non-cash transactions

There have been no non-cash financing or investing activities during the year ended 31 March 2023 (31 March 2022: Nil).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units

The names of those persons who held office for all or part of the year are deemed to be a related party for financial reporting purposes as set out in the accompanying Committee of Management Operating Report. The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	31 March 2023 $	31 March 2022 $
Income received includes the following:		
NT membership income transferred from CFMEUQ	141,425	153,939
NT defence fund transferred from CFMEUQ	11,349	13,130
NT campaign levy transferred from CFMEUQ	3,364	3,910
EBA Processing fees transferred from CFMEUQ	180,000	381,600
Workcover reimbursement from CFMEU M&E QLD	55,376	35,594
Workcover reimbursement from CFMEU M&E Division	11,790	7,656
Workcover reimbursement from Maritime Union of Australia	15,086	-
Expenses paid includes the following:		
Rent paid to CFMEUQ	391,884	376,821
Financial assets transferred to CFMEUQ	-	6,639,727
Amounts owed by includes the following:		
CFMEUQ	26,727	911,038
Amounts owed to includes the following:		
CFMEUQ	434,962	-
Loan receivable from CFMEUQ:	-	1,500,000
Financial assets transferred from CFMEUQ	5,947,624	-

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8A: Related Party Transactions for the Reporting Period (Continued)

Terms and conditions of transactions with related parties

Related party transactions occur between the Union and its state registered equivalent the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division (CFMEUQ).

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 March 2023, the union has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2022: $Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates. The loan provided to/received from CFMEUQ does not incur interest and is expected to be repaid within 5 years.

Related party transactions also occur between the Union and other reporting units including the National Office of the Construction & General Division (CFMEU C&G National Office). Related Party disclosures in the financial report are presented on an accrual basis. Whilst the financial records of the Union have been kept, as far as practicable, in a manner consistent with each other reporting units of the organisation, the balances and transactions reported in this financial report may differ to those recorded in the financial report of the counterparty reporting unit. This may arise due to timing difference in the respective recordkeeping of the related reporting units, for example, in the receipt of payments, correspondence in transit or the alternative categorisation of balances/transactions.

From time-to-time, the National Office of the Construction & General Division of the CFMEU (CFMEU C&G National Office) coordinates various administrative activities on behalf of the Union. This includes the collation of certain costs, which are apportioned to the appropriate branches and invoiced in full. Accordingly, with the National Office merely being the facilitator of such transactions between the Union and independent third parties (and there is no profit component in recharging these costs), these are not considered to be related party expenditures of the Union and hence are not required to be disclosed.

Notwithstanding this, the transfer of funds to meet these obligations remain related party transactions, and accordingly have been disclosed in the related party cash flows reported at Note 7B. Additionally, any amounts outstanding as at balance date between related parties have been disclosed at Note 8A.

There have been no payments made during the financial year to a former related party of the Union.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8B: Key Management Personnel Remuneration for the Reporting Period

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Union. The Union has determined that key management personnel comprises of:

- Michael Ravbar (Branch Secretary)
- Royce Kupsch (Branch President) – Honorary from 16/12/2022
- Jade Ingham (Assistant Branch Secretary)
- Kane Lowth (Assistant Branch Secretary)

During the year, the key management personnel of the Union were remunerated as follows:

	31 March 2023 $	31 March 2022 $
Short-term employee benefits		
Salary (including annual leave taken)	-	-
Annual leave	-	-
Performance bonus	-	-
Other employee benefits	-	-
Total short-term employee benefits	-	-
Post-employment benefits:		
Superannuation	-	-
Redundancy fund	-	-
Total post-employment benefits	-	-
Other long-term benefits:		
Long-service leave	-	-
Total other long-term benefits	-	-
Termination benefits	-	-
Total	-	-

No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member of employee.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 9 CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

(a) Operating lease commitments

The Union does not have any operating lease commitments.

(b) Contingent liabilities and commitments

There are continually numerous ongoing unsettled legal actions against the Union regarding industrial relations matters.

If at year end, a judgement has been awarded against the Union or a matter has been settled and the amount is unpaid, the Union accrues an expense for estimated costs and penalties in relation to the matter.

No provision is made for any settlement costs or penalties for ongoing unresolved matters where the outcome cannot be reliably determined as the Union intends to defend the claims.

(c) Finance lease commitments

The Union does not have any finance lease commitments at 31 March 2023 (2022: Nil).

(d) Capital expenditure commitments

There are no capital expenditure commitments at 31 March 2023 (2022: Nil).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 10 REMUNERATION OF AUDITORS

	31 March 2023 $	31 March 2022 $
Value of the services provided		
Financial statement audit services	13,800	13,200
Other services – included in apprentice scheme expense	8,400	10,000
Total remuneration of auditors	22,200	23,200

Other services include the audit of the political membership return and apprentice scheme acquittals.

NOTE 11 FINANCIAL INSTRUMENTS

Financial Risk Management Policy
The Committee of Management monitors the Union's financial risk management policies and exposure and approves financial transactions within the scope of these policies.

The Committee of Management's overall risk management strategy seeks to assist the Union in meeting its financial targets, while minimising potential adverse effects on financial performance. Its functions include the review of the use of credit risk policies and future cash flow requirements.

Specific Financial Risk Exposures and Management
The main risks the Union is exposed to through its financial instruments are credit risk, liquidity risk, and market risk consisting predominantly of interest rate risk. There have been no substantive changes in the types of risks the Union is exposed to, how these risks arise, or the Committee of Management's objectives, policies and processes for managing or measuring the risks from the previous period.

The Union's financial instruments are listed below:

Financial Assets		
Cash and cash equivalents	1,045,857	3,884,199
Trade and other receivables	71,462	2,489,751
Financial assets	5,885,478	-
	7,002,797	6,373,950
Financial Liabilities		
Trade and other payables	777,135	1,913,120
	777,135	1,913,120

Note 11A: Credit Risk

Credit risk refers to risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Union.

Credit risk arises from cash and cash equivalent and deposits with banks and financial institutions, as well as exposure to wholesale and retail customers, including outstanding receivables and committed transactions.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11A: Credit Risk (Continued)

The Union has adopted a policy of only dealing with creditworthy counterparties as a means of mitigating the risk of financial loss from defaults.

Management considers that all the financial assets that are not impaired for each of the reporting dates under review are of good quality, including those that are past due.

The credit risk of liquid funds, and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Union. On a geographical basis, the Union's trade and other receivables are all based in Australia.

The Union applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all accounts receivable. To measure the expected credit losses, accounts receivable have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 March 2023 is determined as follows. The expected credit losses below also incorporate forward looking information.

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

Ageing of financial assets that were past due but not impaired for 2023

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	0%	0%	0%	0%	0%
Gross Carrying amount	71,462	-	-	-	71,462
Loss allowing provision	-	-	-	-	-

Ageing of financial assets that were past due but not impaired for 2022

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	0%	0%	0%	0%	0%
Gross Carrying amount	989,751	-	-	1,500,000	2,489,751
Loss allowing provision	-	-	-	-	-

The "amounts written off" are all due to debtors declaring bankruptcy or accounts receivable that have now become unrecoverable.

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the entity is considered to relate to the class of assets described as "accounts receivable and other debtors".

The Union always measures the loss allowance for accounts receivables at an amount equal to lifetime expected credit loss. The expected credit losses on accounts receivable are estimated using a provision matrix by reference to past default experience of the debtor and an analysis of the debtor's current financial position, adjusted for factors that are specific to the debtors, general economic conditions of the industry in which the debtors operate and an assessment of both the current as well as the forecast direction of conditions at the reporting date.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11A: Credit Risk (Continued)

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The Union writes off an account receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery (eg when the debtor has been placed under liquidation or has entered into bankruptcy proceedings) or when the trade receivables are over two years past due, whichever occurs earlier. None of the accounts receivable that have been written off are subject to enforcement activities.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 31 March 2023 (31 March 2022: Nil).

Note 11B: Liquidity Risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The Union does not hold directly any derivative financial liabilities.

Contractual maturities for financial liabilities

	On Demand	< 1 year	1 – 2 years	2 – 5 years	> 5 years	Total
2023		$	$	$	$	$
Trade and other payables	777,135	-	-	-	-	777,135
	777,135	-	-	-	-	777,135
2022						
Trade and other payables	1,913,120	-	-	-	-	1,913,120
	1,913,120	-	-	-	-	1,913,120

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11C: Market Risk

i. Interest rate risk
Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union's exposure to interest rate risk arises from its cash at bank, term deposits and floating rate instruments.

The financial instruments which expose the Union to interest rate risk are limited to its cash reserves.

ii. Foreign exchange risk
The Union is not exposed to fluctuations in foreign currencies.

iii. Price risk
The Union is exposed to equity securities price risk.

Sensitivity Analysis

While the Union is exposed to changes in interest rates, due to the fact that any expected change in interest rates would have no significant impact on profit and loss or equity, no sensitivity analysis has been considered necessary.

No sensitivity analysis has been performed on price risk, due to the fact that any expected change in price risk would have no significant impact on profit and loss or equity.

No sensitivity analysis has been performed on foreign exchange risk, as the Union is not exposed to foreign currency fluctuations.

NOTE 12 FAIR VALUE MEASUREMENT

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants. Fair values for share investments are obtained from quoted (unadjusted) market price in the active market.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Union. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Union.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 12 FAIR VALUE MEASUREMENT (CONTINUED)

The following table contains the carrying amounts and related fair values for the Union's financial assets and liabilities:

		31 March 2023		31 March 2022	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial assets					
Cash and cash equivalents	(i)	1,045,857	1,045,857	3,884,199	3,884,199
Trade and other receivables	(i)	71,462	71,462	2,489,751	2,489,751
Financial assets	(i)	5,885,478	5,885,478	-	-
Total financial assets		7,002,797	7,002,797	6,373,950	6,373,950

		31 March 2023		31 March 2022	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial liabilities					
Trade and other payables	(i)	777,135	777,135	1,913,120	1,913,120
Total financial liabilities		777,135	777,135	1,913,120	1,913,120

The fair values disclosed in the above table have been determined based on the following methodologies:

(i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 9.

NOTE 13 DISCLOSURE OF OFFICERS' REMUNERATION AND NON-CASH BENEFITS

Pursuant to Rule 24B of the Union's Rules and s. 293B of the *Fair Work (Registered Organisation) Amendment Act 2016*, the Divisional Executive make the following disclosures of Officer remuneration and non-cash benefits received for the 2023 financial year.

(a) the highest paid officers of the Union for the financial year, and their remuneration, were as follows:

	Michael Ravbar Divisional Branch Secretary	Royce Kupsch Divisional Branch President	Jade Ingham Assistant Divisional Branch Secretary	Kane Lowth Assistant Divisional Branch Secretary	Total
	$	$	$	$	$
Salary and allowance	-	-	-	-	-
Movement in annual and long service leave provisions	-	-	-	-	-
Superannuation	-	-	-	-	-
Redundancy	-	-	-	-	-
Other employee benefits	-	-	-	-	-
	-	-	-	-	-

The officers are remunerated by the Construction Forestry Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division (CFMEUQ) and therefore are recorded in the financial statements of the CFMEUQ for the year ended 31 March 2023.

The non-cash benefit provided to the officers of the Union are motor vehicles which are owned by the Union. The motor vehicles are primarily used for work related purposes but maybe used for personal use during non-working hours.

(b) Superannuation has been received by the following officers of the Union from a board position attained because of their position with the Union:

Michael Ravbar	Divisional Branch Secretary	$13,640
Royce Kuspch	Division Branch President	$222
Jade Ingham	Assistant Divisional Branch Secretary	$8,508
Kane Lowth	Assistant Divisional Branch Secretary	$2,701

No other remuneration or non-cash benefits had been received by Officers of the Union from a board position attained because of their position with the Union.

In accordance with Rule 24D and s. 293G of the *Fair Work (Registered Organisation) Amendment Act 2016*, refer to Note 8 for payments made by the Union to related parties.

The Union has made no reportable payments to any related party or declared person or body of the Union in the year ended 31 March 2023.

Royce Kupsch resigned on 16 December 2022 and is on honorary role since then.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 14 ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

There has been no administration of financial affairs by a third party.

NOTE 15 SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or General Manager:

(1) A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.

(2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.

(3) A reporting unit must comply with an application made under subsection (1).

NOTE 16 UNION DETAILS

The registered office of the Union is:

16 Campbell Street
Bowen Hills QLD 4006

NOTE 17 SEGMENT INFORMATION

The Union operates solely in one reporting segment, being the provision of industrial services in Queensland.

NOTE 18 OFFICER DECLARATION STATEMENT

An officer declaration statement has not been prepared given that all relevant disclosures required under this declaration, have been incorporated into this financial report, including 'NIL' disclosures.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF CONSTRUCTION, FORESTRY, MARITIME, MINING AND ENERGY UNION

CONSTRUCTION AND GENERAL DIVISION

QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

Opinion

We have audited the accompanying financial report of Construction, Forestry, Maritime, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch which comprises the Statement of Financial Position as at 31 March 2023, Statement of Comprehensive Income, Statement of Changes in Equity, and the Statement of Cash Flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, the subsection 255(2A) report and the Committee of Management Statement.

The audit report has been prepared based on the requirements of section 257(1) of the *Fair Work (Registered Organisations) Act 2009*.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Construction, Forestry, Maritime, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch as at 31 March 2023, and its financial performance and its cash flow 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 Union 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 Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (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.

Other Information

The Committee of Management are responsible for the other information. The other information obtained at the date of this auditor's report is in the Committee of Management Operating Report accompanying the financial report.

Liability limited by a scheme approved under Professional Standards Legislation.
PKF Brisbane Pty Ltd. is a member firm of the PKF International Limited family of legally independent firms and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm or firms.

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

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.

Committee of Management's Responsibilities for the Financial Report

The Committee of Management and Secretary of the Union are 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 and Secretary of the Union 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 Union'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 Union or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities

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.

- 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 Union 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.

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

Report on Other Regulatory Requirements

a) In accordance with the requirements of section 257(7) of the RO Act, we are required to describe any deficiency, failure or shortcoming in respect of the matters referred to in section 252 and 257(2) of the RO Act. We have nothing to report with regards to reporting requirements under section 257(7) of the RO Act.

b) The scope of our audit did extend to recovery of wages activity, however as noted in the Committee of Management Statement, no such activity was undertaken during the reporting period.

c) In our opinion, the Committee of Management's use of the going concern basis of accounting in the preparation of the financial report is appropriate.

d) I am an approved auditor as defined by Regulation 4 of the *Fair Work (Registered Organisations) Regulations 2009* being a member of the Institute of Chartered Accountants in Australia & New Zealand who holds a current Public Practice Certificate.

PKF

PKF BRISBANE AUDIT

[redacted]

CAMERON BRADLEY
PARTNER
DATED THIS 30 MAY 2023
BRISBANE
REGISTRATION NUMBER: AA2021/14

CONSTRUCTION, FORESTRY, MARITIME, MINING & ENERGY UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

DESIGNATED OFFICERS CERTIFICATE

FOR THE YEAR ENDED 31 MARCH 2023

I, Michael John Ravbar, being the Divisional Branch Secretary of the Construction, Forestry, Maritime, Mining & Energy Union Construction & General Division Queensland Northern Territory Divisional Branch certify:

- that the documents lodged herewith are copies of the full report for the Construction, Forestry, Maritime, Mining & Energy Union Construction & General Division Queensland Northern Territory Divisional Branch for the period ended 31 March 2023 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and

- that the full report was provided to members of the reporting unit on 2 June 2023; and

- that the full report was presented to a meeting of the Committee of Management of the reporting unit on 19 June 2023 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.



Michael John Ravbar

Divisional Branch Secretary

19 June 2023

Brisbane

CFMEU
QLD/NT

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

ABN 24 502 631 846

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

COMMITTEE OF MANAGEMENT OPERATING REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Operating Report

In accordance with section 254 of the *Fair Work (Registered Organisations) Act 2009* the Committee of Management ("the Committee") presents its Operating Report on the Construction, Forestry and Maritime Employees Union Construction & General Division Queensland Northern Territory Divisional Branch ("Union"), for the year ended 31 March 2024.

Principal Activities

The principal activities of the Union, fall into the following categories:

- Implementation of the decisions of the Divisional Branch Executive, Divisional Branch Management Committee and resolutions of the State Delegates' convention.
- The development and implementation of the Union policy through effective communications with members at the workplace.
- The administration of State awards, the variation of awards following major test cases (ie State wage case) and making other variations to awards for other industrial matters.
- Industrial support including representation of members grievances and/or advice at their workplaces and/or through the various industrial tribunals (ie Industrial Relations Commission, Workers Compensation etc).
- Ongoing communication to members and the broader community through meetings, rallies, media releases, journals and flyers.

The results of those activities were ongoing in providing effective leadership to officers, organisers, delegates and membership in the development, advancement and delivery of policy through a delegation of responsibilities and effective communication strategies in the areas of organising, policy/administration, and Industrial Relations/ Training/ Workcover. There were no significant changes to the nature of those activities during the period.

Operating Results

The operating surplus for the financial year amounted to $2,887,443 (31 March 2023: $1,087,445 surplus)

Significant Changes in Financial Affairs

On 1 December 2023, the Mining and Energy Division of the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) formally de-amalgamated from the Union.

On 1 December 2023, as a result of the de-amalgamation, the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) changed its name to the Construction, Forestry and Maritime Employees Union, which is identified on a revised certificate of registration under the Fair Work (Registered Organisations) Act 2009. As a result, the Union is now referred to as the Construction, Forestry and Maritime Employees Union, Construction and General Division, Queensland Northern Territory Divisional Branch.

Other than the above, there was no significant change in the financial affairs of the Union during the year.

Events subsequent to reporting date

There were no events that occurred after 31 March 2024, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Future Developments

Likely developments in the operations of the Union and the expected results of those operations in future financial years have not been included in this report as such information is likely to result in unreasonable prejudice to the Union.

Environmental Issues

The Union's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Members Right to Resign

Members have the right to resign from the Union in accordance with section 174 of the *Fair Work (Registered Organisations) Act 2009*.

Officers or Members who are Superannuation Fund Trustees/ Director of a Company that is a Superannuation Fund Trustee

Those who hold a position of trustee or director of an entity, scheme or company as described in s.254 (2) (d) of the *Fair Work (Registered Organisations) Act 2009*, where a criterion of such entity is that the holder of such position must be a member or official of a registered organisation are as follows:

Jacqui Collie	– Member of the Union - Director of BUSSQ
Michael Ravbar	– Secretary and Member of the Union - Director of BUSSQ
Emma Eaves	– Member of the Union - Director of BUSSQ

Number of Members

The number of members at the end of the financial period recorded in the register of members and taken to be members of the Union was 18,834 (2023: 15,937).

Number of Employees

The number of full-time equivalent employees of the Union at the end of the financial year was 12 (2023: 10).

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Members of the Committee of Management

The name of each person who has been a member of the committee of management of the Union at any time during the reporting period, and the period for which he or she held such a position is as follows:

Name	Period of appointment
Michael Ravbar	Whole period
Royce Kupsch	Whole period
Steve Gaske	Whole period
Dallas Ezzy	Whole period
Ian McKewin	Whole period
Jade Ingham	Whole period
Keith Murphy	Whole period
Peter Close	Whole period
Mark Read	Whole period
Steve Amies	Whole period
Kane Lowth	Whole period

Indemnifying Officers or Auditors

The Union has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor:

- indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- paid or agreed to pay a premium in respect of a contract insuring against liability for the costs or expenses to defend legal proceedings.

Wages Recovery Activity

The Union has not undertaken any recovery of wages activity for the financial years ended 31 March 2024 and 31 March 2023.

Disclosure Statements - Remuneration and Non-Cash Benefits of Highest Paid Officers

The five highest paid officers of the Union for the disclosure period ended 31 March 2024 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefits received by them are set out in Note 13 of the financial statements.

This report is made in accordance with a resolution of the Committee of Management and is signed for and on behalf of the Committee of Management by:

.....

Michael John Ravbar
Divisional Branch Secretary

28 May 2024

Brisbane

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

COMMITTEE OF MANAGEMENT STATEMENT

FOR THE YEAR ENDED 31 MARCH 2024

On 28 May 2024, the Committee of Management of the Construction, Forestry and Maritime Employees Union, Construction & General Division, Queensland Northern Territory Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2024.

The Committee of Management declares in relation to the GPFR 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 Union for the financial year to which they relate;

(d) there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and

(e) during the financial year to which the GPFR relates and since the end of that year:

i. meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and

ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and

iii. the financial records of the Union 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 to each of the other reporting units of the organisation; and

v. where information has been sought in any request of a member of the reporting unit or General Manager duly made under section 272 of the RO Act, that information has been provided to the member or General Manager; and

vi. where any order for inspection of the financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the Committee of Management.

Name of Designated Officer: **Michael John Ravbar**

Title of Designated Officer: Divisional Branch Secretary

Signature: .....

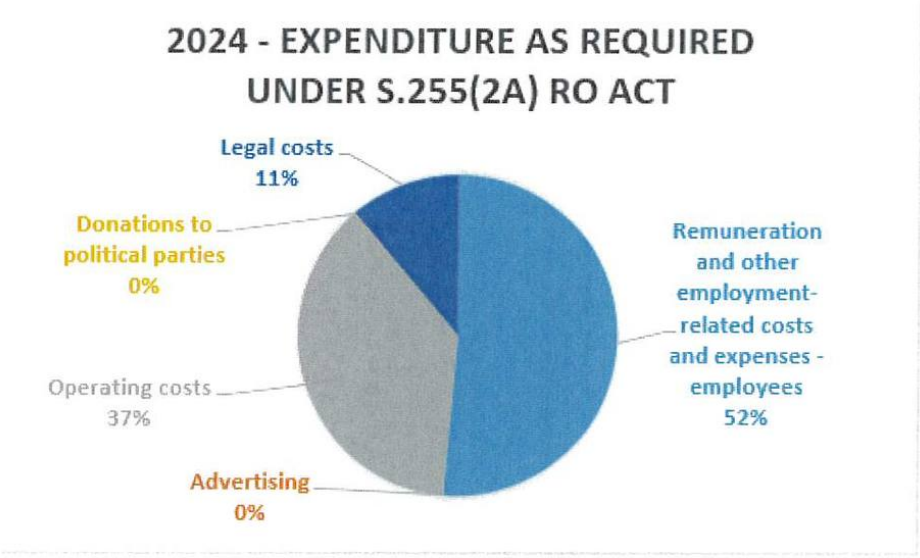
Date: 28 May 2024

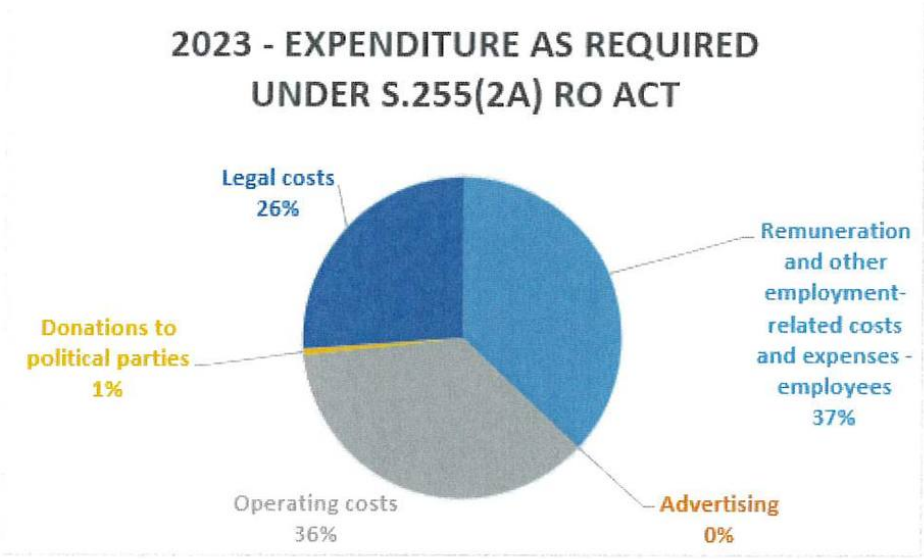
CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

REPORT REQUIRED UNDER SUBSECTION 255(2A)

FOR THE YEAR ENDED 31 MARCH 2024

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 March 2023 and 31 March 2024.





Name of Designated Officer: **Michael John Ravbar**

Title of Designated Officer: Divisional Branch Secretary

Signature: [redacted]

Date: 28 May 2024

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	31 March 2024 $	31 March 2023 $
Revenue from contracts with customers			
Membership subscription		140,094	141,425
Capitation fees		-	-
Levies	3A	13,826	14,713
Interest	3B	40,697	12,915
Other revenue	3E	3,666,480	2,318,720
Total revenue from contracts with customers		3,861,097	2,487,773
Income for furthering objectives			
Grants and/or donations	3C	5,786,573	4,466,615
Total income for furthering objectives		5,786,573	4,466,615
Other Income			
Net gains from sale of assets	3D	75,130	131,653
Change in fair value of financial assets		79,984	-
Total other income		155,114	131,653
Total income		9,802,784	7,086,041
Expenses			
Employee expenses	4A	852,956	600,723
Capitation fees	4B	-	-
Affiliation fees	4C	705	1,657
Administration expenses	4D	9,035	1,785
Grants or donations	4E	1,000	10,293
Depreciation and amortisation	4F	447,495	419,292
Finance costs	4G	11,875	8,843
Legal costs	4H	185,622	424,611
Audit fees	4I	14,350	13,800
Apprentice Schemes		4,408,440	3,568,248
Change in fair value of financial assets		-	62,146
Other expenses	4J	983,863	887,198
Total expenses		6,915,341	5,998,596
Surplus (deficit) for the year		2,887,443	1,087,445
Other comprehensive income		-	-
Total comprehensive income for the year		2,887,443	1,087,445

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2024

	Notes	31 March 2024 $	31 March 2023 $
ASSETS			
Current Assets			
Cash and cash equivalents	5A	3,222,290	1,045,857
Trade and other receivables	5B	980,122	71,462
Other current assets	5C	-	-
Financial assets	5D	-	5,885,478
Total current assets		4,202,412	7,002,797
Non-Current Assets			
Trade and other receivables	5B	-	-
Loan receivable – CFMEUQ	8	5,500,000	-
Property, plant and equipment	5E	2,413,652	1,701,553
Total non-current assets		7,913,652	1,701,553
Total assets		12,116,064	8,704,350
LIABILITIES			
Current Liabilities			
Trade and other payables	6A	460,691	777,135
Employee provisions	6B	875,010	763,297
Revenue in Advance	6C	3,799,483	3,085,354
Total current liabilities		5,135,184	4,625,786
Non-Current Liabilities			
Employee provisions	6B	239,940	225,067
Total non-current liabilities		239,940	225,067
Total liabilities		5,375,124	4,850,853
Net assets		6,740,940	3,853,497
EQUITY			
Retained earnings		6,740,940	3,853,497
Total equity		6,740,940	3,853,497

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2024

		Retained Earnings		Financial Asset Revaluation Reserve	Total
		General Fund	Compulsory Levy Defence Fund		
	Notes	$	$	$	$
Balance as at 1 April 2022		**2,540,204**	**225,848**	**-**	**2,766,052**
Surplus (deficit) for the year		1,076,096	11,349	-	1,087,445
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2023		**3,616,300**	**237,197**	**-**	**3,853,497**
Surplus (deficit) for the year		2,876,780	10,663	-	2,887,443
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2024		**6,493,080**	**247,860**	**-**	**6,740,940**

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	31 March 2024 $	31 March 2023 $
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units	7B	1,241,745	980,922
Receipts from members and other customers		169,312	171,752
Grant receipts		7,144,221	5,856,453
Interest		47,676	6,934
Other		2,615,732	1,653,701
Cash used			
Employees and suppliers		(7,145,280)	(6,895,374)
Finance cost		(11,875)	(8,843)
Payment to other reporting units	7B	(1,165,445)	(3,931,073)
Net cash from (used by) operating activities	7A	2,896,086	(2,165,528)
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of property, plant and equipment		292,727	486,719
Proceeds from sale of financial assets		5,980,000	-
Cash used			
Purchase of plant and equipment		(1,477,842)	(1,159,533)
Purchase of financial assets		(14,538)	-
Net cash from (used by) investing activities		4,780,347	(672,814)
FINANCING ACTIVITIES			
Net cash received from/(paid to) CFMEUQ	7B	(5,500,000)	-
Net increase (decrease) in cash held		2,176,433	(2,838,342)
Cash & cash equivalents at the beginning of the reporting period.		1,045,857	3,884,199
Cash & cash equivalents at the end of the reporting period	5A	3,222,290	1,045,857

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

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Note 8	Related party disclosures
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NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisation) Act 2009*. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards as issued by IASB except for the requirements applicable to not-for-profit entity. For the purpose of preparing the general purpose financial statements, the Construction, Forestry, and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch ('Union') is a not-for-profit entity. The Union has applied the Tier 1 reporting requirements as per the Australian Accounting Standard AASB 1053 *Application of Tiers of Australian Accounting Standards*.

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.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Key estimates and judgements

Impairment of property, plant and equipment
The Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions. No impairment has been recognised in respect of the current year.

Provisions
As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.3 Significant accounting judgements and estimates (continued)

Key estimates and judgements (continued)

Receivables
The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Useful lives of property, plant and equipment
Property, plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the assets are acquired or when there is a significant change that affects the remaining useful life of the asset.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

The accounting policies adopted are consistent with those of the previous financial year.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue

The Union enters into various arrangements where it receives consideration from another party. These arrangement include consideration in the form of membership subscriptions, levies, sponsorships and interest.

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

Revenue from contracts with customers

Where the Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or service to the customer. The Union accounts for an arrangement as a contract with a customer if the following criteria are met:

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

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

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

If there is more than one distinct good or service promised in the membership subscription, the Union allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Union charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good or as the service transfers to the customer (for example, member services or training course), the Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

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

When a member subsequently purchases additional goods or services from the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue (continued)

Capitation fees

Where the Union's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers service to the member.

In circumstances where the criteria for a contract with a customer are not met, the Union will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the relevant services to the member. In circumstances where the criteria for a contract with a customer are not met, the Union will recognise levies as income upon receipt.

Income of the Union as a Not-for-Profit Entity

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

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

The Union receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

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

Gains from sale of assets

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

Interest income

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Union in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Union recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.7 Leases

The Union assesses whether a contract is or contains a lease, at inception of a contract. The Union recognises a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the Union recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Reporting Entity uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise fixed lease payments, less any lease incentives.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

1.8 Borrowing costs

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

1.9 Cash and cash equivalents

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

1.10 Provisions

Provisions are recognised when the Union has 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.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.11 Financial instruments

Initial recognition and measurement

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

1.12 Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration in exchange for goods or services that have transferred to the customer when that right is conditional on the Union's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (**OCI**), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (**SPPI**) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in three categories as:

- Financial assets at amortised cost
- Financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income

Financial assets at amortised cost

The Union measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

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

The Union's financial assets at amortised cost includes trade receivables, receivables from other reporting units and term deposits.

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Union has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
  a) the Union has transferred substantially all the risks and rewards of the asset, or
  b) the Union has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Union has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Union continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Offsetting

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

Impairment

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (**ECLs**) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

(ii) Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.13 Financial Liabilities

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Union's financial liabilities include trade and other payables.

Subsequent measurement

Financial liabilities at amortised cost

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

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

Derecognition

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

1.14 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Union transfer the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union performs under the contract (i.e. transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Union's refund liabilities arise from customers' right of return. The liabilities is measured at the amount the Union's ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.15 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.16 Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment of losses. Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation except motor vehicles which are depreciated on a diminishing value basis. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	31 March 2024	31 March 2023
Plant and equipment	10-33%	10-33%
Motor Vehicles	25%	25%

Derecognition

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

1.17 Impairment

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Union were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.18 Income Tax and GST

The Union is exempt from income tax under section 50.1 of *the Income Tax Assessment Act 1997* however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

1.19 Fair value measurement

The Union measures financial instruments, such as, financial assets at fair value through the profit and loss, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 12.

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 the Union. 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.

The Union 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.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.19 Fair value measurement (Continued)

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, the Union determines whether transfers have occurred between Levels in the hierarchy by re-assessing 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.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

1.20 Going concern

The Union is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

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

1.21 Acquisition of Assets and Liabilities

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

1.22 Recovery of Wages

The Union has not undertaken any recovery of wages activities during the year or the comparative year.

1.23 Compulsory Campaign Levy

The compulsory campaign levy was established by the National Office of the Union to provide resources to fight against attacks against the Union by employers, governments and media. The levy is paid to the National Office of the Union.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.24 Retained Earnings – Compulsory Levy Defence Fund

The Defence Fund is maintained to provide the additional resources needed to defend members of the QNTDB and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) against continuing attacks from employers and Federal Government agencies.

The members resident in the Northern Territory continue to make contibutions in accordance with the compulsory Defence Fund levy which is retained by the QNTDB. The surplus in compulsory Defence Fund levy collected from Northern Territory members during the year was $10,663.

Funds collected by the compulsory Defence Fund levy are held in cash and short-term investments.

No funds have been invested in assets.

All funds required by the rules of the Union are included in the retained earnings as detailed in the statement of changes in equity.

1.25 Service Agreement

Longstanding administrative arrangements have existed between the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch (**QNTDB**) and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) to improve the effectiveness of dual registration and, as far as practicable, to reduce unnecessary costs associated with dual registration.

The administrative arrangements established the QNTDB as the 'operating entity' in that, for consideration provided by the CFMEUQ (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), the QNTDB would provide the resources necessary to service the Dual Members and members of the CFMEUQ.

Following negotiations between the QNTDB and the CFMEUQ, it was determined by the Divisional Branch Executive to agree to alter these arrangements, including the arrangements for the collection of entrance fees or subscriptions. An agreement was entered into between the QNTDB and the CFMEUQ to reflect these new arrangements and has been in operation for the entirety of the financial year ended 31 March 2023 and 31 March 2024 (**Service Agreement**).

As a result of the alteration to these arrangements by the Service Agreement, a number of items were transferred from the QNTDB to the CFMEUQ including: accrued employee entitlements; ongoing employee expenses; financial administration costs; agents fees; the defence fund and legal fees.

The CFMEUQ, for consideration provided by the QNTDB (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), provides the resources necessary to service the Dual Members, members of the QNTDB and members of the Manufacturing Division.

1.26 Current versus non-current classification

The Union presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realized or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realized within 12 months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within 12 months after the reporting period; or
- There is no unconditional rights to defer the settlement of the liability for at least 12 months after the reporting period.

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

The Union classified all other liabilities as non-current.

NOTE 2 EVENTS AFTER REPORTING DATE

There were no events that occurred after 31 March 2024, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

NOTE 3 INCOME

	31 March 2024 $	31 March 2023 $
Disaggregation of revenue from contracts with customers		
A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.		
Type of customer		
Members	153,921	156,138
Other reporting units	-	-
Government	-	-
Other parties	3,707,176	2,331,635
Total revenue from contracts with customers	3,861,097	2,487,773

Disaggregation of income for furthering activities

A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:

Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	-
Other parties	5,786,573	4,466,615
Total income for furthering activities	5,786,573	4,466,615

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 3 INCOME	31 March 2024 $	31 March 2023 $
Note 3A: Levies		
Compulsory levy – Defence Fund (Note 1.24)	10,663	11,349
Compulsory levy – Campaign (Note 1.23)	3,163	3,364
Voluntary levy – Tool Scheme	-	-
Total levies	13,826	14,713
Note 3B: Interest		
Interest	40,697	12,915
Total Interest	40,697	12,915
Note 3C: Grants or donations		
Grants Apprentice Scheme	5,559,973	4,246,715
Grants Other	226,600	219,900
Donations	-	-
Total grants or donations	5,786,573	4,466,615
Note 3D: Net gains from sale of assets		
Gain on sale of property, plant and equipment	75,130	131,653
Total net gain from sale of assets	75,130	131,653
Note 3E: Other Revenue		
Administration recoveries	972,201	703,051
Compliance recoveries	262,021	257,858
Income from financial asset	11,156	1,741
Promotional charges	112,716	112,716
Sponsorship income	98,671	97,733
Training income	1,230,888	707,302
Directors/Meeting fees	247,127	253,551
Enterprise agreements	731,700	180,000
Sundry income and reimbursements	-	4,768
Total other revenue	3,666,480	2,318,720

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 4 EXPENSES

	31 March 2024 $	31 March 2023 $
Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
*Separation and redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses holders of office	-	-
Employees other than office holders:		
Wages and salaries	644,705	437,588
Superannuation	104,343	72,972
Leave and other entitlements	70,986	67,257
*Separation and redundancies	26,710	18,517
Other employee expenses	6,212	4,389
Subtotal employee expenses employees other than office holders	852,956	600,723
Total employee expenses	852,956	600,723

*Separation and redundancies include contributions to the redundancy fund.

Note 4B: Capitation fees

CFMEU C&G National Office	-	-
Total Capitation fees	-	-

Capitation fees is paid by CFMEUQ

Note 4C: Affiliation fees

Australian Labor Party Northern Territory Branch	705	777
Other	-	880
Total Affiliation fees	705	1,657

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 4 EXPENSES (CONTINUED)	31 March 2024 $	31 March 2023 $
Note 4D: Administration expenses		
Consideration to employers for payroll deductions of membership subscriptions	-	-
Compulsory levy – Campaign (Note 1.23)	-	-
Voluntary levy – Tool Scheme	-	-
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	9,035	1,785
Total administration expenses	9,035	1,785
Note 4E: Grants or donations		
Grants:		
Total paid that were $1,000 or less	-	-
Total paid that exceeded $1,000	-	-
Donations:		
Total paid that were $1,000 or less	1,000	293
Total paid that exceeded $1,000	-	10,000
Total grants or donations	1,000	10,293
Note 4F: Depreciation and amortisation		
Depreciation:		
Property, plant and equipment	25,625	29,207
Motor vehicles	421,870	390,085
Total depreciation	447,495	419,292
Amortisation		
Intangibles	-	-
Total amortisation	-	-
Total depreciation and amortisation	447,495	419,292
Note 4G: Finance costs		
Bank fees and charges	11,875	8,843
Total finance costs	11,875	8,843
Note 4H: Legal costs		
Litigation	90,860	5,219
Other legal matters	-	-
Penalties & Settlements (Litigation costs)	94,762	419,392
Total legal costs	185,622	424,611

NOTE 4 EXPENSES (CONTINUED)	31 March 2024 $	31 March 2023 $
Note 4I: Audit fees		
External audit expense	14,350	13,800
Other services	-	-
Total audit fees	14,350	13,800
Note 4J: Other expenses		
Penalties – via RO Act or the *Fair Work Act 2009*	-	-
Administration expenditure	10,899	9,939
Advertising & marketing	-	1,009
Communications	327	245
Computer expenses	5,182	1,164
Fringe benefit tax	218,828	242,061
Impairment counselling & delivery costs	109,164	31,958
Labour day expenses	1,363	442
Motor vehicles expenses	63,495	71,349
Organising expenses	54,803	61,312
Payroll tax	46,977	29,985
Postage	6,297	2,940
Printing and stationery	890	145
Rental expenses	413,552	391,884
Sponsorship expenses	-	2,100
Subscriptions	-	195
Training	14,584	11,900
Workers compensation	37,502	28,570
Total other expenses	983,863	887,198

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 5 ASSETS	31 March 2024 $	31 March 2023 $
Note 5A: Cash and Cash Equivalents		
Cash at bank	3,221,790	1,045,357
Cash on hand	-	-
Debit card	500	500
Term deposits	-	-
Total cash and cash equivalents	3,222,290	1,045,857
Note 5B: Trade and Other Receivables		
Current		
Trade receivable	-	35,000
Legal cost – Litigation receivable	750,000	-
Interest receivable	537	7,516
Other receivables	1,225	2,219
Receivables from other reporting units		
CFMEUQ	228,360	26,727
Total current trade and other receivables	980,122	71,462
Less provision for doubtful debts	-	-
Total provision for doubtful debts	-	-
Total current trade and other receivables (net)	980,122	71,462
Non-current		
Receivables from other reporting units	-	-
Total non-current trade and other receivables	-	-
Total trade and other receivables	980,122	71,462

No provision for doubtful debts has been raised against the reporting units balances shown.

Note 5C: Other Current Assets

Prepayments	-	-
Total other current assets	-	-

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 5 ASSETS (CONTINUED)	31 March 2024 $	31 March 2023 $
Note 5D: Financial Assets		
Financial asset at cost	5,885,478	-
Financial asset transferred from CFMEUQ	-	5,947,624
Additions	14,538	-
Growth/(reduction) in investment - unrealised	79,984	(62,146)
Financial asset liquidated to cash	(5,980,000)	-
Total financial assets	-	5,885,478
Note 5E: Property, Plant and Equipment		
Property, Plant and Equipment comprises of:		
Motor vehicles	2,341,321	1,603,597
Plant and equipment	72,331	97,956
Total property plant and equipment	2,413,652	1,701,553
Motor vehicles:		
At cost	3,509,599	2,480,700
Less accumulated depreciation	(1,168,278)	(877,103)
Total motor vehicles	2,341,321	1,603,597
Plant and Equipment:		
At cost	226,036	256,757
Less accumulated depreciation	(153,705)	(158,801)
Total plant and equipment	72,331	97,956

	Motor Vehicles	Plant & Equipment	Total
	$	$	$
Balance at beginning of the year	1,603,597	97,956	1,701,553
Additions	1,477,842	-	1,477,842
Disposals	(217,597)	-	(217,597)
Depreciation expense – Note 4F	(421,870)	(25,625)	(447,495)
Depreciation allocated to Apprentice Scheme	(100,651)	-	(100,651)
Carrying amount at end of the year	2,341,321	72,331	2,413,652

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 6 LIABILITIES	31 March 2024	31 March 2023
	$	$
Note 6A: Trade and Other Payables		
Trade payables and accruals	485,525	320,205
Payables to other reporting units		
- CFMEUQ	-	434,962
Consideration to employers for payroll deductions of membership subscriptions	-	-
Legal costs		
Litigation	-	-
Settlements (Penalties from Litigation)	-	-
Other legal matters	-	-
GST payable	(24,834)	21,968
Voluntary collections - ADSS	-	-
Total trade and other payables	460,691	777,135
Note 6B: Employee Provisions		
Employee provisions comprises of:		
Current		
Provision for annual leave	330,577	296,458
Provision for long service leave	544,433	466,839
	875,010	763,297
Non-current		
Provision for long service leave	239,940	225,067
Total employee provisions	1,114,950	988,364

Non-current provisions represent long service leave entitlements owing to employees who have not completed 5 continuous years of service with the Union.

Balance at beginning of the year	988,364	882,013
Additional provisions raised during the year	323,041	283,868
Amounts used	(196,455)	(177,517)
Balance at the end of the year	1,114,950	988,364

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 6 LIABILITIES (CONTINUED)	31 March 2024	31 March 2023
	$	$
Note 6B: Employee Provisions (Continued)		
Office Holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	-	-
Employees other than office holders:		
Annual leave	330,577	296,458
Long service leave	784,373	691,906
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—employees other than office holders	1,114,950	988,364
Total employee provisions	1,114,950	988,364

Note 6C: Revenue in Advance

Revenue in advance comprises of:

Current		
Apprentice scheme funding	3,600,929	2,892,756
Other revenue in advance	198,554	192,598
	3,799,483	3,085,354
Non-current	-	-
Total revenue in advance	3,799,483	3,085,354

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 7 CASH FLOW	31 March 2024 $	31 March 2023 $
Note 7A: Cash Flow Reconciliation		
Reconciliation of cash and cash equivalents as per Statement of financial position to Statement of cash flows:		
Cash and cash equivalents as per:		
Statement of cash flows	3,222,290	1,045,857
Statement of financial position	3,222,290	1,045,857
Difference	-	-
Reconciliation of surplus/(deficit) to net cash from operating activities:		
Surplus/(deficit) for the year	2,887,443	1,087,445
Adjustments for non-cash items		
Depreciation expense – Note 4F	447,495	419,292
Depreciation – Apprentice scheme	100,651	62,345
(Gain)/Loss on disposal of assets	(75,130)	(131,653)
(Gain)/Loss in fair value of financial assets	(79,984)	62,146
Transfer of financial assets to CFMEUQ	-	(5,947,624)
Settlement of Loan to CFMEUQ	-	1,500,000
Changes in assets/liabilities		
(Increase)/decrease in net receivables	(908,660)	953,289
(Increase)/decrease in prepayments	-	-
Increase/(decrease) in trade and other payables	(316,444)	(1,135,985)
Increase/(decrease) in employee provisions	126,586	106,351
Increase/(decrease) in revenue in advance	714,129	858,866
Net cash from (used by) operating activities	2,896,086	(2,165,528)
Note 7B: Cash flow information		
Cash inflows		
CFMEUQ	1,112,064	890,444
CFMEU C&G National Office	3,475	-
Mining & Energy QLD	78,088	60,914
Mining & Energy Division	19,194	12,969
Maritime Union of Australia	28,924	16,595
Total cash inflows	1,241,745	980,922

NOTE 7 CASH FLOW (CONTINUED)	31 March 2024	31 March 2023
	$	$

Note 7B: Cash flow information (Continued)

Cash outflows

CFMEUQ	6,565,499	3,931,073
CFMEU C&G Vic-Tas Branch	99,946	-
Total cash outflows	6,665,445	3,931,073

Note 7C: Credit standby arrangements and loan facilities

CBA Mastercard Facility		
Used facility	-	-
Unused facility	60,000	60,000
Total facility	60,000	60,000

Note 7D: Non-cash transactions

There have been no non-cash financing or investing activities during the year ended 31 March 2024 (31 March 2023: Nil).

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units

The names of those persons who held office for all or part of the year are deemed to be a related party for financial reporting purposes as set out in the accompanying Committee of Management Operating Report. The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	31 March 2024 $	31 March 2023 $
Income received includes the following:		
NT membership income transferred from CFMEUQ	140,094	141,425
NT defence fund transferred from CFMEUQ	10,663	11,349
NT campaign levy transferred from CFMEUQ	3,163	3,364
EBA Processing fees transferred from CFMEUQ	731,700	180,000
Workcover reimbursement from Mining & Energy QLD	70,990	55,376
Workcover reimbursement from Mining & Energy Division	17,449	11,790
Workcover reimbursement from Maritime Union of Australia	26,294	15,086
Workcover reimbursement from CFMEU C&G National Office	3,159	-
Expenses paid includes the following:		
Rent paid to CFMEUQ	413,552	391,884
Legal cost reimbursement to CFMEU C&G VIC-TAS branch	90,860	-
Amounts owed by includes the following:		
CFMEUQ	228,360	26,727
Amounts owed to includes the following:		
CFMEUQ	-	434,962
Loan receivable from CFMEUQ:	5,500,000	-
Financial assets transferred from CFMEUQ	-	5,947,624

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8A: Related Party Transactions for the Reporting Period (Continued)

Terms and conditions of transactions with related parties

Related party transactions occur between the Union and its state registered equivalent the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division (CFMEUQ).

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 March 2024, the union has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2023: $Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates. The loan provided to/received from CFMEUQ does not incur interest and is expected to be repaid within 5 years.

Related party transactions also occur between the Union and other reporting units including the National Office of the Construction & General Division (CFMEU C&G National Office). Related Party disclosures in the financial report are presented on an accrual basis. Whilst the financial records of the Union have been kept, as far as practicable, in a manner consistent with each other reporting units of the organisation, the balances and transactions reported in this financial report may differ to those recorded in the financial report of the counterparty reporting unit. This may arise due to timing difference in the respective recordkeeping of the related reporting units, for example, in the receipt of payments, correspondence in transit or the alternative categorisation of balances/transactions.

From time-to-time, the National Office of the Construction & General Division of the CFMEU (CFMEU C&G National Office) coordinates various administrative activities on behalf of the Union. This includes the collation of certain costs, which are apportioned to the appropriate branches and invoiced in full. Accordingly, with the National Office merely being the facilitator of such transactions between the Union and independent third parties (and there is no profit component in recharging these costs), these are not considered to be related party expenditures of the Union and hence are not required to be disclosed.

Notwithstanding this, the transfer of funds to meet these obligations remain related party transactions, and accordingly have been disclosed in the related party cash flows reported at Note 7B. Additionally, any amounts outstanding as at balance date between related parties have been disclosed at Note 8A.

There have been no payments made during the financial year to a former related party of the Union.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8B: Key Management Personnel Remuneration for the Reporting Period

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Union. The Union has determined that key management personnel comprises of:

- Michael Ravbar (Branch Secretary)
- Royce Kupsch (Branch President) – Honorary from 16/12/2022
- Jade Ingham (Assistant Branch Secretary)
- Kane Lowth (Assistant Branch Secretary)

During the year, the key management personnel of the Union were remunerated as follows:

	31 March 2024 $	31 March 2023 $
Short-term employee benefits		
Salary (including annual leave taken)	-	-
Annual leave	-	-
Performance bonus	-	-
Other employee benefits	-	-
Total short-term employee benefits	-	-
Post-employment benefits:		
Superannuation	-	-
Redundancy fund	-	-
Total post-employment benefits	-	-
Other long-term benefits:		
Long-service leave	-	-
Total other long-term benefits	-	-
Termination benefits	-	-
Total	-	-

No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member of employee.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 9 CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

(a) Operating lease commitments

The Union does not have any operating lease commitments.

(b) Contingent liabilities and commitments

There are continually numerous ongoing unsettled legal actions against the Union regarding industrial relations matters.

If at year end, a judgement has been awarded against the Union or a matter has been settled and the amount is unpaid, the Union accrues an expense for estimated costs and penalties in relation to the matter.

No provision is made for any settlement costs or penalties for ongoing unresolved matters where the outcome cannot be reliably determined as the Union intends to defend the claims.

(c) Finance lease commitments

The Union does not have any finance lease commitments at 31 March 2024 (2023: Nil).

(d) Capital expenditure commitments

There are no capital expenditure commitments at 31 March 2024 (2023: Nil).

NOTE 10 REMUNERATION OF AUDITORS

	31 March 2024 $	31 March 2023 $
Value of the services provided		
Financial statement audit services	14,350	13,800
Other services – included in apprentice scheme expense	8,800	8,400
Total remuneration of auditors	23,150	22,200

Other services include the audit of the political membership return and apprentice scheme acquittals.

NOTE 11 FINANCIAL INSTRUMENTS

Financial Risk Management Policy
The Committee of Management monitors the Union's financial risk management policies and exposure and approves financial transactions within the scope of these policies.

The Committee of Management's overall risk management strategy seeks to assist the Union in meeting its financial targets, while minimising potential adverse effects on financial performance. Its functions include the review of the use of credit risk policies and future cash flow requirements.

Specific Financial Risk Exposures and Management
The main risks the Union is exposed to through its financial instruments are credit risk, liquidity risk, and market risk consisting predominantly of interest rate risk. There have been no substantive changes in the types of risks the Union is exposed to, how these risks arise, or the Committee of Management's objectives, policies and processes for managing or measuring the risks from the previous period.

The Union's financial instruments are listed below:

Financial Assets		
Cash and cash equivalents	3,222,290	1,045,857
Trade and other receivables	980,122	71,462
Financial assets	-	5,885,478
Loan receivable – CFMEUQ	5,500,000	-
	9,702,412	7,002,797
Financial Liabilities		
Trade and other payables	460,691	777,135
	460,691	777,135

Note 11A: Credit Risk

Credit risk refers to risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Union.

Credit risk arises from cash and cash equivalent and deposits with banks and financial institutions, as well as exposure to wholesale and retail customers, including outstanding receivables and committed transactions.

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11A: Credit Risk (Continued)

The Union has adopted a policy of only dealing with creditworthy counterparties as a means of mitigating the risk of financial loss from defaults.

Management considers that all the financial assets that are not impaired for each of the reporting dates under review are of good quality, including those that are past due.

The credit risk of liquid funds, and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Union. On a geographical basis, the Union's trade and other receivables are all based in Australia.

The Union applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all accounts receivable. To measure the expected credit losses, accounts receivable have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 March 2024 is determined as follows. The expected credit losses below also incorporate forward looking information.

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

Ageing of financial assets that were past due but not impaired for 2024

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	0%	0%	0%	0%	0%
Gross Carrying amount	980,122	-	-	-	980,122
Loss allowing provision	-	-	-	-	-

Ageing of financial assets that were past due but not impaired for 2023

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	0%	0%	0%	0%	0%
Gross Carrying amount	71,462	-	-	-	71,462
Loss allowing provision	-	-	-	-	-

The "amounts written off" are all due to debtors declaring bankruptcy or accounts receivable that have now become unrecoverable.

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the entity is considered to relate to the class of assets described as "accounts receivable and other debtors".

The Union always measures the loss allowance for accounts receivables at an amount equal to lifetime expected credit loss. The expected credit losses on accounts receivable are estimated using a provision matrix by reference to past default experience of the debtor and an analysis of the debtor's current financial position, adjusted for factors that are specific to the debtors, general economic conditions of the industry in which the debtors operate and an assessment of both the current as well as the forecast direction of conditions at the reporting date.

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11A: Credit Risk (Continued)

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The Union writes off an account receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery (eg when the debtor has been placed under liquidation or has entered into bankruptcy proceedings) or when the trade receivables are over two years past due, whichever occurs earlier. None of the accounts receivable that have been written off are subject to enforcement activities.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 31 March 2024 (31 March 2023: Nil).

Note 11B: Liquidity Risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The Union does not hold directly any derivative financial liabilities.

Contractual maturities for financial liabilities

	On Demand	< 1 year	1 – 2 years	2 – 5 years	> 5 years	Total
2024		$	$	$	$	$
Trade and other payables	460,691	-	-	-	-	460,691
	460,691	-	-	-	-	460,691
2023						
Trade and other payables	777,135	-	-	-	-	777,135
	777,135	-	-	-	-	777,135

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11C: Market Risk

i. Interest rate risk
Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union's exposure to interest rate risk arises from its cash at bank, term deposits and floating rate instruments.

The financial instruments which expose the Union to interest rate risk are limited to its cash reserves.

ii. Foreign exchange risk
The Union is not exposed to fluctuations in foreign currencies.

iii. Price risk
The Union is exposed to equity securities price risk.

Sensitivity Analysis

While the Union is exposed to changes in interest rates, due to the fact that any expected change in interest rates would have no significant impact on profit and loss or equity, no sensitivity analysis has been considered necessary.

No sensitivity analysis has been performed on price risk, due to the fact that any expected change in price risk would have no significant impact on profit and loss or equity.

No sensitivity analysis has been performed on foreign exchange risk, as the Union is not exposed to foreign currency fluctuations.

NOTE 12 FAIR VALUE MEASUREMENT

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants. Fair values for share investments are obtained from quoted (unadjusted) market price in the active market.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Union. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Union.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 12 FAIR VALUE MEASUREMENT (CONTINUED)

The following table contains the carrying amounts and related fair values for the Union's financial assets and liabilities:

		31 March 2024		31 March 2023	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial assets					
Cash and cash equivalents	(i)	3,222,290	3,222,290	1,045,857	1,045,857
Trade and other receivables	(i)	980,122	980,122	71,462	71,462
Financial assets		-	-	5,885,478	5,885,478
Loan receivable - CFMEUQ		5,500,000	5,500,000	-	-
Total financial assets		9,702,412	9,702,412	7,002,797	7,002,797

		31 March 2024		31 March 2023	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial liabilities					
Trade and other payables	(i)	460,691	460,691	777,135	777,135
Total financial liabilities		460,691	460,691	777,135	777,135

The fair values disclosed in the above table have been determined based on the following methodologies:

(i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 9.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 13 DISCLOSURE OF OFFICERS' REMUNERATION AND NON-CASH BENEFITS

Pursuant to Rule 24B of the Union's Rules and s. 293B of the *Fair Work (Registered Organisation) Amendment Act 2016*, the Divisional Executive make the following disclosures of Officer remuneration and non-cash benefits received for the 2024 financial year.

(a) the highest paid officers of the Union for the financial year, and their remuneration, were as follows:

	Michael Ravbar Divisional Branch Secretary	Royce Kupsch Divisional Branch President	Jade Ingham Assistant Divisional Branch Secretary	Kane Lowth Assistant Divisional Branch Secretary	Total
	$	$	$	$	$
Salary and allowance	-	-	-	-	-
Movement in annual and long service leave provisions	-	-	-	-	-
Superannuation	-	-	-	-	-
Redundancy	-	-	-	-	-
Other employee benefits	-	-	-	-	-
	-	-	-	-	-

The officers are remunerated by the Construction Forestry Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division (CFMEUQ) and therefore are recorded in the financial statements of the CFMEUQ for the year ended 31 March 2024.

The non-cash benefit provided to the officers of the Union are motor vehicles which are owned by the Union. The motor vehicles are primarily used for work related purposes but maybe used for personal use during non-working hours.

(b) Superannuation has been received by the following officers of the Union from a board position attained because of their position with the Union:

Michael Ravbar	Divisional Branch Secretary	$16,481
Royce Kuspch	Division Branch President	$NIL
Jade Ingham	Assistant Divisional Branch Secretary	$7,394
Kane Lowth	Assistant Divisional Branch Secretary	$2,911

No other remuneration or non-cash benefits had been received by Officers of the Union from a board position attained because of their position with the Union.

In accordance with Rule 24D and s. 293G of the *Fair Work (Registered Organisation) Amendment Act 2016*, refer to Note 8 for payments made by the Union to related parties.

The Union has made no reportable payments to any related party or declared person or body of the Union in the year ended 31 March 2024. Royce Kupsch resigned on 16 December 2022 as a Union employee. From 19 December 2022, he continues to be Divisional Branch President role as a honorary position.

NOTE 14 ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

There has been no administration of financial affairs by a third party.

NOTE 15 SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or General Manager:

(1) A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.

(2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.

(3) A reporting unit must comply with an application made under subsection (1).

NOTE 16 UNION DETAILS

The registered office of the Union is:

16 Campbell Street
Bowen Hills QLD 4006

NOTE 17 SEGMENT INFORMATION

The Union operates solely in one reporting segment, being the provision of industrial services in Queensland.

NOTE 18 OFFICER DECLARATION STATEMENT

An officer declaration statement has not been prepared given that all relevant disclosures required under this declaration, have been incorporated into this financial report, including 'NIL' disclosures.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION, CONSTRUCTION AND GENERAL DIVISION, QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH EXECUTIVE

Report on the Financial Report

Opinion

We have audited the accompanying financial report Construction, Forestry and Maritime Employees Union, Construction and General Division, Queensland Northern Territory Divisional Branch which comprises the statement of financial position as at 31 March 2024, the Statement of Comprehensive Income, Statement of Changes in Equity, and the Statement of Cash Flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, the subsection 255(2A) report and the Committee of Management Statement.

The audit report has been prepared based on the requirements of section 257(1) of the *Fair Work (Registered Organisations) Act 2009*.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Construction, Forestry and Maritime Employees Union, Construction and General Division, Queensland Northern Territory Divisional Branch as at 31 March 2024, and its financial performance and its cash flow 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).

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

Other Information

The Committee of Management are responsible for the other information. The other information obtained at the date of this auditor's report is in the Committee of Management Operating Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and 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.

Independence

We are independent of the Company in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Committee of Management's Responsibilities for the Financial Report

The Committee of Management and Secretary of the Union are 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 and Secretary of the Union 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 Union'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 Union or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.aspx. This description forms part of our auditor's report.

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.

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

Report on Other Regulatory Requirements

a) In accordance with the requirements of section 257(7) of the RO Act, we are required to describe any deficiency, failure or shortcoming in respect of the matters referred to in section 252 and 257(2) of the RO Act. We have nothing to report with regards to reporting requirements under section 257(7) of the RO Act.

b) The scope of our audit did extend to recovery of wages activity, however as noted in the Committee of Management Statement, no such activity was undertaken during the reporting period.

c) In our opinion, the Committee of Management's use of the going concern basis of accounting in the preparation of the financial report is appropriate.

d) I am an approved auditor as defined by Regulation 4 of the *Fair Work (Registered Organisations) Regulations 2009* being a member of the Institute of Chartered Accountants in Australia & New Zealand who holds a current Public Practice Certificate.

PKF

PKF BRISBANE AUDIT

[redacted]

SHAUN LINDEMANN
PARTNER

28 MAY 2024
BRISBANE

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

DESIGNATED OFFICERS CERTIFICATE

FOR THE YEAR ENDED 31 MARCH 2024

I, Michael John Ravbar, being the Divisional Branch Secretary of the Construction, Forestry and Maritime Employees Union Construction & General Division Queensland Northern Territory Divisional Branch certify:

- that the documents lodged herewith are copies of the full report for the Construction, Forestry and Maritime Employees Union Construction & General Division Queensland Northern Territory Divisional Branch for the period ended 31 March 2024 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on 29 May 2024; and
- that the full report was presented to a meeting of the Committee of Management of the reporting unit on 25 June 2024 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

.....[redacted]

Michael John Ravbar

Divisional Branch Secretary

25 June 2024

Brisbane

CFMEU
QLD/NT

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

ABN 24 502 631 846

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

ADMINISTRATOR'S OPERATING REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Operating Report

In accordance with section 254 of the *Fair Work (Registered Organisations) Act 2009* the Administration presents its Operating Report on the Construction, Forestry and Maritime Employees Union Construction & General Division Queensland Northern Territory Divisional Branch ("Union"), for the year ended 31 March 2025.

Principal Activities

The principal activities of the Union, fall into the following categories:

- Implementation of the decisions of the Divisional Branch Executive, Divisional Branch Management Committee and resolutions of the State Delegates' convention.
- The development and implementation of the Union policy through effective communications with members at the workplace.
- The administration of State awards, the variation of awards following major test cases (ie State wage case) and making other variations to awards for other industrial matters.
- Industrial support including representation of members grievances and/or advice at their workplaces and/or through the various industrial tribunals (ie Industrial Relations Commission, Workers Compensation etc).
- Ongoing communication to members and the broader community through meetings, rallies, media releases, journals and flyers.

The results of those activities were ongoing in providing effective leadership to officers, organisers, delegates and membership in the development, advancement and delivery of policy through a delegation of responsibilities and effective communication strategies in the areas of organising, policy/administration, and Industrial Relations/ Training/ Workcover. There were no significant changes to the nature of those activities during the period.

Operating Results

The operating surplus for the financial year amounted to $2,690,793 (31 March 2024: $2,887,443 surplus)

Significant Changes in Financial Affairs

There was no significant change in the financial affairs of the Union during the year.

Events subsequent to reporting date

Pursuant to a direction from the Administrator of the Union, it was resolved that from 1 April 2025, all membership subscriptions will be collected by the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Division Branch ('QNTDB') and not the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division ('CFMEUQ'). In addition to this, all supplier payments except property expenses will also become the responsibility of the QNTDB, which is expected to materially impact the level and type of revenue and expenses recorded in both entities, in future periods.

Future Developments

Likely developments in the operations of the Union and the expected results of those operations in future financial years have not been included in this report as such information is likely to result in unreasonable prejudice to the Union.

ADMINISTRATOR'S OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Environmental Issues

The Union's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Members Right to Resign

Members have the right to resign from the Union in accordance with section 174 of the *Fair Work (Registered Organisations) Act 2009*.

Officers or Members who are Superannuation Fund Trustees/ Director of a Company that is a Superannuation Fund Trustee

Those who hold a position of trustee or director of an entity, scheme or company as described in s.254 (2) (d) of the *Fair Work (Registered Organisations) Act 2009*, where a criterion of such entity is that the holder of such position must be a member or official of a registered organisation are as follows:

Hemal Patel	– Member of the Union - Director of BUSSQ
Paul Dunbar	– Member of the Union - Director of BUSSQ
Emma Eaves	– Member of the Union - Director of BUSSQ

Number of Members

The number of members at the end of the financial period recorded in the register of members and taken to be members of the Union was 19,686 (2024: 18,834).

Number of Employees

The number of full-time equivalent employees of the Union at the end of the financial year was 12 (2024: 12).

Members of the Committee of Management

The name of each person who has been a member of the Committee of Management up until the Union was placed into administration, and the period for which he or she held such a position is as follows:

Name	Period of appointment
Michael Ravbar	1/4/2024 – 22/8/2024
Royce Kupsch	1/4/2024 – 22/8/2024
Steve Gaske	1/4/2024 – 22/8/2024
Dallas Ezzy	1/4/2024 – 22/8/2024
Ian McKewin	1/4/2024 – 22/8/2024
Jade Ingham	1/4/2024 – 22/8/2024
Keith Murphy	1/4/2024 – 22/8/2024
Peter Close	1/4/2024 – 22/8/2024
Mark Read	1/4/2024 – 22/8/2024
Steve Amies	1/4/2024 – 22/8/2024
Kane Lowth	1/4/2024 – 22/8/2024

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

ADMINISTRATOR'S OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

On 23 August 2024, the Union was put into administration by the Federal Government under the *Fair Work (Registered Organisations (CFMEU Construction and General Division Administration) Determination 2024.* As a result, the Committee of Management for the Union no longer exists from that date. The appointed Administrator has the power to approve these financial statements and has delegated this authority to the Executive Officer of the Union.

Members of the Administration

The name of each person who has been a member of the Administration of the Union at any time during the reporting period, and the period for which he or she held such a position is as follows:

Name	**Period of appointment**
Travis O'Brien	2/9/2024 – 3/2/2025
Jared Abbott	3/3/2025 – current

Indemnifying Officers or Auditors

The Union has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor:

- indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- paid or agreed to pay a premium in respect of a contract insuring against liability for the costs or expenses to defend legal proceedings.

Wages Recovery Activity

The Union has not undertaken any recovery of wages activity for the financial years ended 31 March 2025 and 31 March 2024.

Disclosure Statements - Remuneration and Non-Cash Benefits of Highest Paid Officers

The five highest paid officers of the Union for the disclosure period ended 31 March 2025 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefits received by them are set out in Note 13 of the financial statements.

This report is made in accordance with a resolution of the Administrator and is signed for and on behalf of the Administrator by:

[redacted]

.....
Mark Irving
Administrator

29 July 2025

Melbourne

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

ADMINISTRATOR'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

On 29 July 2025, the Administrator of the Construction, Forestry and Maritime Employees Union, Construction & General Division, Queensland Northern Territory Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2025.

The Administrator declares in relation to the GPFR 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 Union for the financial year to which they relate;

(d) there are reasonable grounds to believe that the Union 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, up until the commencement of the administration were held in accordance with the rules of the organisation and the rules of the Union concerned; and

ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and

iii. the financial records of the Union 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 to each of the other reporting units of the organisation; and

v. where information has been sought in any request of a member of the reporting unit or General Manager duly made under section 272 of the RO Act, that information has been provided to the member or General Manager; and

vi. where any order for inspection of the financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

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

Name of Designated Officer: **Mark Irving**

Title of Designated Officer: Administrator

Signature: [redacted]

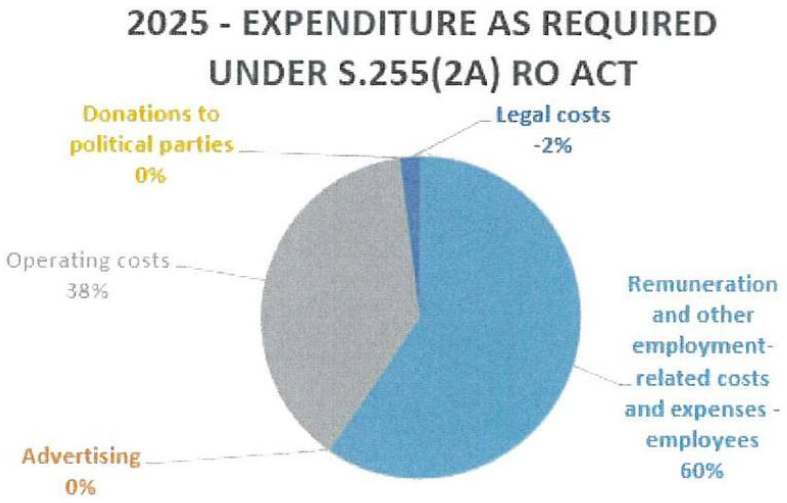
Date: 29 July 2025

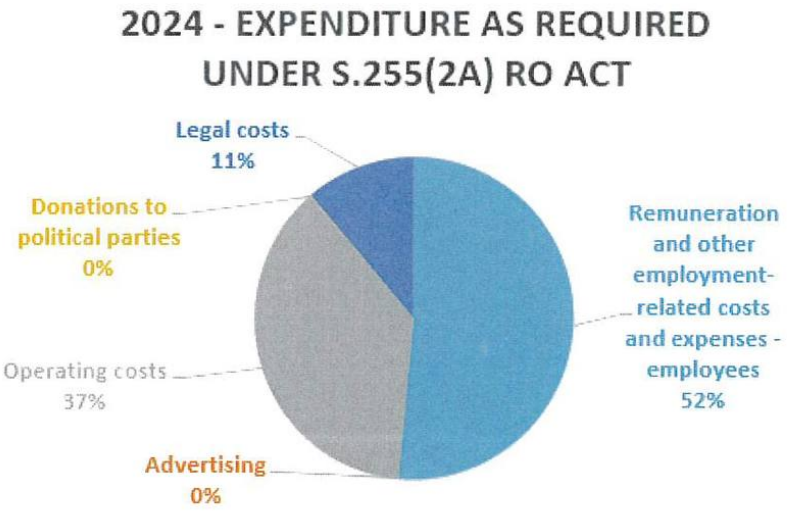
CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

REPORT REQUIRED UNDER SUBSECTION 255(2A)

FOR THE YEAR ENDED 31 MARCH 2025

The Administrator presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 March 2025 and 31 March 2024.





Name of Designated Officer: **Mark Irving**

Title of Designated Officer: Administrator

Signature: [redacted]

Date: 29 July 2025

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	31 March 2025 $	31 March 2024 $
Revenue from contracts with customers			
Membership subscription		126,748	140,094
Capitation fees		-	-
Levies	3A	12,778	13,826
Interest	3B	20,783	40,697
Other revenue	3E	3,520,647	3,666,480
Total revenue from contracts with customers		3,680,956	3,861,097
Income for furthering objectives			
Grants and/or donations	3C	7,114,747	5,786,573
Total income for furthering objectives		7,114,747	5,786,573
Other Income			
Net gains from sale of assets	3D	-	75,130
Change in fair value of financial assets		-	79,984
Total other income		-	155,114
Total income		10,795,703	9,802,784
Expenses			
Employee expenses	4A	970,871	852,956
Capitation fees	4B	227,373	-
Affillation fees	4C	-	705
Administration expenses	4D	4,291	9,035
Grants or donations	4E	-	1,000
Depreciation and amortisation	4F	572,004	447,495
Finance costs	4G	7,536	11,875
Legal costs	4H	(33,876)	185,622
Audit fees	4I	14,450	14,350
Apprentice Schemes		5,272,689	4,408,440
Net loss from sale of assets		15,792	-
Other expenses	4J	1,053,780	983,863
Total expenses		8,104,910	6,915,341
Surplus (deficit) for the year		2,690,793	2,887,443
Other comprehensive income		-	-
Total comprehensive income for the year		2,690,793	2,887,443

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2025

	Notes	31 March 2025 $	31 March 2024 $
ASSETS			
Current Assets			
Cash and cash equivalents	5A	1,810,923	3,222,290
Trade and other receivables	5B	424,627	980,122
Other current assets	5C	-	-
Financial assets	5D	-	-
Total current assets		2,235,550	4,202,412
Non-Current Assets			
Trade and other receivables	5B	-	-
Loan receivable – CFMEUQ	8	9,950,000	5,500,000
Property, plant and equipment	5E	2,215,456	2,413,652
Total non-current assets		12,165,456	7,913,652
Total assets		14,401,006	12,116,064
LIABILITIES			
Current Liabilities			
Trade and other payables	6A	304,119	460,691
Employee provisions	6B	767,420	875,010
Revenue in Advance	6C	3,632,740	3,799,483
Total current liabilities		4,704,279	5,135,184
Non-Current Liabilities			
Employee provisions	6B	264,994	239,940
Total non-current liabilities		264,994	239,940
Total liabilities		4,969,273	5,375,124
Net assets		9,431,733	6,740,940
EQUITY			
Retained earnings		9,431,733	6,740,940
Total equity		9,431,733	6,740,940

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2025

		Retained Earnings		Financial Asset Revaluation Reserve	Total
		General Fund	Compulsory Levy Defence Fund		
	Notes	$	$	$	$
Balance as at 1 April 2023		**3,616,300**	**237,197**	**-**	**3,853,497**
Surplus (deficit) for the year		2,876,780	10,663	-	2,887,443
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2024		**6,493,080**	**247,860**	**-**	**6,740,940**
Surplus (deficit) for the year		2,680,949	9,844	-	2,690,793
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2025		**9,174,029**	**257,704**	**-**	**9,431,733**

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	31 March 2025 $	31 March 2024 $
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units		1,650,883	1,241,745
Receipts from members and other customers		153,478	169,312
Grant receipts		7,635,284	7,144,221
Interest		27,781	47,676
Other		2,007,896	2,615,732
Cash used			
Employees and suppliers		(6,075,232)	(7,145,280)
Finance cost		(7,536)	(11,875)
Payment to other reporting units	7B	(1,853,238)	(1,165,445)
Net cash from (used by) operating activities	7A	3,539,316	2,896,086
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of property, plant and equipment		881,082	292,727
Proceeds from sale of financial assets		-	5,980,000
Cash used			
Purchase of plant and equipment		(1,381,765)	(1,477,842)
Purchase of financial assets		-	(14,538)
Net cash from (used by) investing activities		(500,683)	4,780,347
FINANCING ACTIVITIES			
Net cash received from/(paid to) CFMEUQ	7B	(4,450,000)	(5,500,000)
Net cash from (used by) financing activities		(4,450,000)	(5,500,000)
Net increase (decrease) in cash held		(1,411,367)	2,176,433
Cash & cash equivalents at the beginning of the reporting period.		3,222,290	1,045,857
Cash & cash equivalents at the end of the reporting period	7A	1,810,923	3,222,290

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

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

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Note 5	Assets
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Note 8	Related party disclosures
Note 9	Contingent liabilities, assets and commitments
Note 10	Remuneration of auditors
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Note 16	Union Details
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NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisation) Act 2009*. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards as issued by IASB except for the requirements applicable to not-for-profit entity. For the purpose of preparing the general purpose financial statements, the Construction, Forestry, and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch ('Union') is a not-for-profit entity. The Union has applied the Tier 1 reporting requirements as per the Australian Accounting Standard AASB 1053 *Application of Tiers of Australian Accounting Standards*.

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.

Material accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Key estimates and judgements

Impairment of property, plant and equipment
The Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions. No impairment has been recognised in respect of the current year.

Provisions
As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.3 Significant accounting judgements and estimates (continued)

Key estimates and judgements (continued)

Receivables
The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Useful lives of property, plant and equipment
Property, plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the assets are acquired or when there is a significant change that affects the remaining useful life of the asset.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

The Union has adopted all standards which became effective for the first time during the year, and the adoption of these standards has not caused any material adjustments to the reported financial position or performance.

Future Australian Accounting Standards Requirements

Certain new accounting standards have been published that are not mandatory for 31 March 2025 reporting periods and have not been early adopted by the Union. These standards are not expected to have a material impact on the Union in the current or future reporting periods and on foreseeable future transactions.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.5 Revenue

The Union enters into various arrangements where it receives consideration from another party. These arrangement include consideration in the form of membership subscriptions, levies, sponsorships and interest.

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

Revenue from contracts with customers

Where the Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or service to the customer. The Union accounts for an arrangement as a contract with a customer if the following criteria are met:

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

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

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

If there is more than one distinct good or service promised in the membership subscription, the Union allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Union charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good or as the service transfers to the customer (for example, member services or training course), the Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

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

When a member subsequently purchases additional goods or services from the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.5 Revenue (continued)

Capitation fees

Where the Union's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers service to the member.

In circumstances where the criteria for a contract with a customer are not met, the Union will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the relevant services to the member. In circumstances where the criteria for a contract with a customer are not met, the Union will recognise levies as income upon receipt.

Income of the Union as a Not-for-Profit Entity

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

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

The Union receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

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

Gains from sale of assets

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

Interest income

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

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Union in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Union recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.7 Leases

The Union assesses whether a contract is or contains a lease, at inception of a contract. The Union recognises a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the Union recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Reporting Entity uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise fixed lease payments, less any lease incentives.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

1.8 Borrowing costs

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

1.9 Cash and cash equivalents

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

1.10 Provisions

Provisions are recognised when the Union has 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.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.11 Financial instruments

Initial recognition and measurement

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

1.12 Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Union's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Initial recognition and measurement

The Union's financial assets include trade receivables and loans to related parties.

The Union's financial assets are classified as financial assets subsequently measured at amortised cost because both of the following conditions are met:

- the financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are 'solely payments of principal and interest' on the principal amount outstanding.

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

The Union initially measures a financial asset at its fair value plus transaction costs. However, contract assets and trade receivables that do not contain a significant financing component are measured at the transaction price as determined in accordance with the revenue policy.

Subsequent measurement

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

Derecognition

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

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.12 Financial assets (Continued)

Offsetting

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

Impairment

(i) Trade receivables and contract assets

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

(ii) Debt instruments other than trade receivables

The Union recognises an allowance for ECLs for all contract assets, receivables and any other financial assets measured at amortisation cost. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the reporting unit expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.13 Financial Liabilities

The Union's financial liabilities include trade and other payables, interest-bearing loans and borrowings. The Union's financial liabilities are classified as financial liabilities subsequently measured at amortised cost.

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

Subsequent measurement

Financial liabilities at amortised cost

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

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

Derecognition

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

1.14 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Union transfer the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union performs under the contract (i.e. transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Union's refund liabilities arise from customers' right of return. The liabilities is measured at the amount the Union's ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.15 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.16 Property, Plant and Equipment

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight-line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	31 March 2025	31 March 2024
Plant and equipment	10-33%	10-33%
Motor Vehicles	25%	25%

Derecognition

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

1.17 Impairment

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Union were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.18 Income Tax and GST

The Union is exempt from income tax under section 50.1 of *the Income Tax Assessment Act 1997* however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

1.19 Fair value measurement

The Union measures financial instruments, such as, financial assets at fair value through the profit and loss, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 12.

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 the Union. 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.

The Union 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.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.19 Fair value measurement (Continued)

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, the Union determines whether transfers have occurred between Levels in the hierarchy by re-assessing 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.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

1.20 Going concern

The Union is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

The Union recorded a net current asset deficiency as at 31 March 2025 of $2,468,729 (31 March 2024: deficiency of $932,772). This is as a result of additional funds transferred to CFMEUQ for the acquisition of further investment properties during the year, which is in line with the strategic objectives of the Union. The Union retains a strong net asset position as consistent with the prior year. The Union has provided financial support to the CFMEUQ.

1.21 Acquisition of Assets and Liabilities that do not constitute a Business Combination

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

1.22 Recovery of Wages

The Union has not undertaken any recovery of wages activities during the year or the comparative year.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.23 Compulsory Campaign Levy

The compulsory campaign levy was established by the National Office of the Union to provide resources to fight against attacks against the Union by employers, governments and media. The levy is paid to the National Office of the Union.

1.24 Retained Earnings – Compulsory Levy Defence Fund

The Defence Fund is maintained to provide the additional resources needed to defend members of the QNTDB and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) against continuing attacks from employers and Federal Government agencies.

The members resident in the Northern Territory continue to make contributions in accordance with the compulsory Defence Fund levy which is retained by the QNTDB. The surplus in compulsory Defence Fund levy collected from Northern Territory members during the year was $9,844.

Funds collected by the compulsory Defence Fund levy are held in cash and short-term investments.

No funds have been invested in assets.

All funds required by the rules of the Union are included in the retained earnings as detailed in the statement of changes in equity.

1.25 Service Agreement

Longstanding administrative arrangements have existed between the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch (**QNTDB**) and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) to improve the effectiveness of dual registration and, as far as practicable, to reduce unnecessary costs associated with dual registration.

The administrative arrangements established the QNTDB as the 'operating entity' in that, for consideration provided by the CFMEUQ (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), the QNTDB would provide the resources necessary to service the Dual Members and members of the CFMEUQ.

Following negotiations between the QNTDB and the CFMEUQ, it was determined by the Divisional Branch Executive to agree to alter these arrangements, including the arrangements for the collection of entrance fees or subscriptions. An agreement was entered into between the QNTDB and the CFMEUQ to reflect these new arrangements and has been in operation for the entirety of the financial year ended 31 March 2025 and 31 March 2024 (**Service Agreement**).

As a result of the alteration to these arrangements by the Service Agreement, a number of items were transferred from the QNTDB to the CFMEUQ including: accrued employee entitlements; ongoing employee expenses; financial administration costs; agents fees; the defence fund and legal fees.

The CFMEUQ, for consideration provided by the QNTDB (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), provides the resources necessary to service the Dual Members, members of the QNTDB and members of the Manufacturing Division.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.25 Service Agreement (continued)

It was resolved that from 1 April 2025 administrative arrangements between the entities would change. Under the agreement, administration arrangements, including the collection of subscription fees from members, labour and staffing costs would become the responsibility of QNTDB, which is expected to materially impact the level and type of revenues and expenses recorded in both entities, in future periods.

1.26 Current versus non-current classification

In accordance with AASB 101, the Union presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realized or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realized within 12 months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within 12 months after the reporting period; or
- There is no unconditional rights to defer the settlement of the liability for at least 12 months after the reporting period.

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

The Union classified all other liabilities as non-current.

NOTE 2 EVENTS AFTER REPORTING DATE

Pursuant to a direction from the Administrator of the Union, it was resolved that from 1 April 2025, all membership subscriptions will be collected by the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Division Branch ('QNTDB') and not the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division ('CFMEUQ'). In addition to this, all supplier payments except property expenses will also become the responsibility of the QNTDB, which is expected to materially impact the level and type of revenue and expenses recorded in both entities, in future periods.

Other than the above, there were no events that occurred after 31 March 2025, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

NOTE 3 INCOME

	31 March 2025 $	31 March 2024 $
Disaggregation of revenue from contracts with customers		
A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.		
Type of customer		
Members	139,526	153,921
Other reporting units	-	-
Government	-	-
Other parties	3,541,431	3,707,176
Total revenue from contracts with customers	3,680,957	3,861,097

Disaggregation of income for furthering activities

A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:

Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	-
Other parties	7,114,747	5,786,573
Total income for furthering activities	7,114,747	5,786,573

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 3 INCOME	31 March 2025 $	31 March 2024 $
Note 3A: Levies		
Compulsory levy – Defence Fund (Note 1.24)	9,844	10,663
Compulsory levy – Campaign (Note 1.23)	2,934	3,163
Voluntary levy – Tool Scheme	-	-
Total levies	12,778	13,826
Note 3B: Interest		
Interest	20,783	40,697
Total Interest	20,783	40,697
Note 3C: Grants or donations		
Grants Apprentice Scheme	6,879,770	5,559,973
Grants Other	234,977	226,600
Donations	-	-
Total grants or donations	7,114,747	5,786,573
Note 3D: Net gains from sale of assets		
Gain on sale of property, plant and equipment	-	75,130
Total net gain from sale of assets	-	75,130
Note 3E: Other Revenue		
Administration recoveries	986,364	972,201
Compliance recoveries	269,948	262,021
Income from financial asset	-	11,156
Promotional charges	121,358	112,716
Sponsorship income	102,861	98,671
Training income	1,388,741	1,230,888
Directors/Meeting fees	261,444	247,127
Enterprise agreements	389,796	731,700
Sundry income and reimbursements	135	-
Total other revenue	3,520,647	3,666,480

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 4 EXPENSES

	31 March 2025 $	31 March 2024 $
Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
*Separation and redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses holders of office	-	-
Employees other than office holders:		
Wages and salaries	771,802	644,705
Superannuation	129,187	104,343
Leave and other entitlements	28,041	70,986
*Separation and redundancies	34,701	26,710
Other employee expenses	7,140	6,212
Subtotal employee expenses employees other than office holders	970,871	852,956
Total employee expenses	970,871	852,956

*Separation and redundancies include contributions to the redundancy fund.

Note 4B: Capitation fees

CFMEU Manufacturing Division	227,373	-
Total Capitation fees	227,373	-

Capitation fees is paid by CFMEUQ

Note 4C: Affiliation fees

Australian Labor Party Northern Territory Branch	-	705
Other	-	-
Total Affiliation fees	-	705

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 4 EXPENSES (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 4D: Administration expenses		
Consideration to employers for payroll deductions of membership subscriptions	-	-
Compulsory levy – Campaign (Note 1.23)	-	-
Voluntary levy – Tool Scheme	-	-
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	4,291	9,035
Total administration expenses	4,291	9,035
Note 4E: Grants or donations		
Grants:		
Total paid that were $1,000 or less	-	-
Total paid that exceeded $1,000	-	-
Donations:		
Total paid that were $1,000 or less	-	1,000
Total paid that exceeded $1,000	-	-
Total grants or donations	-	1,000
Note 4F: Depreciation and amortisation		
Depreciation:		
Property, plant and equipment	23,709	25,625
Motor vehicles	548,295	421,870
Total depreciation	572,004	447,495
Amortisation		
Intangibles	-	-
Total amortisation	-	-
Total depreciation and amortisation	572,004	447,495
Note 4G: Finance costs		
Bank fees and charges	7,536	11,875
Total finance costs	7,536	11,875
Note 4H: Legal costs		
Litigation	-	90,860
Penalties & Settlements (Litigation costs)*	(33,876)	94,762
Total legal costs	(33,876)	185,622

*A successful court case has resulted in a reversal of $159,000 regarding penalties for the year ended 31 March 2025.

NOTE 4 EXPENSES (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 4I: Audit fees		
External audit expense	14,450	14,350
Other services	-	-
Total audit fees	14,450	14,350
Note 4J: Other expenses		
Penalties – via RO Act or the *Fair Work Act 2009*	-	-
Administration expenditure	3,735	10,899
Advertising & marketing	-	-
Communications	327	327
Computer expenses	4,638	5,182
Fringe benefit tax	293,902	218,828
Impairment counselling & delivery costs	90,102	109,164
Labour day expenses	418	1,363
Motor vehicles expenses	73,572	63,495
Organising expenses	31,728	54,803
Payroll tax	57,494	46,977
Postage	1,742	6,297
Printing and stationery	173	890
Rental expenses	438,365	413,552
Sponsorship expenses	-	-
Subscriptions	-	-
Training	8,000	14,584
Workers compensation	49,584	37,502
Total other expenses	1,053,780	983,863

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 5 ASSETS	31 March 2025 $	31 March 2024 $
Note 5A: Cash and Cash Equivalents		
Cash at bank	1,810,403	3,221,790
Cash on hand	-	-
Debit card	520	500
Term deposits	-	-
Total cash and cash equivalents	1,810,923	3,222,290
Note 5B: Trade and Other Receivables		
Current		
Trade receivable	-	-
Legal cost – Litigation receivable	-	750,000
Interest receivable	558	537
Other receivables	2,909	1,225
Receivables from other reporting units		
CFMEUQ	421,160	228,360
Total current trade and other receivables	424,627	980,122
Less provision for doubtful debts	-	-
Total provision for doubtful debts	-	-
Total current trade and other receivables (net)	424,627	980,122
Non-current		
Receivables from other reporting units	-	-
Total non-current trade and other receivables	-	-
Total trade and other receivables	424,627	980,122

No provision for doubtful debts has been raised against the reporting units balances shown.

Note 5C: Other Current Assets		
Prepayments	-	-
Total other current assets	-	-

NOTE 5 ASSETS (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 5D: Financial Assets		
Financial asset at cost	-	5,885,478
Financial asset transferred from CFMEUQ	-	-
Additions	-	14,538
Growth/(reduction) in investment - unrealised	-	79,984
Financial asset liquidated to cash	-	(5,980,000)
Total financial assets	-	-
Note 5E: Property, Plant and Equipment		
Property, Plant and Equipment comprises of:		
Motor vehicles	2,166,834	2,341,321
Plant and equipment	48,622	72,331
Total property plant and equipment	2,215,456	2,413,652
Motor vehicles:		
At cost	3,214,297	3,509,599
Less accumulated depreciation	(1,047,463)	(1,168,278)
Total motor vehicles	2,166,834	2,341,321
Plant and Equipment:		
At cost	226,036	226,036
Less accumulated depreciation	(177,414)	(153,705)
Total plant and equipment	48,622	72,331

	Motor Vehicles $	Plant & Equipment $	Total $
Balance at beginning of the year	2,341,321	72,331	2,413,652
Additions	1,381,765	-	1,381,765
Disposals	(896,874)	-	(896,874)
Depreciation expense – Note 4F	(548,295)	(23,709)	(572,004)
Depreciation allocated to Apprentice Scheme	(111,083)	-	(111,083)
Carrying amount at end of the year	2,166,834	48,622	2,215,456

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 6 LIABILITIES	31 March 2025	31 March 2024
	$	$
Note 6A: Trade and Other Payables		
Trade payables and accruals	262,603	485,525
Payables to other reporting units		
- CFMEUQ	-	-
Consideration to employers for payroll deductions of membership subscriptions	-	-
Legal costs		
Litigation	-	-
Settlements (Penalties from Litigation)	-	-
Other legal matters	-	-
GST payable	41,516	(24,834)
Voluntary collections - ADSS	-	-
Total trade and other payables	304,119	460,691
Note 6B: Employee Provisions		
Employee provisions comprises of:		
Current		
Provision for annual leave	341,948	330,577
Provision for long service leave	425,472	544,433
	767,420	875,010
Non-current		
Provision for long service leave	264,994	239,940
Total employee provisions	1,032,414	1,114,950

Non-current provisions represent long service leave entitlements owing to employees who have not completed 5 continuous years of service with the Union.

Balance at beginning of the year	1,114,950	988,364
Additional provisions raised during the year	157,036	323,041
Amounts used	(239,572)	(196,455)
Balance at the end of the year	1,032,414	1,114,950

NOTE 6 LIABILITIES (CONTINUED)	31 March 2025	31 March 2024
	$	$
Note 6B: Employee Provisions (Continued)		
Office Holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	-	-
Employees other than office holders:		
Annual leave	341,948	330,577
Long service leave	690,466	784,373
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—employees other than office holders	1,032,414	1,114,950
Total employee provisions	1,032,414	1,114,950

Note 6C: Revenue in Advance

Revenue in advance comprises of:

Current		
Apprentice scheme funding	3,427,167	3,600,929
Other revenue in advance	205,573	198,554
	3,632,740	3,799,483
Non-current	-	-
Total revenue in advance	3,632,740	3,799,483

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 7 CASH FLOW	31 March 2025 $	31 March 2024 $
Note 7A: Cash Flow Reconciliation		
Reconciliation of cash and cash equivalents as per Statement of financial position to Statement of cash flows:		
Cash and cash equivalents as per:		
Statement of cash flows	1,810,923	3,222,290
Statement of financial position	1,810,923	3,222,290
Difference	-	-
Reconciliation of surplus/(deficit) to net cash from operating activities:		
Surplus/(deficit) for the year	2,690,793	2,887,443
Adjustments for non-cash items		
Depreciation expense – Note 4F	572,004	447,495
Depreciation – Apprentice scheme	111,083	100,651
(Gain)/Loss on disposal of assets	15,792	(75,130)
(Gain)/Loss in fair value of financial assets	-	(79,984)
Changes in assets/liabilities		
(Increase)/decrease in net receivables	555,495	(908,660)
(Increase)/decrease in prepayments	-	-
Increase/(decrease) in trade and other payables	(156,572)	(316,444)
Increase/(decrease) in employee provisions	(82,536)	126,586
Increase/(decrease) in revenue in advance	(166,743)	714,129
Net cash from (used by) operating activities	3,539,316	2,896,086
Note 7B: Cash flow information		
Cash inflows		
CFMEUQ	1,619,827	1,112,064
CFMEU C&G National Office	4,588	3,475
Mining & Energy QLD	-	78,088
Mining & Energy Division	-	19,194
Maritime Union of Australia	26,468	28,924
Total cash inflows	1,650,883	1,241,745

NOTE 7 CASH FLOW (CONTINUED)	31 March 2025	31 March 2024
	$	$

Note 7B: Cash flow Information (Continued)

Cash outflows

CFMEUQ	6,049,828	6,565,499
CFMEU C&G Vic-Tas Branch	-	99,946
CFMEU Manufacturing Division	250,110	-
Maritime Union of Australia NT Branch	3,300	-
Total cash outflows	6,303,238	6,665,445

Note 7C: Credit standby arrangements and loan facilities

CBA Mastercard Facility		
Used facility	-	-
Unused facility	60,000	60,000
Total facility	60,000	60,000

Note 7D: Non-cash transactions

There have been no non-cash financing or investing activities during the year ended 31 March 2025 (31 March 2024: Nil).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units

The names of those persons who held office for all or part of the year are deemed to be a related party for financial reporting purposes as set out in the accompanying Administration Operating Report. The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	31 March 2025 $	31 March 2024 $
Income received includes the following:		
NT membership income transferred from CFMEUQ	126,748	140,094
NT defence fund transferred from CFMEUQ	9,844	10,663
NT campaign levy transferred from CFMEUQ	2,933	3,163
EBA Processing fees transferred from CFMEUQ	389,796	731,700
Workcover reimbursement from Mining & Energy QLD	-	70,990
Workcover reimbursement from Mining & Energy Division	-	17,449
Workcover reimbursement from Maritime Union of Australia	24,062	26,294
Workcover reimbursement from CFMEU C&G National Office	4,171	3,159
Expenses paid includes the following:		
Rent paid to CFMEUQ	438,365	413,552
Purchase of vehicle from CFMEUQ	106,933	-
Legal cost reimbursement to CFMEU C&G VIC-TAS branch	-	90,860
Meeting costs paid to Maritime Union of Australia NT Branch	3,000	-
Capitation fees paid to CFMEU Manufacturing Division	227,373	-
Amounts owed by includes the following:		
CFMEUQ	421,161	228,360
Amounts owed to includes the following:		
CFMEUQ	-	-
Loan receivable from CFMEUQ:	9,950,000	5,500,000

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8A: Related Party Transactions for the Reporting Period (Continued)

Terms and conditions of transactions with related parties

Related party transactions occur between the Union and its state registered equivalent the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division (CFMEUQ).

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 March 2025, the union has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2024: $Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates. The loan provided to/received from CFMEUQ does not incur interest and is expected to be repaid within 5 years.

Related party transactions also occur between the Union and other reporting units including the National Office of the Construction & General Division (CFMEU C&G National Office). Related Party disclosures in the financial report are presented on an accrual basis. Whilst the financial records of the Union have been kept, as far as practicable, in a manner consistent with each other reporting units of the organisation, the balances and transactions reported in this financial report may differ to those recorded in the financial report of the counterparty reporting unit. This may arise due to timing difference in the respective recordkeeping of the related reporting units, for example, in the receipt of payments, correspondence in transit or the alternative categorisation of balances/transactions.

From time-to-time, the National Office of the Construction & General Division of the CFMEU (CFMEU C&G National Office) coordinates various administrative activities on behalf of the Union. This includes the collation of certain costs, which are apportioned to the appropriate branches and invoiced in full. Accordingly, with the National Office merely being the facilitator of such transactions between the Union and independent third parties (and there is no profit component in recharging these costs), these are not considered to be related party expenditures of the Union and hence are not required to be disclosed.

Notwithstanding this, the transfer of funds to meet these obligations remain related party transactions, and accordingly have been disclosed in the related party cash flows reported at Note 7B. Additionally, any amounts outstanding as at balance date between related parties have been disclosed at Note 8A.

There have been no payments made during the financial year to a former related party of the Union.

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8B: Key Management Personnel Remuneration for the Reporting Period

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Union. The Union has determined that key management personnel comprises of:

- Michael Ravbar (Former State Secretary – removed on 22/8/2024)
- Royce Kupsch (Former Honorary State President – removed on 22/8/2024
- Jade Ingham (Former Assistant State Secretary – removed on 22/8/2024)
- Kane Lowth (Former Assistant State Secretary – removed on 22/8/2024)
- Travis O'Brien (Executive Officer – commenced 02/09/24 and resigned 03/02/2025)
- Jared Luke Abbott (Executive Officer – commenced 03/03/2025)

During the year, the key management personnel of the Union were remunerated as follows:

	31 March 2025 $	31 March 2024 $
Short-term employee benefits		
Salary (including annual leave taken)	-	-
Annual leave	-	-
Performance bonus	-	-
Other employee benefits	-	-
Total short-term employee benefits	-	-
Post-employment benefits:		
Superannuation	-	-
Redundancy fund	-	-
Total post-employment benefits	-	-
Other long-term benefits:		
Long-service leave	-	-
Total other long-term benefits	-	-
Termination benefits	-	-
Total	-	-

No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member of employee.

NOTE 9 CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

(a) Operating lease commitments

The Union does not have any operating lease commitments.

(b) Contingent liabilities and commitments

There are continually numerous ongoing unsettled legal actions against the Union regarding industrial relations matters.

If at year end, a judgement has been awarded against the Union or a matter has been settled and the amount is unpaid, the Union accrues an expense for estimated costs and penalties in relation to the matter.

No provision is made for any settlement costs or penalties for ongoing unresolved matters where the outcome cannot be reliably determined as the Union intends to defend the claims.

(c) Finance lease commitments

The Union does not have any finance lease commitments at 31 March 2025 (2024: Nil).

(d) Capital expenditure commitments

There are no capital expenditure commitments at 31 March 2025 (2024: Nil).

NOTE 10 REMUNERATION OF AUDITORS

	31 March 2025 $	31 March 2024 $
Value of the services provided		
Financial statement audit services	14,450	14,350
Other services – included in apprentice scheme expense	12,000	8,800
Total remuneration of auditors	26,450	23,150

Other services include the audit of the political membership return and apprentice scheme acquittals.

NOTE 11 FINANCIAL INSTRUMENTS

Financial Risk Management Policy
The Administration monitors the Union's financial risk management policies and exposure and approves financial transactions within the scope of these policies.

The Administration's overall risk management strategy seeks to assist the Union in meeting its financial targets, while minimising potential adverse effects on financial performance. Its functions include the review of the use of credit risk policies and future cash flow requirements.

Specific Financial Risk Exposures and Management
The main risks the Union is exposed to through its financial instruments are credit risk, liquidity risk, and market risk consisting predominantly of interest rate risk. There have been no substantive changes in the types of risks the Union is exposed to, how these risks arise, or the Administration's objectives, policies and processes for managing or measuring the risks from the previous period.

The Union's financial instruments are listed below:

Financial Assets		
Cash and cash equivalents	1,810,923	3,222,290
Trade and other receivables	424,627	980,122
Financial assets	-	-
Loan receivable – CFMEUQ	9,950,000	5,500,000
	12,185,550	9,702,412
Financial Liabilities		
Trade and other payables	304,119	460,691
	304,119	460,691

Note 11A: Credit Risk

Credit risk refers to risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Union.

Credit risk arises from cash and cash equivalent and deposits with banks and financial institutions, as well as exposure to wholesale and retail customers, including outstanding receivables and committed transactions.

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11A: Credit Risk (Continued)

The Union has adopted a policy of only dealing with creditworthy counterparties as a means of mitigating the risk of financial loss from defaults.

Management considers that all the financial assets that are not impaired for each of the reporting dates under review are of good quality, including those that are past due.

The credit risk of liquid funds, and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Union. On a geographical basis, the Union's trade and other receivables are all based in Australia.

The Union applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all accounts receivable. To measure the expected credit losses, accounts receivable have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 March 2025 is determined as follows. The expected credit losses below also incorporate forward looking information.

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

Ageing of financial assets that were past due but not impaired for 2025

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	0%	0%	0%	0%	0%
Gross Carrying amount	424,627	-	-	-	424,627
Loss allowing provision	-	-	-	-	-

Ageing of financial assets that were past due but not impaired for 2024

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	0%	0%	0%	0%	0%
Gross Carrying amount	980,122	-	-	-	980,122
Loss allowing provision	-	-	-	-	-

The "amounts written off" are all due to debtors declaring bankruptcy or accounts receivable that have now become unrecoverable.

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the entity is considered to relate to the class of assets described as "accounts receivable and other debtors".

The Union always measures the loss allowance for accounts receivables at an amount equal to lifetime expected credit loss. The expected credit losses on accounts receivable are estimated using a provision matrix by reference to past default experience of the debtor and an analysis of the debtor's current financial position, adjusted for factors that are specific to the debtors, general economic conditions of the industry in which the debtors operate and an assessment of both the current as well as the forecast direction of conditions at the reporting date.

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11A: Credit Risk (Continued)

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The Union writes off an account receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery (eg when the debtor has been placed under liquidation or has entered into bankruptcy proceedings) or when the trade receivables are over two years past due, whichever occurs earlier. None of the accounts receivable that have been written off are subject to enforcement activities.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 31 March 2025 (31 March 2024: Nil).

Note 11B: Liquidity Risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The Union does not hold directly any derivative financial liabilities.

Contractual maturities for financial liabilities

	On Demand	< 1 year	1 – 2 years	2 – 5 years	> 5 years	Total
2025		$	$	$	$	$
Trade and other payables	304,119	-	-	-	-	304,119
	304,119	-	-	-	-	304,119
2024						
Trade and other payables	460,691	-	-	-	-	460,691
	460,691	-	-	-	-	460,691

NOTE 11 FINANCIAL INSTRUMENTS (CONTINUED)

Note 11C: Market Risk

i. Interest rate risk
Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union's exposure to interest rate risk arises from its cash at bank, term deposits and floating rate instruments.

The financial instruments which expose the Union to interest rate risk are limited to its cash reserves.

ii. Foreign exchange risk
The Union is not exposed to fluctuations in foreign currencies.

iii. Price risk
The Union is exposed to equity securities price risk.

Sensitivity Analysis

While the Union is exposed to changes in interest rates, due to the fact that any expected change in interest rates would have no significant impact on profit and loss or equity, no sensitivity analysis has been considered necessary.

No sensitivity analysis has been performed on price risk, due to the fact that any expected change in price risk would have no significant impact on profit and loss or equity.

No sensitivity analysis has been performed on foreign exchange risk, as the Union is not exposed to foreign currency fluctuations.

NOTE 12 FAIR VALUE MEASUREMENT

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants. Fair values for share investments are obtained from quoted (unadjusted) market price in the active market.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Union. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Union.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NOTE 12 FAIR VALUE MEASUREMENT (CONTINUED)

The following table contains the carrying amounts and related fair values for the Union's financial assets and liabilities:

		31 March 2025		31 March 2024	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial assets					
Cash and cash equivalents	(i)	1,810,923	1,810,923	3,222,290	3,222,290
Trade and other receivables	(i)	424,627	424,627	980,122	980,122
Financial assets		-	-	-	-
Loan receivable - CFMEUQ		9,950,000	9,950,000	5,500,000	5,500,000
Total financial assets		12,185,550	12,185,550	9,702,412	9,702,412

		31 March 2025		31 March 2024	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial liabilities					
Trade and other payables	(i)	304,119	304,119	460,691	460,691
Total financial liabilities		304,119	304,119	460,691	460,691

The fair values disclosed in the above table have been determined based on the following methodologies:

(i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 9.

NOTE 13 DISCLOSURE OF OFFICERS' REMUNERATION AND NON-CASH BENEFITS

Pursuant to Rule 24B of the Union's Rules and s. 293B of the *Fair Work (Registered Organisation) Amendment Act 2016*, the Divisional Executive make the following disclosures of Officer remuneration and non-cash benefits received for the 2025 financial year.

(a) the highest paid officers of the Union for the financial year, and their remuneration, were as follows:

	Michael Ravbar State Branch Secretary (former)	Jade Ingham Assistant State Branch Secretary (former)	Kane Lowth Assistant State Branch Secretary (former)	Travis O'Brien Executive Officer (former)	Jared Abbott Executive Officer	Total
	$	$	$	$	$	$
Salary and allowance	-	-	-	-	-	-
Movement in annual and long service leave provisions	-	-	-	-	-	-
Superannuation	-	-	-	-	-	-
Redundancy	-	-	-	-	-	-
Other employee benefits	-	-	-	-	-	-
	-	-	-	-	-	-

The officers are remunerated by the Construction Forestry Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division (CFMEUQ) and therefore are recorded in the financial statements of the CFMEUQ for the year ended 31 March 2025. The non-cash benefit provided to the officers of the Union are motor vehicles which are owned by the Union. The motor vehicles are primarily used for work related purposes but maybe used for personal use during non-working hours.

(b) Superannuation has been received by the following officers of the Union from a board position attained because of their position with the Union:

Michael Ravbar	State Branch Secretary (former)	$10,605
Jade Ingham	Assistant State Branch Secretary (former)	$4,256
Kane Lowth	Assistant State Branch Secretary (former)	$1,514

No other remuneration or non-cash benefits had been received by Officers of the Union from a board position attained because of their position with the Union.

In accordance with Rule 24D and s. 293G of the *Fair Work (Registered Organisation) Amendment Act 2016*, refer to Note 8 for payments made by the Union to related parties. The Union has made no reportable payments to any related party or declared person or body of the Union in the year ended 31 March 2025.

NOTE 14 ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

On 23 August 2024, the Union was put into administration by the Federal Government under the *Fair Work (Registered Organisations (CFMEU Construction and General Division Administration) Determination 2024.* The appointed Administrator has delegated this authority to the Executive Officer of the Union.

NOTE 15 SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or General Manager:

(1) A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.

(2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.

(3) A reporting unit must comply with an application made under subsection (1).

NOTE 16 UNION DETAILS

The registered office of the Union is:

16 Campbell Street
Bowen Hills QLD 4006

NOTE 17 SEGMENT INFORMATION

The Union operates solely in one reporting segment, being the provision of industrial services in Queensland.

NOTE 18 OFFICER DECLARATION STATEMENT

An officer declaration statement has not been prepared given that all relevant disclosures required under this declaration, have been incorporated into this financial report, including 'NIL' disclosures.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION, CONSTRUCTION AND GENERAL DIVISION, QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

Opinion

We have audited the accompanying financial report of Construction, Forestry and Maritime Employees Union, Construction and General Division, Queensland Northern Territory Divisional Branch which comprises the statement of financial position as at 31 March 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes comprising a summary of significant accounting policies and other explanatory information, the subsection 255(2A) report and the Administrator's Statement.

The audit report has been prepared based on the requirements of section 257(1) of the *Fair Work (Registered Organisations) Act 2009*.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Construction, Forestry and Maritime Employees Union, Construction and General Division, Queensland Northern Territory Divisional Branch as at 31 March 2025, and its financial performance and its cash flow 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).

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

Other Information

The Administration are responsible for the other information. The other information obtained at the date of this auditor's report is in the Administration Operating Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and 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.

Independence

We are independent of the Company in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Administrators' Responsibilities for the Financial Report

The Administrator of the Union 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 Administrator of the Union determines 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 Administrator is responsible for assessing the Union'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 Administrator either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/ Home.aspx. This description forms part of our auditor's report.

We communicate with the Administrator 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.

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

Report on Other Regulatory Requirements

a) In accordance with the requirements of section 257(7) of the RO Act, we are required to describe any deficiency, failure or shortcoming in respect of the matters referred to in section 252 and 257(2) of the RO Act. We have nothing to report with regards to reporting requirements under section 257(7) of the RO Act.

b) The scope of our audit did extend to recovery of wages activity, however as noted in the Administration Statement, no such activity was undertaken during the reporting period.

c) In our opinion, the Administrators use of the going concern basis of accounting in the preparation of the financial report is appropriate.

d) I am an approved auditor as defined by Regulation 4 of the *Fair Work (Registered Organisations) Regulations 2009* being a member of the Institute of Chartered Accountants in Australia & New Zealand who holds a current Public Practice Certificate.

PKF

PKF BRISBANE AUDIT

[redacted]

SHAUN LINDEMANN
PARTNER

29 JULY 2025
BRISBANE

CONSTRUCTION, FORESTRY AND MARITIME EMPLOYEES UNION
CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH

DESIGNATED OFFICERS CERTIFICATE

FOR THE YEAR ENDED 31 MARCH 2025

I, Mark Irving, being the Administrator of the Construction, Forestry and Maritime Employees Union Construction & General Division Queensland Northern Territory Divisional Branch certify:

- that the documents lodged herewith are copies of the full report for the Construction, Forestry and Maritime Employees Union Construction & General Division Queensland Northern Territory Divisional Branch for the period ended 31 March 2025 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and

- that the full report was provided to members of the reporting unit on 1 August 2025; and

- that the full report was presented to a meeting of the Administrator of the reporting unit on 16 September 2025 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

[redacted]

Mark Irving

Administrator

16 September 2025

Melbourne

CFMEU

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

ABN 12 898 529 251

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

COMMITTEE OF MANAGEMENT OPERATING REPORT

FOR THE YEAR ENDED 31 MARCH 2023

Operating Report

In accordance with section 764 of the *Industrial Relations Act 2016* ("Act") the Committee of Management ("the Committee") presents its Operating Report on the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union"), for the year ended 31 March 2023.

Principal Activities

The principal activities of the Union, fall into the following categories:

- Implementation of the decisions of the State Executive and State Management Committee.
- The development and implementation of the Union policy through effective communications with members at the workplace.
- The administration of State awards, the variation of awards following major test cases (ie State wage case) and making other variations to awards for other industrial matters.
- Industrial support including representation of members grievances and/or advice at their workplaces and/or through the various industrial tribunals (ie Industrial Relations Commission, Workers Compensation etc).
- Ongoing communication to members and the broader community through meetings, rallies, media releases, journals and flyers.
- Growing the organisation through good on the job organisation and strong links between the organisers and members.

There were no significant changes to the nature of those activities during the period.

Operating Results

The operating surplus for the financial year amounted to $426,322 (31 March 2022: $769,173 surplus)

Significant Changes in Financial Affairs

There was no significant change in the financial affairs of the Union during the year.

Events subsequent to reporting date

There were no events that occurred after 31 March 2023, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

Future Developments

Likely developments in the operations of the Union and the expected results of those operations in future financial years have not been included in this report as such information is likely to result in unreasonable prejudice to the Union.

Environmental Issues

The Union's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Members Right to Resign

A member may resign from the Union by written notice addressed and delivered to the Secretary of the Union in which membership is held.

Officers or Members who are Superannuation Fund Trustees/ Director of a Company that is a Superannuation Fund Trustee

Those who hold a position of trustee or director of an entity, scheme or company as described in s.764 (2) (d) of the *Industrial Relations Act 2016*, where a criterion of such entity is that the holder of such position must be a member or official of a registered organisation are as follows:

Jacqui Collie	– Member of the Union - Director of BUSSQ
Michael Ravbar	– Member and State Secretary of the Union - Director of BUSSQ
Emma Eaves	– Member of the Union - Director of BUSSQ

Number of Members

The number of members at the end of the financial period recorded in the register of members and taken to be members of the Union was 15,763 (2022: 14,423).

Number of Employees

The number of full-time equivalent employees of the Union at the end of the financial year was 43 (2022: 40).

Members of the Committee of Management

The name of each person who has been a member of the committee of management of the Union at any time during the reporting period, and the period for which he or she held such a position is as follows:

Name	Period of appointment
Michael Ravbar	Whole period
Royce Kupsch	Whole period
Steve Gaske	Whole period
Dallas Ezzy	Whole period
Ian McKewin	Whole period
Jade Ingham	Whole period
Keith Murphy	Whole period
Peter Close	Whole period
Mark Read	Whole period
Steve Amies	Whole period
Kane Lowth	Whole period

Indemnifying Officers or Auditors

The Union has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor:

- indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- paid or agreed to pay a premium in respect of a contract insuring against liability for the costs or expenses to defend legal proceedings.

Disclosure Statements - Remuneration and Non-Cash Benefits of Highest Paid Officers

The highest paid officers of the Union for the disclosure period ended 31 March 2023 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefits received by them are set out in in Note 14 of the financial statements.

Disclosure Statements – Loans, Grants and Donations

A copy of the loans, grants and donations register of the Union have been disclosed as described under s. 764 (2) (f) of the *Industrial Relations Act 2016.*

This report is made in accordance with a resolution of the Committee of Management and is signed for and on behalf of the Committee of Management by:

[redacted]

Michael John Ravbar
State Secretary

30 May 2023

Brisbane

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

COMMITTEE OF MANAGEMENT STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

On 30 May 2023, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2023.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) the financial statements and notes comply with the Australian Accounting Standards;

(b) the financial statements and notes comply with the reporting guidelines of the Registrar;

(c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;

(d) there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and

(e) during the financial year to which the GPFR relates and since the end of that year:

i. meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and

ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and

iii. the financial records of the Union have been kept and maintained in accordance with the 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 to each of the other reporting units of the organisation; and

v. where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and

vi. where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.

(f) the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:

Officer's Name: Michael John Ravbar
Role in the organisation: State Secretary
Date the officer most recently completed the training: 12 May 2020
Training package: Union Governance
Provider: Australian Council of Trade Unions

This declaration is made in accordance with a resolution of the Committee of Management.

Name of Designated Officer:	**Michael John Ravbar**
Title of Designated Officer:	State Secretary
Signature:	.. [redacted]
Date:	30 May 2023

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	31 March 2023 $	31 March 2022 $
Revenue from contracts with customers			
Membership subscription		10,931,623	9,868,104
Capitation fees		-	-
Levies	3A	1,266,331	1,175,548
Voluntary collections – ADSS Donations		38,970	35,930
Interest	3B	345,579	63,832
Rental revenue	3C	722,599	675,214
Other revenue	3E	1,256,282	1,752,444
Total revenue		14,561,384	13,571,072
Income for furthering objectives			
Grants and/or donations	3D	388,582	380,962
Total Income for furthering objectives		388,582	380,962
Other income			
Net gains from sale of assets	3F	-	-
Change in fair value of investment properties		290,014	-
Total other income		290,014	-
Total income		15,239,980	13,952,034
Expenses			
Employee expenses	4A	7,249,930	6,690,319
Capitation fees	4B	892,527	791,721
Affiliation fees	4C	97,380	94,726
Administration expenses	4D	529,702	223,289
Voluntary collections – ADSS Donations		38,970	35,930
Grants or donations	4E	179,520	23,250
Depreciation and amortisation	4F	336,647	317,568
Finance costs	4G	86,243	63,511
Legal costs	4H	1,657,152	2,173,789
Audit fees	4I	27,463	26,218
Property costs	4J	521,338	531,922
Change in fair value of financial assets		536,743	179,781
Other expenses	4K	2,660,043	2,030,837
Total expenses		14,813,658	13,182,861
Surplus (deficit) for the year		426,322	769,173
Other comprehensive income			
Gain/(Loss) on revaluation of land & buildings		216,264	-
Total comprehensive income for the year		642,586	769,173

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2023

	Notes	31 March 2023 $	31 March 2022 $
ASSETS			
Current Assets			
Cash and cash equivalents	5A	3,218,579	1,269,049
Trade and other receivables	5B	486,614	141,109
Other current assets	5C	-	59,457
Financial assets	5D	-	6,484,367
Total current assets		3,705,193	7,953,982
Non-Current Assets			
Property, plant and equipment	5E	9,040,873	7,457,708
Right of use asset	9	7,426	96,531
Investment property	5F	18,469,900	16,595,563
Total non-current assets		27,518,199	24,149,802
Total assets		31,223,392	32,103,784
LIABILITIES			
Current Liabilities			
Trade and other payables	6A	842,192	1,653,723
Employee provisions	6B	1,322,891	1,320,979
Revenue in advance	6C	5,023,050	4,153,461
Lease Liability	9	7,827	91,975
Total current liabilities		7,195,960	7,220,138
Non-Current Liabilities			
Trade and other payables	6A	-	1,500,000
Employee provisions	6B	604,690	595,663
Lease liability	9	-	7,827
Total non-current liabilities		604,690	2,103,490
Total liabilities		7,800,650	9,323,628
Net assets		23,422,742	22,780,156
EQUITY			
Asset revaluation reserve		1,328,880	1,112,616
Retained earnings		22,093,862	21,667,540
Total equity		23,422,742	22,780,156

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2023

		Asset revaluation reserves	Retained Earnings Compulsory Levy Defence Fund	Retained Earnings General Fund	Total equity
	Notes	$	$	$	$
Balance as at 1 April 2021		**1,112,616**	**8,594,816**	**12,303,551**	**22,010,983**
Surplus (deficit) for the year		-	900,668	(131,495)	769,173
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2022		**1,112,616**	**9,495,484**	**12,172,056**	**22,780,156**
Surplus (deficit) for the year		-	973,969	(547,647)	426,322
Other comprehensive income for the year		216,264	-	-	216,264
Closing balance as at 31 March 2023		**1,328,880**	**10,469,453**	**11,624,409**	**23,422,742**

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	31 March 2023 $	31 March 2022 $
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units	7B	4,148,119	581,890
Receipts from members and other customers		16,575,669	12,253,210
Rent received		363,786	328,232
Interest		378,357	26,364
Dividend received		-	750,000
Wage claim receipts		503,683	878,276
Cash used			
Employees and suppliers		(14,047,653)	(10,998,648)
Wage claim payments		(490,076)	(865,514)
Finance cost		(84,001)	(57,783)
Payment for leases	9	(99,144)	(98,674)
Payment to other reporting units	7B	(2,100,444)	(1,822,050)
Net cash from (used by) operating activities	7A	5,148,296	975,303
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of property, plant and equipment		-	-
Cash used			
Purchase of financial assets		-	(24,421)
Purchase of plant and equipment		(1,614,443)	(488,646)
Purchase of investment property		(1,584,323)	(3,478,309)
Net cash from (used by) investing activities		(3,198,766)	(3,991,376)
FINANCING ACTIVITIES			
Net cash received for/(paid to) CFMEU C&G QNTDB	7B	-	-
Net increase (decrease) in cash held		1,949,530	(3,016,073)
Cash & cash equivalents at the beginning of the reporting period		1,269,049	4,285,122
Cash & cash equivalents at the end of the reporting period	7A	3,218,579	1,269,049

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

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NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Industrial Relations Act 2016*. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards as issued by IASB. For the purpose of preparing the general purpose financial statements, the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ('Union') is a not-for-profit entity. The Union has applied the Tier 1 reporting requirements as per the Australian Accounting Standard AASB 1053 *Application of Tiers of Australian Accounting Standards.*

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.

For completeness, the Union has included all notes to the financial statements, even where such activities are not undertaken by them.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Key estimates and judgements

Impairment – general
The Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions. No impairment has been recognised in respect of the current year.

Provisions
As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.3 Significant accounting judgements and estimates (continued)

Receivables
The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Useful lives of property, plant and equipment
Property, plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the assets are acquired or when there is a significant change that affects the remaining useful life of the asset.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

The accounting policies adopted are consistent with those of the previous financial year.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue

The Union enters into various arrangements where it received consideration from another party. These arrangements include consideration in the form of membership subscriptions, levies, sponsorships and interest.

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

Revenue from contracts with customers

Where the Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or service to the customer. The Union accounts for an arrangement as a contract with a customer if the following criteria are met:

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

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

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

If there is more than one distinct good or service promised in the membership subscription, the Union allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Union charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good or as the service transfers to the customer (for example, member services or training course), the Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

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

When a member subsequently purchases additional goods or services from the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue (continued)

Capitation fees

Where the Union's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers service to the member.

In circumstances where the criteria for a contract with a customer are not met, the Union will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the relevant services to the member. In circumstances where the criteria for a contract with a customer are not met, the Union will recognise levies as income upon receipt.

Income of the Union as a Not-for-Profit Entity

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

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

The Union receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

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

Gains from sale of assets

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

Interest income

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Union in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Union recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.7 Leases

The Union assesses whether a contract is or contains a lease, at inception of a contract. The Union recognises a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the Union recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Union uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise fixed lease payments, less any lease incentives.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement date and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

1.8 Borrowing costs

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

1.9 Cash and cash equivalents

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

1.10 Provisions

Provisions are recognised when the Union 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.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.11 Financial instruments

Initial recognition and measurement

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

1.12 Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration for exchange goods or services that has transferred to the customer when that right is conditioned on the Union's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (**OCI**), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (**SPPI**) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in three categories as:

- Financial assets at amortised cost
- Financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income

Financial assets at amortised cost

The Union measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

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

The Union's financial assets at amortised cost includes trade receivables, receivables from other reporting units and term deposits.

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Union has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
    a) the Union has transferred substantially all the risks and rewards of the asset, or
    b) the Union has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Union has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Union continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Offsetting

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

Impairment

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (**ECLs**) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

(ii) Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.13 Financial Liabilities

Financial liabilities are classified, at initial recognition, at amortised cost or at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Union's financial liabilities include trade and other payables.

Subsequent measurement

Financial liabilities at amortised cost

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

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

Derecognition

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

1.14 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Union transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union performs under the contract (i.e. transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Union's refund liabilities arise from customers' right of return. The liability is measured at the amount the Union's ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.15 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.16 Property, Plant and Equipment

Asset Recognition Threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the Statement of Financial Position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Revaluations—Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation except motor vehicles which are depreciated on a diminishing value basis. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	31 March 2023	31 March 2022
Buildings	4-10%	4%
Plant and equipment	12.5-30%	12.5-30%
Motor Vehicles	25%	25%

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.16 Property, Plant and Equipment (continued)

Derecognition

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

1.17 Impairment

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Union were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

1.18 Income Tax

The Union is exempt from income tax under section 50.1 of *the Income Tax Assessment Act 1997* however still has an obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

1.19 Fair value measurement

The Union measures financial instruments, such as, financial assets at fair value through the profit and loss and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 13.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.19 Fair value measurement (continued)

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 the Union. 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.

The Union 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, the Union determines whether transfers have occurred between Levels in the hierarchy by re-assessing 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.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

1.20 Going concern

The Union is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.21 Acquisition of Assets and Liabilities

The Union did not acquire any assets or liabilities during the year as a result of:

(a) an amalgamation under Part 14 of Chapter 12 of the Act in which the organisation (of which the reporting unit form part) was the amalgamated organisation; or
(b) a restructure of the branches of the organisation; or
(c) a determination by the Registrar under section 755 of the Act of an alternative reporting structure for the organisation; or
(d) a revocation by the Registrar under section 759 of the Act of a certificate issued to an organization under section 755.

The Union did not acquire any assets or liabilities during the year as a part of a business combination.

1.22 Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at their cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit and loss in the period in which they arise.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

1.23 Compulsory Campaign Levy

The compulsory campaign levy was established by the Construction Forestry Maritime Mining & Energy Construction & General Division National Office (CFMEU C&G National Office) to provide resources to fight against attacks against the Union by employers, governments and media. The levy is paid to the CFMEU C&G National Office.

1.24 Retained earnings – Compulsory Levy Defence Fund

Other than the general fund account, the Union also operates a compulsory levy defence fund **(Defence Fund)**.

The Defence Fund is maintained to provide the additional resources needed to defend members of the Construction, Forestry, Maritime, Mining and Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch **(QNTDB)** and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) against continuing attacks from employers and Federal Government agencies.

Funds collected by the compulsory Defence Fund levy as held in investment properties for value of $6,649,562 with remaining funds held in cash. The Defence Fund has not been used during 31 March 2023 financial year.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.24 Retained earnings – Compulsory Levy Defence Fund (continued)

All funds required by the rules of the Union are included in the retained earnings as detailed in the Statement of changes in equity.

The surplus in compulsory levy defence fund collected from members resident in Queensland during the 31 March 2023 financial year, and retained in the Defence Fund is $973,969.

1.25 Service Agreement

Longstanding administrative arrangements have existed between the Construction, Forestry, Maritime, Mining & Energy Union Construction and General Division Queensland Northern Territory Divisional Branch (**QNTDB**) and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) to improve the effectiveness of dual registration and, as far as practicable, to reduce unnecessary costs associated with dual registration.

The administrative arrangements established the QNTDB as the 'operating entity' in that, for consideration provided by the CFMEUQ (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), the QNTDB would provide the resources necessary to service the Dual Members and members of the CFMEUQ.

Following negotiations between the QNTDB and the CFMEUQ, it was determined by the State Divisional Executive to agree to alter these arrangements, including the arrangements for the collection of entrance fees or subscriptions. An agreement was entered into between the QNTDB and the CFMEUQ to reflect these new arrangements and has been in operation for the entirety of the financial year ended 31 March 2023 and 31 March 2022 (**Service Agreement**).

As a result of the alteration to these arrangements by the Service Agreement, a number of items were transferred from the QNTDB to the CFMEUQ including: accrued employee entitlements; ongoing employee expenses; financial administration costs; agents fees; the defence fund and legal fees.

The CFMEUQ, for consideration provided by the QNTDB (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), provides the resources necessary to service the Dual Members, members of the QNTDB and members of the Manufacturing Division.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.26 Current versus non-current classification

The Union presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realized or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realized within 12 months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within 12 months after the reporting period; or
- There is no unconditional rights to defer the settlement of the liability for at least 12 months after the reporting period.

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

The Union classified all other liabilities as non-current.

NOTE 2 EVENTS AFTER REPORTING DATE

On 19 May 2023, the Union signed a contract to purchase a property at 21 Jeays Street Bowen Hills for the value of $1,900,000. The property is intended to be used as a storage facility for the Union.

Other than the above, there were no further events that occurred after 31 March 2023, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

NOTE 3 INCOME

	31 March 2023 $	31 March 2022 $
Disaggregation of revenue from contracts with customers		
A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.		
Type of customer		
Members	12,197,954	11,043,652
Other reporting units	388,384	373,446
Government	-	-
Other parties	1,975,046	2,153,974
Total revenue from contracts with customers	14,561,384	13,571,072
Disaggregation of income for furthering activities		
A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:		
Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	-
Other parties	388,582	380,962
Total income for furthering activities	388,582	380,962

NOTE 3 INCOME

	31 March 2023 $	31 March 2022 $
Note 3A: Levies		
Compulsory levy – Defence Fund (Note 1.24)	973,969	900,668
Compulsory levy – Campaign (Note 1.23)	260,272	245,840
Voluntary levy – Tool Scheme	32,090	29,040
Total levies	1,266,331	1,175,548
Note 3B: Interest		
Interest	345,579	63,832
Total interest	345,579	63,832
Note 3C: Rental revenue		
Rent – Townsville Bayswater Road	15,600	15,600
Rent – Darwin	15,600	15,600
Rent – Flinders St Townsville	23,310	24,975
Rent – Woolner	12,585	15,023
Rent – Manor Apartments	85,802	55,184
Rent - Campbell Street	529,116	509,602
Rent – Edgar Street	-	27,180
Rent – Hazelmount Street	10,900	7,200
Rent – Mantra Pandanas	29,686	4,850
Total rental income	722,599	675,214
Note 3D: Grants or donations		
Grants	388,582	380,962
Donations	-	-
Total grants or donations	388,582	380,962
Note 3E: Other Revenue		
Advertising & Marketing	92,578	75,527
Compliance recoveries	145,920	145,920
Directors/Meeting fees	139,108	111,296
Dividend income	-	750,000
Insurance recoveries	-	8,867
Promotional charges	630,201	537,228
Reimbursement of staff cost	92,467	79,264
Sponsorship income	76,500	30,000
Sundry income	79,508	14,342
Financial support from another reporting unit	-	-
Total other revenue	1,256,282	1,752,444

NOTE 3 INCOME

	31 March 2023 $	31 March 2022 $
Note 3F: Net gains from sale of assets		
Gain on sale of property, plant and equipment	-	-
Gain on sale of investments	-	-
Total net gain from sale of assets	-	-

NOTE 4 EXPENSES

Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	688,107	767,208
Superannuation	77,012	83,862
Leave and other entitlements	(4,435)	(4,724)
*Separation and redundancies	25,689	27,123
Other employee expenses	6,089	6,429
Subtotal employee expenses holders of office	792,462	879,898
Employees other than office holders:		
Wages and salaries	5,180,208	4,650,784
Superannuation	794,611	705,607
Leave and other entitlements	226,165	222,077
*Separation and redundancies	201,859	181,647
Other employee expenses	54,625	50,306
Subtotal employee expenses employees other than office holders	6,457,468	5,810,421
Total employee expenses	7,249,930	6,690,319

*Separation and redundancies include contribution to the redundancy fund.

Note 4B: Capitation fees		
CFMEU C&G National Office	892,527	791,721
Total capitation fees	892,527	791,721
Note 4C: Affiliation fees		
Australian Labor Party Queensland Branch	79,645	79,482
Building and Wood Workers' International	17,735	15,144
Building Labour History Association	-	100
Total affiliation fees	97,380	94,726

NOTE 4 EXPENSES (CONTINUED)	31 March 2023 $	31 March 2022 $
Note 4D: Administration expenses		
Consideration to employers for payroll deductions of membership subscriptions	-	-
Compulsory levy – Campaign (Note 1.23)	116,880	114,980
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	412,822	108,309
Penalties -- via IR Act or IR Regulations	-	-
Total administration expenses	529,702	223,289
Note 4E: Grants or donations		
Grants:		
Total paid that were $1,000 or less	2,500	3,150
Total paid that exceeded $1,000	177,020	20,100
Donations:		
Total paid that were $1,000 or less	-	-
Total paid that exceeded $1,000	-	-
Total grants or donations	179,520	23,250
Note 4F: Depreciation and amortisation		
Depreciation:		
Buildings	146,732	131,032
Property, plant and equipment	90,108	84,244
Motor vehicles	10,702	13,187
Right of use asset (Note 9)	89,105	89,105
Total depreciation	336,647	317,568
Amortisation		
Intangibles	-	-
Total amortisation	-	-
Total depreciation and amortisation	336,647	317,568
Note 4G: Finance costs		
Bank fees and charges	84,001	57,783
Interest expense – Lease liability (Note 9)	2,242	5,728
Total finance costs	86,243	63,511

NOTE 4 EXPENSES (CONTINUED)	31 March 2023	31 March 2022
Note 4H: Legal costs	$	$
Litigation	1,618,583	1,984,251
Other legal matters	38,569	189,538
Penalties & Settlements (Litigation costs)	-	-
Total legal costs	1,657,152	2,173,789
Note 4I: Audit fees		
External audit expense	27,463	26,218
Other services	-	-
Total audit fees	27,463	26,218
Note 4J: Property costs		
Body corporate and management fees	83,745	59,165
Cleaning	51,014	43,345
Electricity	47,884	58,611
Insurance	33,450	36,274
Repairs and maintenance	140,957	187,277
Rates and Water	137,181	135,513
Rent expenses – Flinders St Townsville	4,927	4,457
Security	22,180	7,280
Total property costs	521,338	531,922
Note 4K: Other Expenses		
Administration expenses	92,350	45,032
Advertising & marketing	214,920	147,411
Bad Debts	-	72,500
Campaign expenses	149,268	85,074
Communications	50,707	57,420
Computer expenses	130,432	99,346
Labour day expenses	174,548	67,851
Motor vehicle expenses	409,970	315,991
Organising expenses	617,154	359,663
Payroll tax	390,200	351,950
Postage	144,197	127,371
Printing and stationery	116,150	125,911
Publication expenses	73,045	92,609
Sponsorship expenses	16,127	3,655
Subscriptions	16,952	13,373
Tool scheme	-	909
Training	13,009	26,657
Workers compensation	51,014	38,114
Total other expenses	2,660,043	2,030,837

NOTE 5 ASSETS

	31 March 2023 $	31 March 2022 $
Note 5A: Cash and Cash Equivalents		
Cash at bank	3,212,279	1,262,749
Cash on hand	6,300	6,300
Total cash and cash equivalents	3,218,579	1,269,049
Note 5B: Trade and Other Receivables		
Trade receivable	-	-
Interest receivable	7,190	39,968
Membership dues receivable	815,011	940,899
Other receivables	4,028	22,080
Receivables from other reporting units		
CFMEU C&G QNTDB	434,962	-
CFMEU M&E Division QLD Branch	-	50,579
CFMEU C&G National Office	7,493	7,700
CFMMEU National Office	1,665	-
Total trade and other receivables	1,270,349	1,061,226
Less provision for doubtful debts	(783,735)	(920,117)
Total provision for doubtful debts	(783,735)	(920,117)
Total trade and other receivables (net)	486,614	141,109

No provision for doubtful debts has been raised against the reporting units balances shown.

Note 5C: Other Current Assets		
Prepayments	-	59,457
Total other current assets	-	59,457
Note 5D: Financial Assets		
Opening balance	6,484,367	6,639,727
Additional investment	-	24,421
Growth/(reduction) in investment	(536,743)	(179,781)
Financial asset transferred to CFMEU C&G QNTDB	(5,947,624)	-
Total financial assets	-	6,484,367

NOTE 5 ASSETS (CONTINUED)

	31 March 2023 $	31 March 2022 $
Note 5E: Property, plant and equipment		
Property, Plant and Equipment comprises of:		
Land and buildings	8,806,585	7,288,204
Motor vehicles	34,365	42,522
Plant and equipment	199,923	126,982
Total property plant and equipment	9,040,873	7,457,708
Land and buildings:		
Land at independent valuation	6,075,000	4,475,000
Building at independent valuation	1,480,000	2,525,000
Building at cost	1,251,585	729,289
Less accumulated depreciation	-	(441,085)
Total land and buildings	8,806,585	7,288,204
Motor vehicles:		
At cost	119,504	116,959
Less accumulated depreciation	(85,139)	(74,437)
Total motor vehicles	34,365	42,522
Plant and Equipment:		
At cost	1,003,603	840,555
Less accumulated depreciation	(803,680)	(713,573)
Total plant and equipment	199,923	126,982

	Land and Buildings $	Motor Vehicles $	Plant & Equipment $	Total $
Balance at beginning of the year	7,288,204	42,522	126,982	7,457,708
Additions	1,448,849	2,545	163,049	1,614,443
Disposals	-	-	-	-
Depreciation	(146,732)	(10,702)	(90,108)	(247,542)
Revaluation increment/(decrement)	216,264	-	-	216,264
Carrying amount at end of year	8,806,585	34,365	199,923	9,040,873

NOTE 5 ASSETS (CONTINUED)

Note 5E: Property, plant and equipment (continued)

AASB 16 disclosure:	Subject to operating leases	Not subject to operating leases	Total
	$	$	$
Building at independent valuation	98,842	576,158	675,000
Building at cost	-	-	-
Less accumulated depreciation	-	-	-
Total plant and equipment	98,842	576,158	675,000

The above buildings that is subject to operating leases is 16 Campbell St building.

The revalued land and buildings consist of:

Land – 16 Campbell Street	$4,000,000
Land – 14 Campbell Street	$2,000,000
Land – 43/12 Charlton Court Woolner NT	$ 75,000
Building – 16 Campbell Street	$ 675,000
Building – 14 Campbell Street	$ 300,000
Building – 43/12 Charlton Court Woolner NT	$ 275,000
Storage Shed – 13 Commerce Street, Yatala	$ 230,000

Management determined that these constitute one class of asset under AASB 13, based on the nature, characteristics and risks of the properties.

Fair value of the properties was determined by using the market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. The properties' fair values are based on valuations performed by the following valuers:

Land and Building	Valuer	Registration Number	Valuation Company
16 Campbell Street Bowen Hills QLD	Michael Galvin	1779	Hymans Property
14 Campbell Street Bowen Hills QLD	Michael Galvin	1779	Hymans Property
43/12 Charlton Court Woolner NT	Emma Jackson	44637	Valuations NT
13 Commerce Street, Yatala QLD	Michael Galvin	1779	Hymans Property

The above valuers are certified and accredited independent valuers. The properties were valued on 31 March 2023 and the same values have been adopted for 31 March 2023.

NOTE 5 ASSETS (CONTINUED)

	31 March 2023 $	31 March 2022 $
Note 5F: Investment property		
Balance at the beginning of the year	16,595,563	13,117,254
Additions	1,584,323	3,478,309
Net gain/(loss) from fair value adjustment	290,014	-
Total Investment property	18,469,900	16,595,563

During the year ended 31 March 2023, the Union acquired the following investment properties at cost:

Property development project – Campbell St	$1,584,323

The revalued investment properties consist of:

17 Borrila Court Jingli NT	$ 680,000
1717/43 Knuckey Street Darwin NT	$ 365,000
152 Bayswater Rd Currajong QLD	$ 470,000
Unit 15 Manor Apartments QLD	$ 360,000
Unit 20 Manor Apartments QLD	$ 360,000

The valuations were performed by the following valuers:

Investment Property	Valuer	Registration Number	Valuation Company
17 Borrila Court Jingli NT	Emma Jackson	44637	Valuations NT
1717/43 Knuckey Street Darwin NT	Emma Jackson	44637	Valuations NT
152 Bayswater Rd Currajong QLD	Clancy Miller	107205	Acumentis
Unit 15 Manor Apartments QLD	Michael Galvin	1779	Hymans Property
Unit 20 Manor Apartments QLD	Michael Galvin	1779	Hymans Property

The above valuers are accredited independent valuers with a recognised and relevant professional qualification and with recent experience in the location and category of the investment properties being valued.

The fair value of completed investment properties has been determined on a market value basis in accordance with International Valuation Standards (IVS), as set out by the International Valuation Standards Council (IVSC).

The highest and best use of the investment properties is not considered to be different from its current use.

The valuation method used to value the above investment properties is considered to be the Direct Comparison approach, whereby the subject property is compared to recent sales of similar properties within the surrounding vicinity.

The fair value of investment property is included within Level 2 at Note 13.

NOTE 6 LIABILITIES

	31 March 2023 $	31 March 2022 $
Note 6A: Trade and other payables		
Trade payables and accruals	55,039	129,575
Payables to other reporting units		
- CFMEU C&G QNTDB	26,727	911,038
- CFMEU C&G National Office	110,887	54,130
Consideration to employers for payroll deductions	-	-
Legal costs		
Litigation	100,290	81,580
Other legal matters	-	-
GST payable	208,835	150,593
Wages collected on behalf of members	340,414	326,807
Total current trade and other payables	842,192	1,653,723
Non-current		
Payable to other reporting units		
- CFMEU C&G QNTDB	-	1,500,000
Total non-current trade and other payables	-	1,500,000
Total trade and other payables	842,192	3,153,723
Wages collected on behalf of members:		
Opening balance at beginning of the year	326,807	314,045
Amounts recovered from employers	503,683	878,276
Payments to or on behalf of Workers	(490,076)	(865,514)
	340,414	326,807

NOTE 6 LIABILITIES (CONTINUED)	31 March 2023 $	31 March 2022 $
Note 6B: Employee Provisions		
Employees provisions comprises of:		
Current		
Provision for annual leave	823,999	749,337
Provision for long service leave	498,892	571,642
	1,322,891	1,320,979
Non-current		
Provision for long service leave	604,690	595,663
Total employee provisions	604,690	1,916,642

Non-current provisions represent long service entitlements owing to employees who have not completed 5 continuous years of service with the Union.

Balance at beginning of the year	1,916,642	1,746,942
Additional provisions raised during the year	549,512	694,263
Amounts used	(538,573)	(524,563)
Balance at the end of the year	1,927,581	1,916,642
Office Holders:		
Annual leave	87,787	108,492
Long service leave	423,978	546,750
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	511,765	655,242
Employees other than office holders:		
Annual leave	736,212	640,845
Long service leave	679,604	620,555
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—employees other than office holders	1,415,816	1,261,400
Total employee provisions	1,927,581	1,916,642

NOTE 6 LIABILITIES (CONTINUED)

	31 March 2023 $	31 March 2022 $
Note 6C: Revenue in advance		
Membership dues in advance	4,717,584	3,854,166
Other revenue in advance	305,466	299,295
Total revenue in advance	5,023,050	4,153,461

NOTE 7 CASH FLOW

Note 7A: Cash Flow Reconciliation		
Reconciliation of cash and cash equivalents as per Statement of Financial Position to Statement of Cash Flows:		
Cash and cash equivalents as per:		
Cash flow statement	3,218,579	1,269,049
Balance sheet	3,218,579	1,269,049
Difference	-	-
Reconciliation of profit/(deficit) to net cash from operating activities:		
Surplus/(deficit) for the year	426,322	769,173
Adjustments for non-cash items		
Depreciation/amortisation	247,542	228,463
(Gain)/Loss on fair value of financial assets	536,743	179,781
(Gain)/Loss on revaluation of investment properties	(290,014)	-
Transfer of financial assets from CFMEU QNTDB	5,947,624	(6,639,727)
Settlement of Loan from CFMEU QNTDB	(1,500,000)	-
Changes in assets/liabilities		
(Increase)/decrease in net receivables	(345,505)	5,066,476
(Increase)/decrease in prepayments	59,457	(59,457)
(Increase)/decrease in right of use assets	89,105	89,105
Increase/(decrease) in trade and other payables	(811,531)	965,545
Increase/(decrease) in employee provisions	10,939	169,700
Increase/(decrease) in revenue in advance	869,589	294,733
Increase/(decrease) in lease liabilities	(91,975)	(88,489)
Net cash from (used by) operating activities	5,148,296	975,303

NOTE 7 CASH FLOW

	31 March 2023 $	31 March 2022 $
Note 7B: Cash flow information		
Cash inflows		
CFMEU C&G QNTDB	3,931,073	414,503
CFMEU C&G ACT Branch	-	10,000
CFMEU C&G NSW Branch	-	10,000
CFMEU C&G VIC/TAS Branch	10,000	-
CFMEU C&G National Office	90,463	104,589
CFMMEU National Office	12,890	-
CFMEU M&E Division QLD Branch	103,693	42,798
Total cash inflows	4,148,119	561,890
Cash outflows		
CFMEU C&G QNTDB	890,444	703,174
CFMEU C&G National Office	1,210,000	1,118,876
Total cash outflows	2,100,444	1,822,050

Note 7C: Credit standby arrangements and loan facilities

The Union did not have any credit facilities during the year ended 31 March 2023 (31 March 2022: Nil).

Note 7D: Non-cash transactions

There have been non-cash financing or investing activities during the year ended 31 March 2023. Refer to Note 7A. (31 March 2022: Nil).

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period
Holders of office and related reporting units

The names of those persons who held office for all or part of the year are deemed to be a related party for financial reporting purposes as set out in the accompanying Committee of Management Operating Report. The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	31 March 2023 $	31 March 2022 $
Revenue received includes the following:		
Rent received from CFMEU C&G QNTDB	391,884	376,821
Financial assets transferred from CFMEU C&G QNTDB	-	6,639,727
Staff cost reimbursement from CFMEU C&G National Office	77,912	79,264
Airfares reimbursement from CFMEU C&G National Office	9,558	14,019
VET meeting reimbursement from CFMEU C&G National Office	1,664	-
Staff cost reimbursement from CFMMEU National Office	14,555	-
Donation Tonga received from CFMEU C&G National Office	-	10,000
Donation Tonga received from CFMEU C&G NSW Branch	-	10,000
Donation Tonga received from CFMEU C&G ACT Branch	-	10,000
Donation Tonga received from CFMEU C&G VIC-TAS Branch	10,000	-
ALP Affiliation fees reimbursement from CFMEU M&E QLD	46,085	45,981
State Conference fee reimbursement from CFMEU M&E QLD	2,200	-
Expenses paid includes the following:		
NT membership transferred to CFMEU C&G QNTDB	141,425	153,939
NT defence fund transferred to CFMEU C&G QNTDB	11,349	13,130
NT campaign levy transferred to CFMEU C&G QNTDB	3,364	3,910
EBA Processing fees transferred to CFMEU C&G QNTDB	180,000	381,600
Capitation fees to CFMEU C&G National Office	892,527	791,721
Campaign levies to CFMEU C&G National Office	116,880	114,980
Donation for Qube Dispute to CFMEU C&G National Office	-	10,000
Legal penalty reimbursement to CFMEU C&G National Office	-	65,985
Amounts owed by includes the following:		
CFMEU C&G QNTDB	434,962	-
CFMEU M&E Division QLD Branch	-	50,579
CFMEU C&G National Office	7,493	7,700
CFMMEU National Office	1,665	-
Amounts owed to includes the following:		
CFMEU C&G QNTDB	26,727	911,038
CFMEU C&G National Office	110,887	54,130
Loan payable to CFMEU C&G QNTDB:	-	1,500,000
Financial assets transferred to CFMEU C&G QNTDB	5,947,624	-

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period (continued)

Terms and conditions of transactions with related parties

Related party transactions occur between the Union and the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch (CFMEU C&G QNTDB).

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 March 2023, the union has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2022: $Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates. The loan received from CFMEU C&G QNTDB does not incur interest and is expected to be repaid within 5 years.

Related party transactions also occur between the Union and other reporting units including the National Office of the Construction & General Division (CFMEU C&G National Office). Related Party disclosures in the financial report are presented on an accrual basis. Whilst the financial records of the Union have been kept, as far as practicable, in a manner consistent with each other reporting units of the organisation, the balances and transactions reported in this financial report may differ to those recorded in the financial report of the counterparty reporting unit. This may arise due to timing difference in the respective recordkeeping of the related reporting units, for example, in the receipt of payments, correspondence in transit or the alternative categorisation of balances/transactions.

From time-to-time, the National Office of the Construction & General Division of the CFMEU (CFMEU C&G National Office) coordinates various administrative activities on behalf of the Union. This includes the collation of certain costs, which are apportioned to the appropriate branches and invoiced in full. Accordingly, with the National Office merely being the facilitator of such transactions between the Union and independent third parties (and there is no profit component in recharging these costs), these are not considered to be related party expenditures of the Union and hence are not required to be disclosed.

Notwithstanding this, the transfer of funds to meet these obligations remain related party transactions, and accordingly have been disclosed in the related party cash flows reported at Note 7B. Additionally, any amounts outstanding as at balance date between related parties have been disclosed at Note 8A.

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8B: Key Management Personnel Remuneration for the Reporting Period

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Union. The Union has determined that key management personnel comprises of:

- Michael Ravbar (State Secretary)
- Royce Kupsch (State President) – Honorary from 19/12/2022
- Jade Ingham (Assistant State Secretary)
- Kane Lowth (Assistant State Secretary)

During the year, the key management personnel of the Union were remunerated as follows:

	31 March 2023 $	31 March 2022 $
Short-term employee benefits		
Salary (including annual leave taken)	688,107	767,208
Annual leave accrued	(4,178)	(24,160)
Performance bonus	-	-
Other employee benefits	6,089	6,429
Total short-term employee benefits	690,018	749,477
Post-employment benefits:		
Superannuation	77,012	83,862
Redundancy fund	25,689	27,123
Total post-employment benefits	102,701	110,985
Other long-term benefits:		
Long-service leave	(257)	19,436
Total other long-term benefits	(257)	19,436
Termination benefits		-
Total	792,462	879,898

No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member or employee.

NOTE 9 LEASES

The Union as a lessee

The Union has a lease over real property.

Information relating to the lease in place for real property and associated balances and transactions are provided below.

Terms and conditions of leases:

Premises are leased over a 3-year period with an option to extend. There are no rent increments noted on the leases. The premises are located at 446 Flinders St Townsville and 448 Flinders St Townville.

	31 March 2023 $	31 March 2022 $
Right-of-use assets		
Balance at beginning of the year	96,531	185,636
Additions to right-of-use assets	-	-
Depreciation charge	(89,105)	(89,105)
Balance at end of year	7,426	96,531
Lease liabilities		
Current	7,827	91,975
Non-current	-	7,827
Total	7,827	99,802

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year $	1 - 5 years $	> 5 years $	Total undiscounted lease liabilities $	Lease liabilities included in this Balance Sheet $
2023					
Lease liabilities	7,851	-	-	7,851	7,827
2022					
Lease liabilities	94,218	7,851	-	102,069	99,802

Extension options

The building lease contains an extension option which allows the Union to extend the lease term of the original non-cancellable period of the lease. At commencement date and each subsequent reporting date, the Union assesses whether it is reasonably certain that the extension option will be exercised. The Union will not be exercising the extension options and will terminate the lease upon its expiry in May 2023.

NOTE 9 LEASES (CONTINUED)

Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to leases where the Union is a lessee are shown below:

	31 March 2023 $	31 March 2022 $
Interest expense	2,242	5,728
Depreciation of right-of-use assets	89,105	89,105
	91,347	94,833

Statement of Cash Flows

Total cash outflow for leases	99,144	98,674

NOTE 10 CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

(a) Operating lease commitments

Leases as lessor

The Union leases out a portion of its business premises held under operating lease. The leases run for a period ranging between 3 to 5 years. The future minimum receivable payments under non-cancellable operating leases are as follows:

	31 March 2023 $	31 March 2022 $
Receivable – minimum lease commitments		
- not later than 12 months	13,822	114,035
- between 12 months and 5 years	-	13,822
- greater than 5 years	-	-
Minimum lease payments	13,822	127,857

(b) Contingent liabilities and commitments

The Committee of Management is not aware of any contingent assets or liabilities that are likely to have a material effect on the results of the Union.

(c) Finance lease commitments

The Union does not have any finance lease commitments.

(d) Capital expenditure commitments

At 31 March 2023, the branch has made a capital expenditure commitment to CFMEU C&G National Office for $3,995,323 over the next 5 years. The capitation expenditure is for the AS400 Modernisation Project which is due to commence in July 2023 and will take 3-5 years to complete. The project is a complete redevelopment of the membership database system. Branches from all states will also be contributing to this project. (2022: Nil).

NOTE 11 REMUNERATION OF AUDITORS

	31 March 2023 $	31 March 2022 $
Value of the services provided		
Financial statement audit services	27,463	26,218
Other services	-	-
Total remuneration of auditors	27,463	26,218

No other services were provided by the auditors of the financial statements.

NOTE 12 FINANCIAL INSTRUMENTS

Financial Risk Management Policy

The Committee of Management monitors the Union's financial risk management policies and exposure and approves financial transactions entered into. It also reviews the effectiveness of internal controls relating to the counterparty credit risk, liquidity risk, market risk and interest rate risk. The Committee of Management meets on a monthly basis to review the financial exposure of the Union.

Note 12A: Credit Risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss of the Union. The Union does not have any material credit risk exposures as its major source of revenue is the receipt of rental income.

The maximum exposures to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying value and classification of those financial assets (net of provisions) as presented in the statement of financial position.

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties. The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Union.

On a geographical basis, the Union's trade and other receivables are all based in Australia.

The Union applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all accounts receivable. To measure the expected credit losses, accounts receivable have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 March 2023 is determined as follows. The expected credit losses below also incorporate forward looking information.

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12A: Credit Risk (Continued)

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

Ageing of financial assets that were past due but not impaired for 2023

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	61.7%	0%	0%	0%	61.7%
Gross Carrying amount	1,270,349	-	-	-	1,270,349
Loss allowing provision	783,735	-	-	-	783,735

Ageing of financial assets that were past due but not impaired for 2022

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	86.7%	0%	0%	0%	86.7%
Gross Carrying amount	1,061,226	-	-	-	1,061,226
Loss allowing provision	920,117	-	-	-	920,117

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the entity is considered to relate to the class of assets described as "accounts receivable and other debtors".

The Union always measures the loss allowance for accounts receivables at an amount equal to lifetime expected credit loss. The expected credit losses on accounts receivable are estimated using a provision matrix by reference to past default experience of the debtor and an analysis of the debtor's current financial position, adjusted for factors that are specific to the debtors, general economic conditions of the industry in which the debtors operate and an assessment of both the current as well as the forecast direction of conditions at the reporting date.

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The Union writes off an account receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery (eg when the debtor has been placed under liquidation or has entered into bankruptcy proceedings) or when the trade receivables are over two years past due, whichever occurs earlier. None of the accounts receivable that have been written off are subject to enforcement activities.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 31 March 2023 (31 March 2022: Nil).

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12B: Liquidity Risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The Union does not hold directly any derivative financial liabilities.

Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates

Financial Instrument Composition and Maturity Analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
	$	$	$	$	$	$	$	$
Financial liabilities due for payment								
Trade and other payables	842,192	1,653,723	-	1,500,000	-	-	842,192	3,153,723
Total expected outflows	842,192	1,653,723	-	1,500,000	-	-	842,192	3,153,723
Financial assets – cash flow receivable								
Cash and cash equivalents	3,218,579	1,269,049	-	-	-	-	3,218,579	1,269,049
Trade and other receivables	486,614	141,109	-	-	-	-	486,614	141,109
Financial assets	-	6,484,367	-	-	-	-	-	6,484,367
Total anticipated inflows	3,705,193	7,894,525	-	-	-	-	3,705,193	7,894,525
Net (outflow) / inflow on financial instruments	2,863,001	6,240,802	-	(1,500,000)	-	-	2,863,001	4,740,802

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12C: Market Risk

i. Interest rate risk
Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union's exposure to interest rate risk arises from its cash at bank, term deposits and floating rate instruments.

The financial instruments which expose the Union to interest rate risk are limited to its cash reserves.

ii. Foreign exchange risk
The Union is not exposed to fluctuations in foreign currencies.

iii. Price risk
The Union is exposed to equity securities price risk.

Sensitivity Analysis

While the Union is exposed to changes in interest rates, due to the fact that any expected change in interest rates would have no significant impact on profit and loss or equity, no sensitivity analysis has been considered necessary.

No sensitivity analysis has been performed on foreign exchange risk, as the Union is not exposed to foreign currency fluctuations.

NOTE 13 FAIR VALUE MEASUREMENT

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties at an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Union. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Union.

NOTE 13 FAIR VALUE MEASUREMENT (CONTINUED)

The following table contains the carrying amounts and related fair values for the Union's financial assets and liabilities:

		31 March 2023		31 March 2022	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial assets					
Cash and cash equivalents	(i)	3,218,579	3,218,579	1,269,049	1,269,049
Accounts receivable and other debtors	(i)	486,614	486,614	141,109	141,109
Financial assets		-	-	6,484,367	6,484,367
Total financial assets		3,705,193	3,705,193	7,894,525	7,894,525
Financial liabilities					
Accounts payable and other payables	(i)	842,192	842,192	1,653,723	1,653,723
Loan – CFMEU QNTDB		-	-	1,500,000	1,500,000
Total financial liabilities		842,192	842,192	3,153,723	3,153,723

The fair values disclosed in the above table have been determined based on the following methodologies:

(i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 9.

NOTE 13 FAIR VALUE MEASUREMENT (CONTINUED)

Fair Value Hierarchy

AASB 13: Fair Value Measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categorises fair value measurement into one of the three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

Level 1

Measurements based on quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2

Measurements based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3

Measurements based on unobservable inputs for the asset or liability.

The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market date. If all significant inputs required to measure fair value are observable, the asset or liability is included in Level 2. If one or more significant inputs are not based on observable market data, the asset or liability is included in Level 3.

31 March 2023	Level 1	Level 2	Level 3	Total
Assets	$	$	$	$
Investment property	-	18,469,900	-	18,469,900
Land and buildings	-	8,806,585	-	8,806,585
31 March 2022				
Assets				
Investment property	-	16,595,563	-	16,595,563
Land and buildings	-	7,288,204	-	7,288,204

NOTE 14 DISCLOSURE OF OFFICERS' REMUNERATION AND NON-CASH BENEFITS

The highest paid officers of the Union for the disclosure period ended 31 March 2023 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefit received by them are set out below. There were only four officers paid by the Union during the period ended 31 March 2023.

(a) the highest paid officers of the Union for the financial year, and their remuneration, were as follows:

	Michael Ravbar State Branch Secretary	Royce Kupsch State Branch President	Jade Ingham Assistant State Branch Secretary	Kane Lowth Assistant State Branch Secretary	Total
	$	$	$	$	$
Salary and allowance	215,160	90,482	190,140	192,325	688,107
Movement in annual and long service leave provisions	15,889	(31,145)	(1,580)	12,401	(4,435)
Superannuation	21,718	13,816	19,699	21,779	77,012
Redundancy	6,781	5,346	6,781	6,781	25,689
Other employee benefits	1,641	1,166	1,641	1,641	6,089
	261,189	79,665	216,681	234,927	792,462

The non-cash benefit provided to the officers of the Union are motor vehicles which are owned by the Union. The motor vehicles are primarily used for work related purposes but may be used for personal use during non-working hours.

(b) Superannuation has been received by the following officers of the Union from a board position attained because of their position with the Union:

Michael Ravbar	State Branch Secretary	$13,640
Royce Kuspch	State Branch President	$222
Jade Ingham	Assistant State Branch Secretary	$8,508
Kane Lowth	Assistant State Branch Secretary	$2,701

No other remuneration or non-cash benefits had been received by Officers of the Union from a board position attained because of their position with the Union.

The above remuneration register of the Union has been disclosed as described under s. 764 (2) (e) of *Industrial Relations Act 2016.*

The Union has made no reportable payments to any related party or declared person or body of the Union in the year ended 31 March 2023.

Royce Kupsch resigned on 16/12/2022 and is on a Honorary role from 19/12/2022.

NOTE 15 SECTION 787 INDUSTRIAL RELATIONS ACT 2016

In accordance with the requirements of the *Industrial Relations Act 2016*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 787, which reads as follows:

Information to be provided to members or registrar:

(1) A member of a reporting unit, or the registrar, may apply to the reporting unit for stated information, prescribed by regulation, about the reporting unit to be made available to the person making the application.

(2) The application must be in writing and state the period, which must be at least 14 days after the application is made, within which the information must be made available and state the way in which the information must be made available.

(3) The reporting unit's organization must ensure the reporting unit complies with the application.

NOTE 16 ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

There has been no administration of financial affairs by a third party.

NOTE 17 UNION DETAILS

The registered office of the Union is:

16 Campbell Street
Bowen Hills QLD 4006

NOTE 18 SEGMENT INFORMATION

The Union operates solely in one reporting segment, being the provision of industrial services in Queensland.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

Report on the Financial Report

Opinion

We have audited the accompanying financial report of Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("the Company"), which comprises the statement of financial position as at 31 March 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the and the Committee of Management Statement.

The audit report has been prepared based on the requirements of section 768 of the *Industrial Relations Act 2016 (Qld)*.

In our opinion the financial report of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division:

a) presents fairly in all material respects, the Union's financial position as at 31 March 2023 and its performance and cash flows for the year then ended; and

b) complies with Tier 1 reporting requirements under Australian Accounting Standards, the *Industrial Relations Act 2016 (Qld)* and the Reporting Guidelines for the purposes of section 765.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Liability limited by a scheme approved under Professional Standards Legislation.
PKF Brisbane Pty Ltd. is a member firm of the PKF International Limited family of legally independent firms and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm or firms.

Committee of Management's Responsibilities for the Financial Report

The Committee of Management and Secretary of the Union are responsible for the preparation and fair presentation of the financial report in accordance with the Australian Accounting Standards and the *Industrial Relations Act 2016 (Qld)* and for such internal control as the Committee of Management and Secretary of the Union determine is necessary to enable the preparation and fair presentation of the financial report that 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 Union's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Committee of Management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our responsibility is to express an opinion on the financial report based on our audit. Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.apsx. This description forms part of our auditor's report.

Report on Other Regulatory Requirements

a) In our opinion, the Committee of Management's use of the going concern basis of accounting in the preparation of the financial report is appropriate.

b) I am an approved auditor as defined by s.595 of the *Industrial Relations Act 2016 (Qld)* being a member of the Institute of Chartered Accountants in Australia & New Zealand who holds a current Public Practice Certificate.

PKF

PKF BRISBANE AUDIT

[redacted]

SHAUN LINDEMANN
PARTNER

30 MAY 2023
BRISBANE

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

DESIGNATED OFFICERS CERTIFICATE

FOR THE YEAR ENDED 31 MARCH 2023

I, Michael John Ravbar, being the State Secretary of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division certify:

- that the documents lodged herewith are copies of the full report for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division for the year ended 31 March 2023.

- that the documents lodged are copies of the documents given to the members and presented to a meeting under section 782 of *Industrial Relations Act 2016*.



Michael John Ravbar

State Secretary

19 June 2023

Sample statement of loans, grants and donations exceeding $1,000 for financial year ending 31/03/2023

Please refer to section 237 of the Fair Work (Registered Organisations) Act 2009 when completing this form. A statement lodged with the ROC under subsection (1) may be inspected, during office hours, by a member of the organisation concerned. Use of this form is optional.

Organisation details

Name of organisation including division or branch	Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division
Postal address	16 Campbell Street Bowen Hills QLD
Postcode	4006

Details of officer signing the statement

Name	Michael Ravbar
Name of office held in organisation (The person signing the statement must be an office-holder of the organisation)	State Secretary
Postal address	16 Campbell Street Bowen Hills QLD
Postcode	4006
Telephone number (PH)	(07) 3231 4600
Facsimile number	
Email	qntfinance@cfmeu.org

I certify that the information contained in this statement and its attachments is true and complete.

Signature	[redacted]	**Date**	30/05/2023

An organisation must lodge this statement within 90 days of the end of its financial year.

Loans, grants and donations exceeding $1,000 made by organisation

(if insufficient space, please attach separate sheet)

Loans

Name of recipient of loan	Address	Amount	Purpose for which loan required	Security given in relation to loan	Arrangements for repayment of loan
NIL					

Note: *where a loan is made to relieve a member or dependant of a member from severe financial hardship, the name and address and particulars of arrangements for repayment need not be stated.*

Grants

Name of recipient of grant	Address	Amount	Purpose of grant
NIL			

Note: *where a grant is made to relieve a member or dependant of a member from severe financial hardship, the name and address need not be stated*

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Donations

Name of recipient of donation	Address	Amount	Purpose of donation
LPQ Flynn FEC Matt Burnett	[redacted]	15,000	Matt Burnett Flynn Campaign
ALP QLD Wide Bay FEC		10,000	ALP Wide Bay Campaign
All Star Boxing		1,500	All Star Boxing Club Donation
Brothers Rugby League Football Club Inc		6,000	Donation for Jersey
Robert Scofield		10,000	Flood Relief
Dean Pagatto		10,000	Flood Relief
Craig Virtue		10,000	Flood Relief
Mark Virtue		10,000	Flood Relief
Gregory Brown		2,500	Flood Relief

St Vincent de Paul Society QLD	[redacted]	5,020	Vinnies CEO Sleepout
Beau Seiffert		15,000	Financial Hardship
Rueben Lingwoodock Memorial Team		5,000	General Donation
Blake Hynes		12,000	Financial Hardship
Beau Seiffert		24,000	Financial Hardship
Brisbane Aboriginal Sovereign Embassy		12,000	Donation towards purchase of 2 vehicles
Starlight Childrens' Foundation		2,500	Starlight's Super Swim 2023
Mater Foundation		5,000	Internation Women's Day Fun Run
Blake Hynes		12,000	General Donation
Michael Ravbar		7,000	General Donation
Reachout Australia		2,500	Laps for Life

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Note: *where a donation is made to relieve a member or dependant of a member from severe financial hardship, the name and address need not be stated.*

CFMEU

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

ABN 12 898 529 251

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

COMMITTEE OF MANAGEMENT OPERATING REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Operating Report

In accordance with section 764 of the *Industrial Relations Act 2016* ("Act") the Committee of Management ("the Committee") presents its Operating Report on the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union"), for the year ended 31 March 2024.

Principal Activities

The principal activities of the Union, fall into the following categories:

- Implementation of the decisions of the State Executive and State Management Committee.
- The development and implementation of the Union policy through effective communications with members at the workplace.
- The administration of State awards, the variation of awards following major test cases (ie State wage case) and making other variations to awards for other industrial matters.
- Industrial support including representation of members grievances and/or advice at their workplaces and/or through the various industrial tribunals (ie Industrial Relations Commission, Workers Compensation etc).
- Ongoing communication to members and the broader community through meetings, rallies, media releases, journals and flyers.
- Growing the organisation through good on the job organisation and strong links between the organisers and members.

There were no significant changes to the nature of those activities during the period.

Operating Results

The operating surplus for the financial year amounted to $2,250,668 (31 March 2023: $426,322 surplus)

Significant Changes in Financial Affairs

There was no significant change in the financial affairs of the Union during the year.

Events subsequent to reporting date

There were no events that occurred after 31 March 2024, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

Future Developments

Likely developments in the operations of the Union and the expected results of those operations in future financial years have not been included in this report as such information is likely to result in unreasonable prejudice to the Union.

Environmental Issues

The Union's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Members Right to Resign

A member may resign from the Union by written notice addressed and delivered to the Secretary of the Union in which membership is held.

Officers or Members who are Superannuation Fund Trustees/ Director of a Company that is a Superannuation Fund Trustee

Those who hold a position of trustee or director of an entity, scheme or company as described in s.764 (2) (d) of the *Industrial Relations Act 2016*, where a criterion of such entity is that the holder of such position must be a member or official of a registered organisation are as follows:

Jacqui Collie	– Member of the Union - Director of BUSSQ
Michael Ravbar	– Member and State Secretary of the Union - Director of BUSSQ
Emma Eaves	– Member of the Union - Director of BUSSQ

Number of Members

The number of members at the end of the financial period recorded in the register of members and taken to be members of the Union was 18,669 (2023: 15,763).

Number of Employees

The number of full-time equivalent employees of the Union at the end of the financial year was 49 (2023: 43).

Members of the Committee of Management

The name of each person who has been a member of the committee of management of the Union at any time during the reporting period, and the period for which he or she held such a position is as follows:

Name	Period of appointment
Michael Ravbar	Whole period
Royce Kupsch	Whole period
Steve Gaske	Whole period
Dallas Ezzy	Whole period
Ian McKewin	Whole period
Jade Ingham	Whole period
Keith Murphy	Whole period
Peter Close	Whole period
Mark Read	Whole period
Steve Amies	Whole period
Kane Lowth	Whole period

Indemnifying Officers or Auditors

The Union has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor:

- indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- paid or agreed to pay a premium in respect of a contract insuring against liability for the costs or expenses to defend legal proceedings.

Disclosure Statements - Remuneration and Non-Cash Benefits of Highest Paid Officers

The highest paid officers of the Union for the disclosure period ended 31 March 2024 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefits received by them are set out in in Note 14 of the financial statements.

Disclosure Statements – Loans, Grants and Donations

A copy of the loans, grants and donations register of the Union have been disclosed as described under s. 764 (2) (f) of the *Industrial Relations Act 2016.*

This report is made in accordance with a resolution of the Committee of Management and is signed for and on behalf of the Committee of Management by:



.....
Michael John Ravbar
State Secretary

28 May 2024

Brisbane

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

COMMITTEE OF MANAGEMENT STATEMENT

FOR THE YEAR ENDED 31 MARCH 2024

On 28 May 2024, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2024.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) the financial statements and notes comply with the Australian Accounting Standards;

(b) the financial statements and notes comply with the reporting guidelines of the Registrar;

(c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;

(d) there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and

(e) during the financial year to which the GPFR relates and since the end of that year:

i. meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and

ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and

iii. the financial records of the Union have been kept and maintained in accordance with the 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 to each of the other reporting units of the organisation; and

v. where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and

vi. where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.

(f) the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:

Officer's Name: Michael John Ravbar
Role in the organisation: State Secretary
Date the officer most recently completed the training: 12 May 2020
Training package: Union Governance
Provider: Australian Council of Trade Unions

This declaration is made in accordance with a resolution of the Committee of Management.

Name of Designated Officer:	**Michael John Ravbar**
Title of Designated Officer:	State Secretary
Signature:	[redacted]
Date:	28 May 2024

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	31 March 2024 $	31 March 2023 $
Revenue from contracts with customers			
Membership subscription		13,269,857	10,931,623
Capitation fees		-	-
Levies	3A	1,512,921	1,266,331
Voluntary collections – ADSS Donations		32,940	38,970
Interest	3B	17,753	345,579
Rental revenue	3C	733,003	722,599
Other revenue	3E	1,666,245	1,256,282
Total revenue		17,232,719	14,561,384
Income for furthering objectives			
Grants and/or donations	3D	396,316	388,582
Total Income for furthering objectives		396,316	388,582
Other income			
Net gains from sale of assets	3F	8,811	-
Change in fair value of investment properties		-	290,014
Total other income		8,811	290,014
Total income		17,637,846	15,239,980
Expenses			
Employee expenses	4A	8,460,104	7,249,930
Capitation fees	4B	1,100,154	892,527
Affiliation fees	4C	92,805	97,380
Administration expenses	4D	275,843	529,702
Voluntary collections – ADSS Donations		32,940	38,970
Grants or donations	4E	127,990	179,520
Depreciation and amortisation	4F	345,457	336,647
Finance costs	4G	69,890	86,243
Legal costs	4H	1,059,723	1,657,152
Audit fees	4I	30,072	27,463
Property costs	4J	874,814	521,338
Change in fair value of financial assets		-	536,743
Other expenses	4K	2,917,386	2,660,043
Total expenses		15,387,178	14,813,658
Surplus (deficit) for the year		2,250,668	426,322
Other comprehensive income			
Gain/(Loss) on revaluation of land & buildings		-	216,264
Total comprehensive income for the year		2,250,668	642,586

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2024

	Notes	31 March 2024 $	31 March 2023 $
ASSETS			
Current Assets			
Cash and cash equivalents	5A	3,586,320	3,218,579
Trade and other receivables	5B	44,665	486,614
Other current assets	5C	1,646,283	-
Financial assets	5D	-	-
Total current assets		5,277,268	3,705,193
Non-Current Assets			
Property, plant and equipment	5E	16,251,203	9,040,873
Right of use asset	9	-	7,426
Investment property	5F	18,442,483	18,469,900
Total non-current assets		34,693,686	27,518,199
Total assets		39,970,954	31,223,392
LIABILITIES			
Current Liabilities			
Trade and other payables	6A	1,036,089	842,192
Employee provisions	6B	1,460,071	1,322,891
Revenue in advance	6C	5,559,955	5,023,050
Lease Liability	9	-	7,827
Total current liabilities		8,056,115	7,195,960
Non-Current Liabilities			
Trade and other payables	6A	-	-
Loan – CFMEU C&G QNTDB	8	5,500,000	-
Employee provisions	6B	741,429	604,690
Lease liability	9	-	-
Total non-current liabilities		6,241,429	604,690
Total liabilities		14,297,544	7,800,650
Net assets		25,673,410	23,422,742
EQUITY			
Asset revaluation reserve		1,328,880	1,328,880
Retained earnings		24,344,530	22,093,862
Total equity		25,673,410	23,422,742

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2024

		Asset revaluation reserves	Retained Earnings Compulsory Levy Defence Fund	Retained Earnings General Fund	Total equity
	Notes	$	$	$	$
Balance as at 1 April 2022		**1,112,616**	**9,495,484**	**12,172,056**	**22,780,156**
Surplus (deficit) for the year		-	973,969	(547,647)	426,322
Other comprehensive income for the year		216,264	-	-	216,264
Closing balance as at 31 March 2023		**1,328,880**	**10,469,453**	**11,624,409**	**23,422,742**
Surplus (deficit) for the year		-	1,166,801	1,083,867	2,250,668
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2024		**1,328,880**	**11,636,254**	**12,708,276**	**25,673,410**

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	31 March 2024 $	31 March 2023 $
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units	7B	1,238,506	4,148,119
Receipts from members and other customers		18,848,181	16,575,669
Rent received		351,396	363,786
Interest		23,819	378,357
Dividend received		-	-
Wage claim receipts		268,000	503,683
Cash used			
Employees and suppliers		(13,958,261)	(14,047,653)
Wage claim payments		(268,000)	(490,076)
Finance cost		(69,865)	(84,001)
Payment for leases	9	(11,230)	(99,144)
Payment to other reporting units	7B	(2,745,097)	(2,100,444)
Net cash from (used by) operating activities	7A	3,677,449	5,148,296
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of property, plant and equipment		30,909	-
Proceeds from investment property		68,315	-
Cash used			
Purchase of plant and equipment		(7,570,459)	(1,614,443)
Purchase of investment property		(40,898)	(1,584,323)
Payment for AS400 Modernisation project to CFMEU National Office	7B	(1,297,575)	-
Net cash from (used by) investing activities		(8,809,708)	(3,198,766)
FINANCING ACTIVITIES			
Net cash received for/(paid to) CFMEU C&G QNTDB	7B	5,500,000	-
Net increase (decrease) in cash held		367,741	1,949,530
Cash & cash equivalents at the beginning of the reporting period		3,218,579	1,269,049
Cash & cash equivalents at the end of the reporting period	7A	3,586,320	3,218,579

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

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NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Industrial Relations Act 2016.* Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards as issued by IASB. For the purpose of preparing the general purpose financial statements, the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ('Union') is a not-for-profit entity. The Union has applied the Tier 1 reporting requirements as per the Australian Accounting Standard AASB 1053 *Application of Tiers of Australian Accounting Standards.*

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.

For completeness, the Union has included all notes to the financial statements, even where such activities are not undertaken by them.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Key estimates and judgements

Impairment – general
The Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions. No impairment has been recognised in respect of the current year.

Provisions
As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.3 Significant accounting judgements and estimates (continued)

Receivables
The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Useful lives of property, plant and equipment
Property, plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the assets are acquired or when there is a significant change that affects the remaining useful life of the asset.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

The accounting policies adopted are consistent with those of the previous financial year.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue

The Union enters into various arrangements where it received consideration from another party. These arrangements include consideration in the form of membership subscriptions, levies, sponsorships and interest.

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

Revenue from contracts with customers

Where the Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or service to the customer. The Union accounts for an arrangement as a contract with a customer if the following criteria are met:

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

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

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

If there is more than one distinct good or service promised in the membership subscription, the Union allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Union charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good or as the service transfers to the customer (for example, member services or training course), the Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

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

When a member subsequently purchases additional goods or services from the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.5 Revenue (continued)

Capitation fees

Where the Union's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers service to the member.

In circumstances where the criteria for a contract with a customer are not met, the Union will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the relevant services to the member. In circumstances where the criteria for a contract with a customer are not met, the Union will recognise levies as income upon receipt.

Income of the Union as a Not-for-Profit Entity

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

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

The Union receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

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

Gains from sale of assets

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

Interest income

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Union in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Union recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.7 Leases

The Union assesses whether a contract is or contains a lease, at inception of a contract. The Union recognises a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the Union recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Union uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise fixed lease payments, less any lease incentives.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement date and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

1.8 Borrowing costs

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

1.9 Cash and cash equivalents

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

1.10 Provisions

Provisions are recognised when the Union 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.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.11 Financial instruments

Initial recognition and measurement

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

1.12 Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration for exchange goods or services that has transferred to the customer when that right is conditioned on the Union's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (**OCI**), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (**SPPI**) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in three categories as:

- Financial assets at amortised cost
- Financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income

Financial assets at amortised cost

The Union measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

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

The Union's financial assets at amortised cost includes trade receivables, receivables from other reporting units and term deposits.

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Union has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
    a) the Union has transferred substantially all the risks and rewards of the asset, or
    b) the Union has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Union has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Union continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.12 Financial assets (Continued)

Offsetting

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

Impairment

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (**ECLs**) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

(ii) Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.13 Financial Liabilities

Financial liabilities are classified, at initial recognition, at amortised cost or at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Union's financial liabilities include trade and other payables.

Subsequent measurement

Financial liabilities at amortised cost

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

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

Derecognition

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

1.14 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Union transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union performs under the contract (i.e. transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Union's refund liabilities arise from customers' right of return. The liability is measured at the amount the Union's ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.15 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.16 Property, Plant and Equipment

Asset Recognition Threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the Statement of Financial Position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Revaluations—Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation except motor vehicles which are depreciated on a diminishing value basis. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	31 March 2024	31 March 2023
Buildings	4-10%	4-10%
Plant and equipment	12.5-30%	12.5-30%
Motor Vehicles	25%	25%

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.16 Property, Plant and Equipment (continued)

Derecognition

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

1.17 Impairment

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Union were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

1.18 Income Tax

The Union is exempt from income tax under section 50.1 of *the Income Tax Assessment Act 1997* however still has an obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

1.19 Fair value measurement

The Union measures financial instruments, such as, financial assets at fair value through the profit and loss and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 13.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.19 Fair value measurement (continued)

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 the Union. 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.

The Union 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, the Union determines whether transfers have occurred between Levels in the hierarchy by re-assessing 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.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

1.20 Going concern

The Union is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.21 Acquisition of Assets and Liabilities

The Union did not acquire any assets or liabilities during the year as a result of:

(a) an amalgamation under Part 14 of Chapter 12 of the Act in which the organisation (of which the reporting unit form part) was the amalgamated organisation; or
(b) a restructure of the branches of the organisation; or
(c) a determination by the Registrar under section 755 of the Act of an alternative reporting structure for the organisation; or
(d) a revocation by the Registrar under section 759 of the Act of a certificate issued to an organization under section 755.

The Union did not acquire any assets or liabilities during the year as a part of a business combination.

1.22 Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at their cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit and loss in the period in which they arise.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

1.23 Compulsory Campaign Levy

The compulsory campaign levy was established by the Construction Forestry and Maritime Employees Union Construction & General Division National Office (CFMEU C&G National Office) to provide resources to fight against attacks against the Union by employers, governments and media. The levy is paid to the CFMEU C&G National Office.

1.24 Retained earnings – Compulsory Levy Defence Fund

Other than the general fund account, the Union also operates a compulsory levy defence fund **(Defence Fund)**.

The Defence Fund is maintained to provide the additional resources needed to defend members of the Construction, Forestry and Maritime Employees Union, Construction & General Division, Queensland Northern Territory Divisional Branch **(QNTDB)** and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) against continuing attacks from employers and Federal Government agencies.

Funds collected by the compulsory Defence Fund levy as held in investment properties for value of $6,649,562 with remaining funds held in cash. The Defence Fund has not been used during 31 March 2024 financial year.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.24 Retained earnings – Compulsory Levy Defence Fund (continued)

All funds required by the rules of the Union are included in the retained earnings as detailed in the Statement of changes in equity.

The surplus in compulsory levy defence fund collected from members resident in Queensland during the 31 March 2024 financial year, and retained in the Defence Fund is $1,166,801.

1.25 Service Agreement

Longstanding administrative arrangements have existed between the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch (**QNTDB**) and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) to improve the effectiveness of dual registration and, as far as practicable, to reduce unnecessary costs associated with dual registration.

The administrative arrangements established the QNTDB as the 'operating entity' in that, for consideration provided by the CFMEUQ (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), the QNTDB would provide the resources necessary to service the Dual Members and members of the CFMEUQ.

Following negotiations between the QNTDB and the CFMEUQ, it was determined by the State Divisional Executive to agree to alter these arrangements, including the arrangements for the collection of entrance fees or subscriptions. An agreement was entered into between the QNTDB and the CFMEUQ to reflect these new arrangements and has been in operation for the entirety of the financial year ended 31 March 2024 and 31 March 2023 (**Service Agreement**).

As a result of the alteration to these arrangements by the Service Agreement, a number of items were transferred from the QNTDB to the CFMEUQ including: accrued employee entitlements; ongoing employee expenses; financial administration costs; agents fees; the defence fund and legal fees.

The CFMEUQ, for consideration provided by the QNTDB (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), provides the resources necessary to service the Dual Members, members of the QNTDB and members of the Manufacturing Division.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

1.26 Current versus non-current classification

The Union presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realized or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realized within 12 months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within 12 months after the reporting period; or
- There is no unconditional rights to defer the settlement of the liability for at least 12 months after the reporting period.

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

The Union classified all other liabilities as non-current.

NOTE 2 EVENTS AFTER REPORTING DATE

There were no further events that occurred after 31 March 2024, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

NOTE 3 INCOME

	31 March 2024 $	31 March 2023 $
Disaggregation of revenue from contracts with customers		
A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.		
Type of customer		
Members	14,783,778	12,197,954
Other reporting units	409,802	388,384
Government	-	-
Other parties	2,039,139	1,975,046
Total revenue from contracts with customers	17,232,719	14,561,384
Disaggregation of income for furthering activities		
A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:		
Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	-
Other parties	396,316	388,582
Total income for furthering activities	396,316	388,582

NOTE 3 INCOME

	31 March 2024 $	31 March 2023 $
Note 3A: Levies		
Compulsory levy – Defence Fund (Note 1.24)	1,166,801	973,969
Compulsory levy – Campaign (Note 1.23)	311,060	260,272
Voluntary levy – Tool Scheme	35,060	32,090
Total levies	1,512,921	1,266,331
Note 3B: Interest		
Interest	17,753	345,579
Total interest	17,753	345,579
Note 3C: Rental revenue		
Rent – Townsville Bayswater Road	16,200	15,600
Rent – Darwin	16,200	15,600
Rent – Flinders St Townsville	10,400	23,310
Rent – Woolner	10,250	12,585
Rent – Manor Apartments	96,268	85,802
Rent - Campbell Street	528,645	529,116
Rent – Hazelmount Street	11,310	10,900
Rent – Mantra Pandanas	22,633	29,686
Rent – Yatala	13,447	-
Rent – Jeays Street	7,650	-
Total rental income	733,003	722,599
Note 3D: Grants or donations		
Grants	396,316	388,582
Donations	-	-
Total grants or donations	396,316	388,582
Note 3E: Other Revenue		
Advertising & Marketing	140,124	92,578
Compliance recoveries	145,920	145,920
Directors/Meeting fees	216,404	139,108
Gender Equity Training	373,000	-
Promotional charges	598,073	630,201
Reimbursement of staff cost	106,808	92,467
Sponsorship income	30,000	76,500
Sundry income	55,916	79,508
Financial support from another reporting unit	-	-
Total other revenue	1,666,245	1,256,282

NOTE 3 INCOME

	31 March 2024 $	31 March 2023 $
Note 3F: Net gains from sale of assets		
Gain on sale of property, plant and equipment	8,811	-
Gain on sale of investments	-	-
Total net gain from sale of assets	8,811	-

NOTE 4 EXPENSES

Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	629,567	688,107
Superannuation	70,408	77,012
Leave and other entitlements	20,101	(4,435)
*Separation and redundancies	21,032	25,689
Other employee expenses	4,822	6,089
Subtotal employee expenses holders of office	745,930	792,462
Employees other than office holders:		
Wages and salaries	6,169,929	5,180,208
Superannuation	913,198	794,611
Leave and other entitlements	341,795	226,165
*Separation and redundancies	225,210	201,859
Other employee expenses	64,042	54,625
Subtotal employee expenses employees other than office holders	7,714,174	6,457,468
Total employee expenses	8,460,104	7,249,930

*Separation and redundancies include contribution to the redundancy fund.

Note 4B: Capitation fees		
CFMEU C&G National Office	1,100,154	892,527
Total capitation fees	1,100,154	892,527
Note 4C: Affiliation fees		
Australian Labor Party Queensland Branch	92,645	79,645
Building and Wood Workers' International	-	17,735
Building Labour History Association	100	-
Ipswich Trades Hall	60	-
Total affiliation fees	92,805	97,380

NOTE 4 EXPENSES (CONTINUED)	31 March 2024 $	31 March 2023 $
Note 4D: Administration expenses		
Consideration to employers for payroll deductions of membership subscriptions	-	-
Compulsory levy – Campaign (Note 1.23)	133,130	116,880
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	142,713	412,822
Penalties – via IR Act or IR Regulations	-	-
Total administration expenses	275,843	529,702
Note 4E: Grants or donations		
Grants:		
Total paid that were $1,000 or less	-	-
Total paid that exceeded $1,000	-	-
Donations:		
Total paid that were $1,000 or less	3,570	2,500
Total paid that exceeded $1,000	124,420	177,020
Total grants or donations	127,990	179,520
Note 4F: Depreciation and amortisation		
Depreciation:		
Buildings	219,034	146,732
Property, plant and equipment	111,024	90,108
Motor vehicles	7,973	10,702
Right of use asset (Note 9)	7,426	89,105
Total depreciation	345,457	336,647
Amortisation		
Intangibles	-	-
Total amortisation	-	-
Total depreciation and amortisation	345,457	336,647
Note 4G: Finance costs		
Bank fees and charges	69,865	84,001
Interest expense – Lease liability (Note 9)	25	2,242
Total finance costs	69,890	86,243

NOTE 4 EXPENSES (CONTINUED)	31 March 2024	31 March 2023
Note 4H: Legal costs	$	$
Litigation	993,736	1,618,583
Other legal matters	65,987	38,569
Penalties & Settlements (Litigation costs)	-	-
Total legal costs	1,059,723	1,657,152
Note 4I: Audit fees		
External audit expense	30,072	27,463
Other services	-	-
Total audit fees	30,072	27,463
Note 4J: Property costs		
Body corporate and management fees	94,451	83,745
Cleaning	65,174	51,014
Electricity	69,666	47,884
Insurance	42,801	33,450
Land Tax	25,728	-
Repairs and maintenance	352,170	140,957
Rates and Water	172,858	137,181
Rent expenses – Flinders St Townsville	3,378	4,927
Security	48,588	22,180
Total property costs	878,814	521,338
Note 4K: Other Expenses		
Administration expenses	84,126	92,350
Advertising & marketing	280,017	214,920
Campaign expenses	95,034	149,268
Communications	62,975	50,707
Computer expenses	168,948	130,432
Labour day expenses	197,403	174,548
Motor vehicle expenses	461,679	409,970
Organising expenses	547,409	617,154
Payroll tax	434,032	390,200
Postage	175,921	144,197
Printing and stationery	174,018	116,150
Publication expenses	102,465	73,045
Sponsorship expenses	32,846	16,127
Subscriptions	20,445	16,952
Training	27,772	13,009
Workers compensation	52,296	51,014
Total other expenses	2,917,386	2,660,043

NOTE 5 ASSETS

	31 March 2024 $	31 March 2023 $
Note 5A: Cash and Cash Equivalents		
Cash at bank	3,580,020	3,212,279
Cash on hand	6,300	6,300
Total cash and cash equivalents	3,586,320	3,218,579
Note 5B: Trade and Other Receivables		
Trade receivable	1,376	-
Interest receivable	1,124	7,190
Membership dues receivable	967,113	815,011
Other receivables	4,721	4,028
Receivables from other reporting units		
CFMEU C&G QNTDB	-	434,962
CFMEU C&G National Office	8,762	7,493
CFMEU National Office	1,382	1,665
Total trade and other receivables	984,478	1,270,349
Less provision for doubtful debts	(939,813)	(783,735)
Total provision for doubtful debts	(939,813)	(783,735)
Total trade and other receivables (net)	44,665	486,614

No provision for doubtful debts has been raised against the reporting units balances shown.

Note 5C: Other Current Assets		
Prepayments	348,708	-
AS400 Modernisation Project – Developing Asset	1,297,575	-
Total other current assets	1,646,283	-

The branch has paid $1,297,575 to the CFMEU C&G National Office towards the AS400 Modernisation Project. The project is a redevelopment of the membership database system which will take 3-5 years to complete. Once the membership database system is completed, it will be treated as an intangible asset. At present, the contribution towards this project is treated as a prepayment. The branch has made a commitment for $3,995,323 over the next 5 years towards this project. Branches from all states will also be contributing to this project which is expected to cost $23,499,954.

Note 5D: Financial Assets		
Opening balance	-	6,484,367
Additional investment	-	-
Growth/(reduction) in investment	-	(536,743)
Financial asset transferred to CFMEU C&G QNTDB	-	(5,947,624)
Total financial assets	-	-

NOTE 5 ASSETS (CONTINUED)

	31 March 2024 $	31 March 2023 $
Note 5E: Property, plant and equipment		
Property, Plant and Equipment comprises of:		
Land and buildings	15,967,605	8,806,585
Motor vehicles	4,294	34,365
Plant and equipment	279,304	199,923
Total property plant and equipment	16,251,203	9,040,873
Land and buildings:		
Land at independent valuation	6,075,000	6,075,000
Building at independent valuation	1,480,000	1,480,000
Land and Building at cost	8,631,639	1,251,585
Less accumulated depreciation	(219,034)	-
Total land and buildings	15,967,605	8,806,585
Motor vehicles:		
At cost	68,110	119,504
Less accumulated depreciation	(63,816)	(85,139)
Total motor vehicles	4,294	34,365
Plant and Equipment:		
At cost	1,194,009	1,003,603
Less accumulated depreciation	(914,705)	(803,680)
Total plant and equipment	279,304	199,923

	Land and Buildings $	Motor Vehicles $	Plant & Equipment $	Total $
Balance at beginning of the year	8,806,585	34,365	199,923	9,040,873
Additions	7,380,054	-	190,405	7,570,459
Disposals	-	(22,098)	-	(22,098)
Depreciation	(219,034)	(7,973)	(111,024)	(338,031)
Revaluation increment/(decrement)	-	-	-	-
Carrying amount at end of year	15,967,605	4,294	279,304	16,251,203

NOTE 5 ASSETS (CONTINUED)

Note 5E: Property, plant and equipment (continued)

AASB 16 disclosure:	Subject to operating leases	Not subject to operating leases	Total
	$	$	$
Building at independent valuation	98,842	576,158	675,000
Building at cost	12,245	71,374	83,619
Less accumulated depreciation	(5,304)	(30,919)	(36,223)
Total plant and equipment	105,783	616,613	722,396

The above buildings that is subject to operating leases is 16 Campbell St building.

The revalued land and buildings consist of:

Land – 16 Campbell Street	$4,000,000
Land – 14 Campbell Street	$2,000,000
Land – 43/12 Charlton Court Woolner NT	$ 75,000
Building – 16 Campbell Street	$ 675,000
Building – 14 Campbell Street	$ 300,000
Building – 43/12 Charlton Court Woolner NT	$ 275,000
Storage Shed – 13 Commerce Street, Yatala	$ 230,000

Management determined that these constitute one class of asset under AASB 13, based on the nature, characteristics and risks of the properties.

Fair value of the properties was determined by using the market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. The properties' fair values are based on valuations performed by the following valuers:

Land and Building	Valuer	Registration Number	Valuation Company
16 Campbell Street Bowen Hills QLD	Michael Galvin	1779	Hymans Property
14 Campbell Street Bowen Hills QLD	Michael Galvin	1779	Hymans Property
43/12 Charlton Court Woolner NT	Emma Jackson	44637	Valuations NT
13 Commerce Street, Yatala QLD	Michael Galvin	1779	Hymans Property

The above valuers are certified and accredited independent valuers. The properties were valued on 31 March 2023 and the same values have been adopted for 31 March 2024.

NOTE 5 ASSETS (CONTINUED)

	31 March 2024 $	31 March 2023 $
Note 5F: Investment property		
Balance at the beginning of the year	18,469,900	16,595,563
Additions	40,898	1,584,323
Disposal	(68,315)	-
Net gain/(loss) from fair value adjustment	-	290,014
Total Investment property	18,442,483	18,469,900

During the year ended 31 March 2024, the Union acquired the following investment properties at cost:

Property development project – Campbell St	$40,898

The revalued investment properties consist of:

17 Borrila Court Jingli NT	$ 680,000
1717/43 Knuckey Street Darwin NT	$ 365,000
152 Bayswater Rd Currajong QLD	$ 470,000
Unit 15 Manor Apartments QLD	$ 360,000
Unit 20 Manor Apartments QLD	$ 360,000

The valuations were performed by the following valuers:

Investment Property	Valuer	Registration Number	Valuation Company
17 Borrila Court Jingli NT	Emma Jackson	44637	Valuations NT
1717/43 Knuckey Street Darwin NT	Emma Jackson	44637	Valuations NT
152 Bayswater Rd Currajong QLD	Clancy Miller	107205	Acumentis
Unit 15 Manor Apartments QLD	Michael Galvin	1779	Hymans Property
Unit 20 Manor Apartments QLD	Michael Galvin	1779	Hymans Property

The above valuers are accredited independent valuers with a recognised and relevant professional qualification and with recent experience in the location and category of the investment properties being valued.

The fair value of completed investment properties has been determined on a market value basis in accordance with International Valuation Standards (IVS), as set out by the International Valuation Standards Council (IVSC).

The highest and best use of the investment properties is not considered to be different from its current use.

The valuation method used to value the above investment properties is considered to be the Direct Comparison approach, whereby the subject property is compared to recent sales of similar properties within the surrounding vicinity.

The fair value of investment property is included within Level 2 at Note 13.

NOTE 6 LIABILITIES	31 March 2024 $	31 March 2023 $
Note 6A: Trade and other payables		
Trade payables and accruals	28,920	55,039
Payables to other reporting units		
- CFMEU C&G QNTDB	228,360	26,727
- CFMEU C&G National Office	136,882	110,887
Consideration to employers for payroll deductions	-	-
Legal costs		
Litigation	53,764	100,290
Other legal matters	-	-
GST payable	247,749	208,835
Wages collected on behalf of members	340,414	340,414
Total current trade and other payables	1,036,089	842,192
Non-current		
Payable to other reporting units		
- CFMEU C&G QNTDB	-	-
Total non-current trade and other payables	-	-
Total trade and other payables	1,036,089	842,192
Wages collected on behalf of members:		
Opening balance at beginning of the year	340,414	326,807
Amounts recovered from employers	268,000	503,683
Payments to or on behalf of Workers	(268,000)	(490,076)
	340,414	340,414

NOTE 6 LIABILITIES (CONTINUED)	31 March 2024 $	31 March 2023 $
Note 6B: Employee Provisions		
Employees provisions comprises of:		
Current		
Provision for annual leave	898,916	823,999
Provision for long service leave	561,155	498,892
	1,460,071	1,322,891
Non-current		
Provision for long service leave	741,429	604,690
Total employee provisions	741,429	604,690

Non-current provisions represent long service entitlements owing to employees who have not completed 5 continuous years of service with the Union.

Balance at beginning of the year	1,927,581	1,916,642
Additional provisions raised during the year	895,517	549,512
Amounts used	(621,598)	(538,573)
Balance at the end of the year	2,201,500	1,927,581
Office Holders:		
Annual leave	88,063	87,787
Long service leave	443,803	423,978
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	531,866	511,765
Employees other than office holders:		
Annual leave	810,853	736,212
Long service leave	858,781	679,604
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—employees other than office holders	1,669,634	1,415,816
Total employee provisions	2,201,500	1,927,581

NOTE 6 LIABILITIES (CONTINUED)

	31 March 2024 $	31 March 2023 $
Note 6C: Revenue in advance		
Membership dues in advance	5,203,100	4,717,584
Other revenue in advance	356,855	305,466
Total revenue in advance	5,559,955	5,023,050

NOTE 7 CASH FLOW

Note 7A: Cash Flow Reconciliation		
Reconciliation of cash and cash equivalents as per Statement of Financial Position to Statement of Cash Flows:		
Cash and cash equivalents as per:		
Cash flow statement	3,586,320	3,218,579
Balance sheet	3,586,320	3,218,579
Difference	-	-
Reconciliation of profit/(deficit) to net cash from operating activities:		
Surplus/(deficit) for the year	2,250,668	426,322
Adjustments for non-cash items		
Depreciation/amortisation	338,031	247,542
(Gain)/Loss on property, plant and equipment	(8,811)	-
(Gain)/Loss on fair value of financial assets	-	536,743
(Gain)/Loss on revaluation of investment properties	-	(290,014)
Transfer of financial assets from CFMEU QNTDB	-	5,947,624
Settlement of Loan from CFMEU QNTDB	-	(1,500,000)
Changes in assets/liabilities		
(Increase)/decrease in net receivables	441,949	(345,505)
(Increase)/decrease in prepayments	(348,708)	59,457
(Increase)/decrease in right of use assets	7,426	89,105
Increase/(decrease) in trade and other payables	193,897	(811,531)
Increase/(decrease) in employee provisions	273,919	10,939
Increase/(decrease) in revenue in advance	536,905	869,589
Increase/(decrease) in lease liabilities	(7,827)	(91,975)
Net cash from (used by) operating activities	3,677,449	5,148,296

NOTE 7 CASH FLOW

	31 March 2024 $	31 March 2023 $
Note 7B: Cash flow information		
Cash inflows		
CFMEU C&G QNTDB	6,565,499	3,931,073
CFMEU C&G VIC/TAS Branch	-	10,000
CFMEU C&G National Office	99,647	90,463
CFMEU National Office	18,191	12,890
M&E Division QLD Branch	55,169	103,693
Total cash inflows	6,738,506	4,148,119
Cash outflows		
CFMEU C&G QNTDB	1,112,064	890,444
CFMEU C&G National Office	2,930,608	1,210,000
Total cash outflows	4,042,672	2,100,444

Note 7C: Credit standby arrangements and loan facilities

The Union did not have any credit facilities during the year ended 31 March 2024 (31 March 2023: Nil).

Note 7D: Non-cash transactions

There were no non-cash financing or investing activities during the year ended 31 March 2024 (31 March 2023: There have been non-cash financing or investing activities during the year. Refer to Note 7A).

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period
Holders of office and related reporting units

The names of those persons who held office for all or part of the year are deemed to be a related party for financial reporting purposes as set out in the accompanying Committee of Management Operating Report. The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	31 March 2024 $	31 March 2023 $
Revenue received includes the following:		
Rent received from CFMEU C&G QNTDB	413,552	391,884
Staff cost reimbursement from CFMEU C&G National Office	88,890	77,912
Airfares reimbursement from CFMEU C&G National Office	10,924	9,558
VET meeting reimbursement from CFMEU C&G National Office	-	1,664
Staff cost reimbursement from CFMEU National Office	17,908	14,555
Donation Tonga received from CFMEU C&G VIC-TAS Branch	-	10,000
ALP Affiliation fees reimbursement from M&E QLD	50,154	46,085
State Conference fee reimbursement from M&E QLD	-	2,200
Expenses paid includes the following:		
NT membership transferred to CFMEU C&G QNTDB	140,094	141,425
NT defence fund transferred to CFMEU C&G QNTDB	10,663	11,349
NT campaign levy transferred to CFMEU C&G QNTDB	3,163	3,364
EBA Processing fees transferred to CFMEU C&G QNTDB	731,700	180,000
Capitation fees to CFMEU C&G National Office	1,100,154	892,527
Campaign levies to CFMEU C&G National Office	133,130	116,880
Amounts owed by includes the following:		
CFMEU C&G QNTDB	-	434,962
CFMEU C&G National Office	8,362	7,493
CFMEU National Office	1,382	1,665
Amounts owed to includes the following:		
CFMEU C&G QNTDB	228,360	26,727
CFMEU C&G National Office	136,882	110,887
Loan payable to CFMEU C&G QNTDB:	5,500,000	-
Financial assets transferred to CFMEU C&G QNTDB	-	5,947,624
AS400 Modernisation Project contribution to CFMEU C&G National Office	1,297,575	-

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period (continued)

Terms and conditions of transactions with related parties

Related party transactions occur between the Union and the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch (CFMEU C&G QNTDB).

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 March 2024, the union has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2023: $Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates. The loan received from CFMEU C&G QNTDB does not incur interest and is expected to be repaid within 5 years.

Related party transactions also occur between the Union and other reporting units including the National Office of the Construction & General Division (CFMEU C&G National Office). Related Party disclosures in the financial report are presented on an accrual basis. Whilst the financial records of the Union have been kept, as far as practicable, in a manner consistent with each other reporting units of the organisation, the balances and transactions reported in this financial report may differ to those recorded in the financial report of the counterparty reporting unit. This may arise due to timing difference in the respective recordkeeping of the related reporting units, for example, in the receipt of payments, correspondence in transit or the alternative categorisation of balances/transactions.

From time-to-time, the National Office of the Construction & General Division of the CFMEU (CFMEU C&G National Office) coordinates various administrative activities on behalf of the Union. This includes the collation of certain costs, which are apportioned to the appropriate branches and invoiced in full. Accordingly, with the National Office merely being the facilitator of such transactions between the Union and independent third parties (and there is no profit component in recharging these costs), these are not considered to be related party expenditures of the Union and hence are not required to be disclosed.

Notwithstanding this, the transfer of funds to meet these obligations remain related party transactions, and accordingly have been disclosed in the related party cash flows reported at Note 7B. Additionally, any amounts outstanding as at balance date between related parties have been disclosed at Note 8A.

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8B: Key Management Personnel Remuneration for the Reporting Period

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Union. The Union has determined that key management personnel comprises of:

- Michael Ravbar (State Secretary)
- Royce Kupsch (State President) – Honorary from 19/12/2022
- Jade Ingham (Assistant State Secretary)
- Kane Lowth (Assistant State Secretary)

During the year, the key management personnel of the Union were remunerated as follows:

	31 March 2024 $	31 March 2023 $
Short-term employee benefits		
Salary (including annual leave taken)	629,567	688,107
Annual leave accrued	276	(4,178)
Performance bonus	-	-
Other employee benefits	4,822	6,089
Total short-term employee benefits	634,665	690,018
Post-employment benefits:		
Superannuation	70,408	77,012
Redundancy fund	21,032	25,689
Total post-employment benefits	91,440	102,701
Other long-term benefits:		
Long-service leave	19,825	(257)
Total other long-term benefits	19,825	(257)
Termination benefits		
Total	745,930	792,462

No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member or employee.

NOTE 9 LEASES

The Union as a lessee

The Union has a lease over real property.

Information relating to the lease in place for real property and associated balances and transactions are provided below.

Terms and conditions of leases:

Premises are leased over a 3-year period with an option to extend. There are no rent increments noted on the leases. The premises are located at 446 Flinders St Townsville and 448 Flinders St Townville.

	31 March 2024 $	31 March 2023 $
Right-of-use assets		
Balance at beginning of the year	7,426	96,531
Additions to right-of-use assets	-	-
Depreciation charge	(7,426)	(89,105)
Balance at end of year	-	7,426
Lease liabilities		
Current	-	7,827
Non-current	-	-
Total	-	7,827

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year $	1 - 5 years $	> 5 years $	Total undiscounted lease liabilities $	Lease liabilities included in this Balance Sheet $
2024					
Lease liabilities	-	-	-	-	-
2023					
Lease liabilities	7,851	-	-	7,851	7,827

Extension options

The building lease contains an extension option which allows the Union to extend the lease term of the original non-cancellable period of the lease. At commencement date and each subsequent reporting date, the Union assesses whether it is reasonably certain that the extension option will be exercised. The Union did not exercise the extension options and terminated the lease upon its expiry in May 2024.

NOTE 9 LEASES (CONTINUED)

Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to leases where the Union is a lessee are shown below:

	31 March 2024 $	31 March 2023 $
Interest expense	25	2,242
Depreciation of right-of-use assets	7,426	89,105
	7,451	91,347

Statement of Cash Flows

Total cash outflow for leases	11,230	99,144

NOTE 10 CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

(a) Operating lease commitments

Leases as lessor

The Union leases out a portion of its business premises held under operating lease. The leases run for a period ranging between 3 to 5 years. The future minimum receivable payments under non-cancellable operating leases are as follows:

	31 March 2024 $	31 March 2023 $
Receivable – minimum lease commitments		
- not later than 12 months	75,077	13,822
- between 12 months and 5 years	150,504	-
- greater than 5 years	-	-
Minimum lease payments	225,581	13,822

(b) Contingent liabilities and commitments

The Committee of Management is not aware of any contingent assets or liabilities that are likely to have a material effect on the results of the Union.

(c) Finance lease commitments

The Union does not have any finance lease commitments.

(d) Capital expenditure commitments

The branch has made a capital expenditure commitment to CFMEU C&G National Office for $3,995,323 over the next 5 years. The capitation expenditure is for the AS400 Modernisation Project which commenced in July 2024 and will take 3-5 years to complete. The project is a complete redevelopment of the membership database system. Branches from all states will also be contributing to this project.

NOTE 11 REMUNERATION OF AUDITORS

	31 March 2024 $	31 March 2023 $
Value of the services provided		
Financial statement audit services	30,072	27,463
Other services	-	-
Total remuneration of auditors	30,072	27,463

No other services were provided by the auditors of the financial statements.

NOTE 12 FINANCIAL INSTRUMENTS

Financial Risk Management Policy

The Committee of Management monitors the Union's financial risk management policies and exposure and approves financial transactions entered into. It also reviews the effectiveness of internal controls relating to the counterparty credit risk, liquidity risk, market risk and interest rate risk. The Committee of Management meets on a monthly basis to review the financial exposure of the Union.

Note 12A: Credit Risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss of the Union. The Union does not have any material credit risk exposures as its major source of revenue is the receipt of rental income.

The maximum exposures to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying value and classification of those financial assets (net of provisions) as presented in the statement of financial position.

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties. The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Union.

On a geographical basis, the Union's trade and other receivables are all based in Australia.

The Union applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all accounts receivable. To measure the expected credit losses, accounts receivable have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 March 2024 is determined as follows. The expected credit losses below also incorporate forward looking information.

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12A: Credit Risk (Continued)

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

Ageing of financial assets that were past due but not impaired for 2024

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	95.5%	0%	0%	0%	95.5%
Gross Carrying amount	984,478	-	-	-	984,478
Loss allowing provision	939,813	-	-	-	939,813

Ageing of financial assets that were past due but not impaired for 2023

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	61.7%	0%	0%	0%	61.7%
Gross Carrying amount	1,270,349	-	-	-	1,270,349
Loss allowing provision	783,735	-	-	-	783,735

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the entity is considered to relate to the class of assets described as "accounts receivable and other debtors".

The Union always measures the loss allowance for accounts receivables at an amount equal to lifetime expected credit loss. The expected credit losses on accounts receivable are estimated using a provision matrix by reference to past default experience of the debtor and an analysis of the debtor's current financial position, adjusted for factors that are specific to the debtors, general economic conditions of the industry in which the debtors operate and an assessment of both the current as well as the forecast direction of conditions at the reporting date.

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The Union writes off an account receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery (eg when the debtor has been placed under liquidation or has entered into bankruptcy proceedings) or when the trade receivables are over two years past due, whichever occurs earlier. None of the accounts receivable that have been written off are subject to enforcement activities.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 31 March 2024 (31 March 2023: Nil).

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12B: Liquidity Risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The Union does not hold directly any derivative financial liabilities.

Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates

Financial Instrument Composition and Maturity Analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2024	2023	2024	2023	2024	2023	2024	2023
	$	$	$	$	$	$	$	$
Financial liabilities due for payment								
Trade and other payables	1,036,089	842,192	-	-	-	-	1,036,089	842,192
Loan – CFMEU C&G QNTDB	-	-	5,500,000	-	-	-	5,500,000	-
Total expected outflows	1,036,089	842,192	5,500,000	-	-	-	6,536,089	842,192
Financial assets – cash flow receivable								
Cash and cash equivalents	3,586,320	3,218,579	-	-	-		3,586,320	3,218,579
Trade and other receivables	44,665	486,614	-	-	-		44,665	486,614
Financial assets	-	-	-	-	-		-	-
Total anticipated inflows	3,630,985	3,705,193	-	-	-		3,630,985	3,705,193
Net (outflow) / inflow on financial instruments	2,594,896	2,863,001	(5,500,000)	-	-		(2,905,104)	2,863,001

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12C: Market Risk

i. Interest rate risk
Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union's exposure to interest rate risk arises from its cash at bank, term deposits and floating rate instruments.

The financial instruments which expose the Union to interest rate risk are limited to its cash reserves.

ii. Foreign exchange risk
The Union is not exposed to fluctuations in foreign currencies.

iii. Price risk
The Union is exposed to equity securities price risk.

Sensitivity Analysis

While the Union is exposed to changes in interest rates, due to the fact that any expected change in interest rates would have no significant impact on profit and loss or equity, no sensitivity analysis has been considered necessary.

No sensitivity analysis has been performed on foreign exchange risk, as the Union is not exposed to foreign currency fluctuations.

NOTE 13 FAIR VALUE MEASUREMENT

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties at an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Union. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Union.

NOTE 13 FAIR VALUE MEASUREMENT (CONTINUED)

The following table contains the carrying amounts and related fair values for the Union's financial assets and liabilities:

		31 March 2024		31 March 2023	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial assets					
Cash and cash equivalents	(i)	3,586,320	3,586,320	3,218,579	3,218,579
Accounts receivable and other debtors	(i)	44,665	44,665	486,614	486,614
Financial assets		-	-	-	-
Total financial assets		3,630,985	3,630,985	3,705,193	3,705,193
Financial liabilities					
Accounts payable and other payables	(i)	1,036,089	1,036,089	842,192	842,192
Loan – CFMEU QNTDB		5,500,000	5,500,000	-	-
Total financial liabilities		6,536,089	6,536,089	842,192	842,192

The fair values disclosed in the above table have been determined based on the following methodologies:

(i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 9.

NOTE 13 FAIR VALUE MEASUREMENT (CONTINUED)

Fair Value Hierarchy

AASB 13: Fair Value Measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categorises fair value measurement into one of the three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

Level 1

Measurements based on quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2

Measurements based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3

Measurements based on unobservable inputs for the asset or liability.

The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market date. If all significant inputs required to measure fair value are observable, the asset or liability is included in Level 2. If one or more significant inputs are not based on observable market data, the asset or liability is included in Level 3.

31 March 2024	Level 1	Level 2	Level 3	Total
Assets	$	$	$	$
Investment property	-	18,442,483	-	18,442,483
Land and buildings	-	16,251,203	-	16,251,203
31 March 2023				
Assets				
Investment property	-	18,469,900	-	18,469,900
Land and buildings	-	8,806,585	-	8,806,585

NOTE 14 DISCLOSURE OF OFFICERS' REMUNERATION AND NON-CASH BENEFITS

The highest paid officers of the Union for the disclosure period ended 31 March 2024 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefit received by them are set out below. There were only four officers paid by the Union during the period ended 31 March 2024.

(a) the highest paid officers of the Union for the financial year, and their remuneration, were as follows:

	Michael Ravbar State Branch Secretary	Royce Kupsch State Branch President	Jade Ingham Assistant State Branch Secretary	Kane Lowth Assistant State Branch Secretary	Total
	$	$	$	$	$
Salary and allowance	218,608	-	195,485	215,474	629,567
Movement in annual and long service leave provisions	25,389	-	13,239	(18,527)	20,101
Superannuation	23,682	-	21,479	25,247	70,408
Redundancy	7,010	-	7,011	7,011	21,032
Other employee benefits	1,608	-	1,607	1,607	4,822
	276,297	-	238,821	230,812	745,930

The non-cash benefit provided to the officers of the Union are motor vehicles which are owned by the Union. The motor vehicles are primarily used for work related purposes but may be used for personal use during non-working hours.

(b) Superannuation has been received by the following officers of the Union from a board position attained because of their position with the Union:

Michael Ravbar	State Branch Secretary	$16,481
Royce Kuspch	State Branch President	$NIL
Jade Ingham	Assistant State Branch Secretary	$7,394
Kane Lowth	Assistant State Branch Secretary	$2,911

No other remuneration or non-cash benefits had been received by Officers of the Union from a board position attained because of their position with the Union.

The above remuneration register of the Union has been disclosed as described under s. 764 (2) (e) of *Industrial Relations Act 2016.*

The Union has made no reportable payments to any related party or declared person or body of the Union in the year ended 31 March 2024.

Royce Kupsch resigned on 16 December 2022 as a Union employee. From 19 December 2022, he continues to be State Branch President role as a honorary position.

NOTE 15 SECTION 787 INDUSTRIAL RELATIONS ACT 2016

In accordance with the requirements of the *Industrial Relations Act 2016*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 787, which reads as follows:

Information to be provided to members or registrar:

(1) A member of a reporting unit, or the registrar, may apply to the reporting unit for stated information, prescribed by regulation, about the reporting unit to be made available to the person making the application.

(2) The application must be in writing and state the period, which must be at least 14 days after the application is made, within which the information must be made available and state the way in which the information must be made available.

(3) The reporting unit's organization must ensure the reporting unit complies with the application.

NOTE 16 ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

There has been no administration of financial affairs by a third party.

NOTE 17 UNION DETAILS

The registered office of the Union is:

16 Campbell Street
Bowen Hills QLD 4006

NOTE 18 SEGMENT INFORMATION

The Union operates solely in one reporting segment, being the provision of industrial services in Queensland.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

Report on the Financial Report

Opinion

We have audited the accompanying financial report of Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("the Union"), which comprises the statement of financial position as at 31 March 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the and the Committee of Management Statement.

The audit report has been prepared based on the requirements of section 768 of the *Industrial Relations Act 2016 (Qld)*.

In our opinion the financial report of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division:

a) presents fairly in all material respects, the Union's financial position as at 31 March 2024 and its performance and cash flows for the year then ended; and

b) complies with Tier 1 reporting requirements under Australian Accounting Standards, the *Industrial Relations Act 2016 (Qld)* and the Reporting Guidelines for the purposes of section 765.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

PKF Brisbane Pty Ltd is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

Committee of Management's Responsibilities for the Financial Report

The Committee of Management and Secretary of the Union are responsible for the preparation and fair presentation of the financial report in accordance with the Australian Accounting Standards and the *Industrial Relations Act 2016 (Qld)* and for such internal control as the Committee of Management and Secretary of the Union determine is necessary to enable the preparation and fair presentation of the financial report that 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 Union's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Committee of Management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.aspx. This description forms part of our auditor's report.

Report on Other Regulatory Requirements

a) In our opinion, the Committee of Management's use of the going concern basis of accounting in the preparation of the financial report is appropriate.

b) I am an approved auditor as defined by s.595 of the *Industrial Relations Act 2016 (Qld)* being a member of the Institute of Chartered Accountants in Australia & New Zealand who holds a current Public Practice Certificate.

PKF

PKF BRISBANE AUDIT

[redacted]

SHAUN LINDEMANN
PARTNER

28 MAY 2024
BRISBANE

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

DESIGNATED OFFICERS CERTIFICATE

FOR THE YEAR ENDED 31 MARCH 2024

I, Michael John Ravbar, being the State Secretary of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division certify:

- that the documents lodged herewith are copies of the full report for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division for the year ended 31 March 2024.
- that the documents lodged are copies of the documents given to the members and presented to a meeting under section 782 of *Industrial Relations Act 2016*.



Michael John Ravbar

State Secretary

25 June 2024

Sample statement of loans, grants and donations exceeding $1,000 for financial year ending 31/03/2024

Please refer to section 237 of the Fair Work (Registered Organisations) Act 2009 when completing this form. A statement lodged with the ROC under subsection (1) may be inspected, during office hours, by a member of the organisation concerned. Use of this form is optional.

Organisation details

Name of organisation including division or branch	Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division
Postal address	16 Campbell Street Bowen Hills QLD
Postcode	4006

Details of officer signing the statement

Name	Michael Ravbar
Name of office held in organisation (The person signing the statement must be an office-holder of the organisation)	State Secretary
Postal address	16 Campbell Street Bowen Hills QLD
Postcode	4006
Telephone number (PH)	(07) 3231 4600
Facsimile number	
Email	qntfinance@cfmeu.org

I certify that the information contained in this statement and its attachments is true and complete.

Signature	[redacted]	**Date**	28/05/2024

An organisation must lodge this statement within 90 days of the end of its financial year.

Loans, grants and donations exceeding $1,000 made by organisation

(if insufficient space, please attach separate sheet)

Loans

Name of recipient of loan	Address	Amount	Purpose for which loan required	Security given in relation to loan	Arrangements for repayment of loan
NIL					

Note: *where a loan is made to relieve a member or dependant of a member from severe financial hardship, the name and address and particulars of arrangements for repayment need not be stated.*

Grants

Name of recipient of grant	Address	Amount	Purpose of grant
NIL			

Note: *where a grant is made to relieve a member or dependant of a member from severe financial hardship, the name and address need not be stated*

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Donations

Name of recipient of donation	Address	Amount	Purpose of donation
Kurt Pauls	[redacted]	30,000	Financial Hardship
Beau Seiffert		25,000	Financial Hardship
Blake Hynes		15,000	Financial Hardship
Luke Gibson		7,000	Financial Hardship
Matthew Clark		10,000	Financial Hardship
Royce Kupsch		3,500	Financial Hardship
Te Albert		3,500	Financial Hardship
The Centre For Women & Co Ltd		5,000	Campaign
Box Rallies Pty Ltd		1,250	Cancer Donation

Box Rallies Pty Ltd	[redacted]	1,250	Cancer Donation
Kahu Paewai		2,500	Medical Donation
Mates In Construction		1,100	Annual Charity Golf Day
Joseph Stark		5,000	University Scholarship
Michael Ravbar		9,320	Financial Hardship
Joseph Stark		5,000	University Scholarship

Note: *where a donation is made to relieve a member or dependant of a member from severe financial hardship, the name and address need not be stated.*

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CFMEU

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

ABN 12 898 529 251

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

ADMINISTRATOR'S OPERATING REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Operating Report

In accordance with section 764 of the *Industrial Relations Act 2016* ("Act") the Administrator presents its Operating Report on the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union"), for the year ended 31 March 2025.

Principal Activities

The principal activities of the Union, fall into the following categories:

- Implementation of the decisions of the State Executive and State Management Committee.
- The development and implementation of the Union policy through effective communications with members at the workplace.
- The administration of State awards, the variation of awards following major test cases (ie State wage case) and making other variations to awards for other industrial matters.
- Industrial support including representation of members grievances and/or advice at their workplaces and/or through the various industrial tribunals (ie Industrial Relations Commission, Workers Compensation etc).
- Ongoing communication to members and the broader community through meetings, rallies, media releases, journals and flyers.
- Growing the organisation through good on the job organisation and strong links between the organisers and members.

There were no significant changes to the nature of those activities during the period.

Operating Results

The operating deficit for the financial year amounted to $861,153 (31 March 2024: $2,250,668 surplus).

Significant Changes in Financial Affairs

There was no significant change in the financial affairs of the Union during the year.

Events subsequent to reporting date

Pursuant to a direction from the Administrator of the Union, it was resolved that from 1 April 2025, all membership subscriptions will be collected by the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Division Branch ('QNTDB') and not the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division ('CFMEUQ'). In addition to this, all supplier payments except property expenses will also become the responsibility of the QNTDB, which is expected to materially impact the level and type of revenue and expenses recorded in both entities, in future periods.

On 4 July 2025, the Administrator determined that the AS400 project will be discontinued. As a result, there is an adjusting impairment expense for the AS400 project for the year ended 31 March 2025.

Future Developments

Likely developments in the operations of the Union and the expected results of those operations in future financial years have not been included in this report as such information is likely to result in unreasonable prejudice to the Union.

Environmental Issues

The Union's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Members Right to Resign

A member may resign from the Union by written notice addressed and delivered to the Secretary of the Union in which membership is held.

Officers or Members who are Superannuation Fund Trustees/ Director of a Company that is a Superannuation Fund Trustee

Those who hold a position of trustee or director of an entity, scheme or company as described in s.764 (2) (d) of the *Industrial Relations Act 2016*, where a criterion of such entity is that the holder of such position must be a member or official of a registered organisation are as follows:

Hemal Patel	– Member of the Union - Director of BUSSQ
Paul Dunbar	– Member of the Union - Director of BUSSQ
Emma Eaves	– Member of the Union - Director of BUSSQ

Number of Members

The number of members at the end of the financial period recorded in the register of members and taken to be members of the Union was 19,554 (2024: 18,669).

Number of Employees

The number of full-time equivalent employees of the Union at the end of the financial year was 44 (2024: 49).

Members of the Committee of Management

The name of each person who has been a member of the Committee of Management up until the Union was placed into administration, and the period for which he or she held such a position is as follows:

Name	Period of appointment
Michael Ravbar	1/4/2024 – 23/8/2024
Royce Kupsch	1/4/2024 – 23/8/2024
Steve Gaske	1/4/2024 – 23/8/2024
Dallas Ezzy	1/4/2024 – 23/8/2024
Ian McKewin	1/4/2024 – 23/8/2024
Jade Ingham	1/4/2024 – 23/8/2024
Keith Murphy	1/4/2024 – 23/8/2024
Peter Close	1/4/2024 – 23/8/2024
Mark Read	1/4/2024 – 23/8/2024
Steve Amies	1/4/2024 – 23/8/2024
Kane Lowth	1/4/2024 – 23/8/2024

On 24 August 2024, the Union was put into administration by the Queensland Government under the *Industrial Relations Act (CFMEUQ Construction and General Division Administration) Administration Notice 2024.* As a result, the Committee of Management for the Union no longer exists from that date. The appointed Administrator has the power to approve these financial statements and has delegated this authority to the Executive Officer of the Union.

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

ADMINISTRATOR'S OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Members of the Administration

The name of each person who has been a member of the Administration of the Union at any time during the reporting period, and the period for which he or she held such a position is as follows:

Name	Period of appointment
Travis O'Brien	2/9/2024 – 3/2/2025
Jared Abbott	3/3/2025 – current

Indemnifying Officers or Auditors

The Union has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor:

- indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- paid or agreed to pay a premium in respect of a contract insuring against liability for the costs or expenses to defend legal proceedings.

Disclosure Statements - Remuneration and Non-Cash Benefits of Highest Paid Officers

The highest paid officers of the Union for the disclosure period ended 31 March 2025 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefits received by them are set out in in Note 14 of the financial statements.

Disclosure Statements – Loans, Grants and Donations

A copy of the loans, grants and donations register of the Union have been disclosed as described under s. 764 (2) (f) of the *Industrial Relations Act 2016.*

This report is made in accordance with a resolution of the Executive Officer by delegation of the Administrator of the Union.

[redacted]

Mark Irving
Administrator

29 July 2025

Melbourne

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

ADMINISTRATOR'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

On 29 July 2025, the Administrator of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2025.

The Administrator declares in relation to the GPFR that in its opinion:

(a) the financial statements and notes comply with the Australian Accounting Standards;

(b) the financial statements and notes comply with the reporting guidelines of the Registrar;

(c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;

(d) there are reasonable grounds to believe that the Union 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, up until the commencement of the administration, were held in accordance with the rules of the organisation and the rules of the Union concerned; and

ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and

iii. the financial records of the Union have been kept and maintained in accordance with the 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 to each of the other reporting units of the organisation; and

v. where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and

vi. where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.

(f) the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:

Officer's Name: Jared Abbott
Role in the organisation: Executive Officer
Date the officer most recently completed the training: 5 May 2023
Training package: Union Governance
Provider: Australian Council of Trade Unions

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

Name of Designated Officer:	**Mark Irving**
Title of Designated Officer:	Administrator [redacted]
Signature:	.....
Date:	29 July 2025

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	31 March 2025 $	31 March 2024 $
Revenue from contracts with customers			
Membership subscription		15,372,893	13,269,857
Capitation fees		-	-
Levies	3A	1,681,563	1,512,921
Voluntary collections – ADSS Donations		600	32,940
Interest	3B	18,172	17,753
Rental revenue	3C	862,050	733,003
Other revenue	3E	1,697,863	1,666,245
Total revenue		19,633,141	17,232,719
Income for furthering objectives			
Grants and/or donations	3D	405,741	396,316
Total Income for furthering objectives		405,741	396,316
Other income			
Net gains from sale of assets	3F	10,230	8,811
Change in fair value of investment properties		-	-
Total other income		10,230	8,811
Total income		20,049,112	17,637,846
Expenses			
Employee expenses	4A	9,514,893	8,460,104
Capitation fees	4B	1,366,396	1,100,154
Affiliation fees	4C	22,893	92,805
Administration expenses	4D	831,964	275,843
Voluntary collections – ADSS Donations		600	32,940
Grants or donations	4E	43,991	127,990
Depreciation and amortisation	4F	407,906	345,457
Finance costs	4G	182,098	69,890
Legal costs	4H	1,217,380	1,059,723
Audit fees	4I	31,510	30,072
Property costs	4J	848,371	874,814
Administration charge		1,100,000	-
Impairment expense AS400	5C	1,935,213	-
Other expenses	4K	3,407,050	2,917,386
Total expenses		20,910,265	15,387,178
Surplus (deficit) for the year		(861,153)	2,250,668
Other comprehensive income			
Gain/(Loss) on revaluation of land & buildings		-	-
Total comprehensive income for the year		(861,153)	2,250,668

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2025

	Notes	31 March 2025 $	31 March 2024 $
ASSETS			
Current Assets			
Cash and cash equivalents	5A	2,039,030	3,586,320
Trade and other receivables	5B	159,179	44,665
Other current assets	5C	796,667	1,646,283
Financial assets	5D	-	-
Total current assets		2,994,876	5,277,268
Non-Current Assets			
Property, plant and equipment	5E	17,039,631	16,251,203
Right of use asset	9	-	-
Investment property	5F	27,684,947	18,442,483
Total non-current assets		44,724,578	34,693,686
Total assets		47,719,454	39,970,954
LIABILITIES			
Current Liabilities			
Trade and other payables	6A	2,327,849	1,036,089
Employee provisions	6B	1,061,369	1,460,071
Revenue in advance	6C	5,926,047	5,559,955
Lease Liability	9	-	-
Loan – CFMEU C&G National	8	3,095,000	-
Total current liabilities		12,410,265	8,056,115
Non-Current Liabilities			
Trade and other payables	6A	-	-
Loan – CFMEU C&G QNTDB	8	9,950,000	5,500,000
Employee provisions	6B	546,932	741,429
Lease liability	9	-	-
Total non-current liabilities		10,496,932	6,241,429
Total liabilities		22,907,197	14,297,544
Net assets		24,812,257	25,673,410
EQUITY			
Asset revaluation reserve		1,328,880	1,328,880
Retained earnings		23,483,377	24,344,530
Total equity		24,812,257	25,673,410

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2025

		Asset revaluation reserves	Retained Earnings Compulsory Levy Defence Fund	Retained Earnings General Fund	Total equity
	Notes	$	$	$	$
Balance as at 1 April 2023		**1,328,880**	**10,469,453**	**11,624,409**	**23,422,742**
Surplus (deficit) for the year		-	1,166,801	1,083,867	2,250,668
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2024		**1,328,880**	**11,636,254**	**12,708,276**	**25,673,410**
Surplus (deficit) for the year		-	1,296,514	(2,157,667)	(861,153)
Other comprehensive income for the year		-	-	-	-
Closing balance as at 31 March 2025		**1,328,880**	**12,932,768**	**10,550,609**	**24,812,257**

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	31 March 2025 $	31 March 2024 $
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units	7B	1,737,029	1,238,506
Receipts from members and other customers		19,715,144	18,848,181
Rent received		948,255	351,396
Interest		18,135	23,819
Dividend received		-	-
Wage claim receipts		113,438	268,000
Cash used			
Employees and suppliers		(15,509,557)	(13,958,261)
Wage claim payments		(113,438)	(268,000)
Finance cost		(87,098)	(69,865)
Payment for leases	9	-	(11,230)
Payment to other reporting units	7B	(3,986,848)	(2,745,097)
Net cash from (used by) operating activities	7A	2,835,060	3,677,449
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of property, plant and equipment		117,842	30,909
Proceeds from investment property		-	68,315
Cash used			
Purchase of plant and equipment		(1,522,446)	(7,570,459)
Purchase of investment property		(9,023,964)	(40,898)
Payment for AS400 Modernisation project to CFMEU National Office	7B	(1,403,782)	(1,297,575)
Net cash from (used by) investing activities		(11,832,350)	(8,809,708)
FINANCING ACTIVITIES			
Net cash received for/(paid to) CFMEU C&G QNTDB	7B	4,450,000	5,500,000
Net cash received for/(paid to) CFMEU C&G National Office	7B	3,000,000	-
Net cash from (used by) financing activities		7,450,000	5,500,000
Net increase (decrease) in cash held		(1,547,290)	367,741
Cash & cash equivalents at the beginning of the reporting period		3,586,320	3,218,579
Cash & cash equivalents at the end of the reporting period	7A	2,039,030	3,586,320

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

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

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NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Industrial Relations Act 2016*. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards as issued by IASB. For the purpose of preparing the general purpose financial statements, the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ('Union') is a not-for-profit entity. The Union has applied the Tier 1 reporting requirements as per the Australian Accounting Standard AASB 1053 *Application of Tiers of Australian Accounting Standards.*

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.

For completeness, the Union has included all notes to the financial statements, even where such activities are not undertaken by them.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Key estimates and judgements

Impairment – general
The Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions. Refer to Note 5c for details of an impairment expense recognised in the current year.

Provisions
As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.3 Significant accounting judgements and estimates (continued)

Receivables
The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Useful lives of property, plant and equipment
Property, plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the assets are acquired or when there is a significant change that affects the remaining useful life of the asset.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

The Union has adopted all standards which became effective for the first time during the year, and the adoption of these standards has not caused any material adjustments to the reported financial position or performance.

Future Australian Accounting Standards Requirements

Certain new accounting standards have been published that are not mandatory for 31 March 2025 reporting periods and have not been early adopted by the Union. These standards are not expected to have a material impact on the Union in the current or future reporting periods and on foreseeable future transactions.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.5 Revenue

The Union enters into various arrangements where it received consideration from another party. These arrangements include consideration in the form of membership subscriptions, levies, sponsorships and interest.

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

Revenue from contracts with customers

Where the Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or service to the customer. The Union accounts for an arrangement as a contract with a customer if the following criteria are met:

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

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

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

If there is more than one distinct good or service promised in the membership subscription, the Union allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Union charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good or as the service transfers to the customer (for example, member services or training course), the Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

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

When a member subsequently purchases additional goods or services from the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.5 Revenue (continued)

Capitation fees

Where the Union's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers service to the member.

In circumstances where the criteria for a contract with a customer are not met, the Union will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the relevant services to the member. In circumstances where the criteria for a contract with a customer are not met, the Union will recognise levies as income upon receipt.

Income of the Union as a Not-for-Profit Entity

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

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

The Union receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

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

Gains from sale of assets

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

Interest income

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

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Union in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Union recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.7 Leases

The Union assesses whether a contract is or contains a lease, at inception of a contract. The Union recognises a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the Union recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Union uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise fixed lease payments, less any lease incentives.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement date and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

1.8 Borrowing costs

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

1.9 Cash and cash equivalents

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

1.10 Provisions

Provisions are recognised when the Union 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.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.11 Financial instruments

Initial recognition and measurement

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

1.12 Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration for exchange goods or services that has transferred to the customer when that right is conditioned on the Union's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (**OCI**), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (**SPPI**) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.12 Financial assets (Continued)

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in three categories as:

- Financial assets at amortised cost
- Financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income

Financial assets at amortised cost

The Union measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

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

The Union's financial assets at amortised cost includes trade receivables, receivables from other reporting units and term deposits.

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Union has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
    a) the Union has transferred substantially all the risks and rewards of the asset, or
    b) the Union has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Union has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Union continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.12 Financial assets (Continued)

Offsetting

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

Impairment

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (**ECLs**) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

(ii) Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.13 Financial Liabilities

Financial liabilities are classified, at initial recognition, at amortised cost or at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Union's financial liabilities include trade and other payables.

Subsequent measurement

Financial liabilities at amortised cost

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

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

Derecognition

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

1.14 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Union transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union performs under the contract (i.e. transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Union's refund liabilities arise from customers' right of return. The liability is measured at the amount the Union's ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.15 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.16 Property, Plant and Equipment

Asset Recognition Threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the Statement of Financial Position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Revaluations—Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation except motor vehicles which are depreciated on a diminishing value basis. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	31 March 2025	31 March 2024
Buildings	4-10%	4-10%
Plant and equipment	12.5-25%	12.5-25%
Motor Vehicles	25%	25%
Computer Equipment	30%	30%

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.16 Property, Plant and Equipment (continued)

Derecognition

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

1.17 Impairment

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Union were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

1.18 Income Tax

The Union is exempt from income tax under section 50.1 of *the Income Tax Assessment Act 1997* however still has an obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

1.19 Fair value measurement

The Union measures financial instruments, such as, financial assets at fair value through the profit and loss and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 13.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.19 Fair value measurement (continued)

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 the Union. 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.

The Union 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, the Union determines whether transfers have occurred between Levels in the hierarchy by re-assessing 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.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.20 Going concern

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

The Union recorded a net current asset deficiency as at 31 March 2025 of $9,415,389 (31 March 2024: deficiency of $2,778,847). The deficiency has resulted from the acquisition of further investment properties during the year, which is in line with the strategic objectives of the Union. The ability of the entity to continue as a going concern is reliant on the continued short-term support from the CFMEU C&G National office and CFMEU C&G QNTDB, the generation of future surplus results and the expected proceeds from the disposal of investment properties. The Union retains a strong net asset position as consistent with the prior year.

1.21 Acquisition of Assets and Liabilities that do not constitute a Business Combination

The Union did not acquire any assets or liabilities during the year as a result of:

(a) an amalgamation under Part 14 of Chapter 12 of the Act in which the organisation (of which the reporting unit form part) was the amalgamated organisation; or
(b) a restructure of the branches of the organisation; or
(c) a determination by the Registrar under section 755 of the Act of an alternative reporting structure for the organisation; or
(d) a revocation by the Registrar under section 759 of the Act of a certificate issued to an organization under section 755.

The Union did not acquire any assets or liabilities during the year as a part of a business combination.

1.22 Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at their cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit and loss in the period in which they arise.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

1.23 Compulsory Campaign Levy

The compulsory campaign levy was established by the Construction Forestry and Maritime Employees Union Construction & General Division National Office (CFMEU C&G National Office) to provide resources to fight against attacks against the Union by employers, governments and media. The levy is paid to the CFMEU C&G National Office.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.24 Retained earnings – Compulsory Levy Defence Fund

Other than the general fund account, the Union also operates a compulsory levy defence fund **(Defence Fund)**.

The Defence Fund is maintained to provide the additional resources needed to defend members of the Construction, Forestry and Maritime Employees Union, Construction & General Division, Queensland Northern Territory Divisional Branch **(QNTDB)** and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) against continuing attacks from employers and Federal Government agencies.

Funds collected by the compulsory Defence Fund levy as held in investment properties for value of $11,672,059 with remaining funds held in cash.

All funds required by the rules of the Union are included in the retained earnings as detailed in the Statement of changes in equity.

The surplus in compulsory levy defence fund collected from members resident in Queensland during the 31 March 2025 financial year, and retained in the Defence Fund is $1,296,514.

1.25 Service Agreement

Longstanding administrative arrangements have existed between the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch (**QNTDB**) and the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division (**CFMEUQ**) to improve the effectiveness of dual registration and, as far as practicable, to reduce unnecessary costs associated with dual registration.

The administrative arrangements established the QNTDB as the 'operating entity' in that, for consideration provided by the CFMEUQ (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), the QNTDB would provide the resources necessary to service the Dual Members and members of the CFMEUQ.

Following negotiations between the QNTDB and the CFMEUQ, it was determined by the State Divisional Executive to agree to alter these arrangements, including the arrangements for the collection of entrance fees or subscriptions. An agreement was entered into between the QNTDB and the CFMEUQ to reflect these new arrangements and has been in operation for the entirety of the financial year ended 31 March 2025 and 31 March 2024 (**Service Agreement**).

As a result of the alteration to these arrangements by the Service Agreement, a number of items were transferred from the QNTDB to the CFMEUQ including: accrued employee entitlements; ongoing employee expenses; financial administration costs; agents fees; the defence fund and legal fees.

The CFMEUQ, for consideration provided by the QNTDB (namely the agreement to not collect entrance fees or subscriptions from members of both the CFMEUQ and the QNTDB (**Dual Members**)), provides the resources necessary to service the Dual Members, members of the QNTDB and members of the Manufacturing Division.

NOTE 1 MATERIAL ACCOUNTING POLICY INFORMATION (CONTINUED)

1.25 Service Agreement (continued)

It was resolved that from 1 April 2025 administrative arrangements between the entities would change. Under the agreement, administration arrangements, including the collection of subscription fees from members, labour and staffing costs would become the responsibility of QNTDB, which is expected to materially impact the level and type of revenues and expenses recorded in both entities, in future periods.

1.26 Current versus non-current classification

In accordance with AASB 101, the Union presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realized or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realized within 12 months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within 12 months after the reporting period; or
- There is no unconditional rights to defer the settlement of the liability for at least 12 months after the reporting period.

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

The Union classified all other liabilities as non-current.

NOTE 2 EVENTS AFTER REPORTING DATE

Pursuant to a direction from the Administrator of the Union, it was resolved that from 1 April 2025, all membership subscriptions will be collected by the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Division Branch ('QNTDB') and not the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction and General Division ('CFMEUQ'). In addition to this, all supplier payments except property expenses will also become the responsibility of the QNTDB, which is expected to materially impact the level and type of revenue and expenses recorded in both entities, in future periods.

On 4 July 2025, the Administrator determined that the AS400 project will be discontinued. As a result, there is an adjusting impairment expense for the AS400 project for the year ended 31 March 2025. Other than the above, there were no further events that occurred after 31 March 2025, and/ or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

NOTE 3 INCOME	31 March 2025 $	31 March 2024 $

Disaggregation of revenue from contracts with customers

A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.

Type of customer		
Members	17,054,456	14,783,778
Other reporting units	434,390	409,802
Government	-	-
Other parties	2,144,295	2,039,139
Total revenue from contracts with customers	19,633,141	17,232,719

Disaggregation of income for furthering activities

A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:

Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	-
Other parties	405,741	396,316
Total income for furthering activities	405,741	396,316

NOTE 3 INCOME

	31 March 2025 $	31 March 2024 $
Note 3A: Levies		
Compulsory levy – Defence Fund (Note 1.24)	1,296,514	1,166,801
Compulsory levy – Campaign (Note 1.23)	343,930	311,060
Voluntary levy – Tool Scheme	41,119	35,060
Total levies	1,681,563	1,512,921
Note 3B: Interest		
Interest	18,172	17,753
Total interest	18,172	17,753
Note 3C: Rental revenue		
Rent – Townsville Bayswater Road	18,200	16,200
Rent – Darwin	18,200	16,200
Rent – Flinders St Townsville	3,975	10,400
Rent – Woolner	10,865	10,250
Rent – Manor Apartments	122,639	96,268
Rent - Campbell Street	539,637	528,645
Rent – Hazelmount Street	12,150	11,310
Rent – Mantra Pandanas	23,119	22,633
Rent – Yatala	19,513	13,447
Rent – Jeays Street	13,000	7,650
Rent – Edgar Street	33,451	-
Rent – Jamieson Street	47,301	-
Total rental income	862,050	733,003
Note 3D: Grants or donations		
Grants	405,741	396,316
Donations	-	-
Total grants or donations	405,741	396,316

NOTE 3 INCOME (CONTINUED)

	31 March 2025 $	31 March 2024 $
Note 3E: Other Revenue		
Advertising & Marketing	191,682	140,124
Compliance recoveries	151,385	145,920
Directors/Meeting fees	201,591	216,404
Gender Equity Training	375,000	373,000
Promotional charges	556,722	598,073
Reimbursement of staff cost	100,883	106,808
Sponsorship income	115,000	30,000
Sundry income	5,600	55,916
Financial support from another reporting unit	-	-
Total other revenue	1,697,863	1,666,245
Note 3F: Net gains from sale of assets		
Gain on sale of property, plant and equipment	10,230	8,811
Gain on sale of investments	-	-
Total net gain from sale of assets	10,230	8,811

NOTE 4 EXPENSES

Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	437,611	629,567
Superannuation	49,374	70,408
Leave and other entitlements	(47,032)	20,101
*Separation and redundancies	12,062	21,032
Other employee expenses	2,535	4,822
Subtotal employee expenses holders of office	454,550	745,930
Employees other than office holders:		
Wages and salaries	7,173,586	6,169,929
Superannuation	1,079,600	913,198
Leave and other entitlements	457,589	341,795
*Separation and redundancies	276,237	225,210
Other employee expenses	73,331	64,042
Subtotal employee expenses employees other than office holders	9,060,343	7,714,174
Total employee expenses	9,514,893	8,460,104

*Separation and redundancies include contribution to the redundancy fund.

NOTE 4 EXPENSES (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 4B: Capitation fees		
CFMEU C&G National Office	1,366,396	1,100,154
Total capitation fees	1,366,396	1,100,154
Note 4C: Affiliation fees		
Australian Labor Party Queensland Branch	-	92,645
Asbestos Related Disease Support	880	-
Building and Wood Workers' International	21,903	-
Building Labour History Association	110	100
Ipswich Trades Hall	-	60
Total affiliation fees	22,893	92,805
Note 4D: Administration expenses		
Consideration to employers for payroll deductions of membership subscriptions	-	-
Compulsory levy – Campaign (Note 1.23)	161,420	133,130
Salaries – External Agencies	14,386	-
Conference and meeting expenses	656,158	142,713
Penalties – via IR Act or IR Regulations	-	-
Total administration expenses	831,964	275,843
Note 4E: Grants or donations		
Grants:		
Total paid that were $1,000 or less	-	-
Total paid that exceeded $1,000	-	-
Donations:		
Total paid that were $1,000 or less	2,991	3,570
Total paid that exceeded $1,000	41,000	124,420
Total grants or donations	43,991	127,990

NOTE 4 EXPENSES (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 4F: Depreciation and amortisation		
Depreciation:		
Buildings	242,282	219,034
Property, plant and equipment	156,942	111,024
Motor vehicles	8,682	7,973
Right of use asset (Note 9)	-	7,426
Total depreciation	407,906	345,457
Amortisation		
Intangibles	-	-
Total amortisation	-	-
Total depreciation and amortisation	407,906	345,457
Note 4G: Finance costs		
Bank fees and charges	87,098	69,865
Interest expense - CFMEU C&G National	95,000	-
Interest expense – Lease liability (Note 9)	-	25
Total finance costs	182,098	69,890
Note 4H: Legal costs		
Litigation	1,116,276	993,736
Other legal matters	101,104	65,987
Total legal costs	1,217,380	1,059,723
Note 4I: Audit fees		
External audit expense	31,510	30,072
Other services	-	-
Total audit fees	31,510	30,072
Note 4J: Property costs		
Body corporate and management fees	141,079	94,451
Cleaning	67,001	65,174
Electricity	93,076	69,666
Insurance	68,204	42,801
Land Tax	13,212	25,728
Repairs and maintenance	128,599	352,170
Rates and Water	212,583	172,858
Rent expenses – Flinders St Townsville	-	3,378
Security	124,617	48,588
Total property costs	848,371	874,814

NOTE 4 EXPENSES (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 4K: Other Expenses		
Administration expenses	73,198	84,126
Advertising & marketing	408,270	280,017
Campaign expenses	59,662	95,034
Communications	69,806	62,975
Computer expenses	367,377	168,948
Labour day expenses	265,120	197,403
Motor vehicle expenses	463,510	461,679
Organising expenses	456,852	547,409
Payroll tax	537,459	434,032
Postage	236,886	175,921
Printing and stationery	184,941	174,018
Publication expenses	126,001	102,465
Sponsorship expenses	30,895	32,846
Subscriptions	20,355	20,445
Training	43,765	27,772
Workers compensation	62,953	52,296
Total other expenses	3,407,050	2,917,386

NOTE 5 ASSETS

Note 5A: Cash and Cash Equivalents

Cash at bank	2,032,730	3,580,020
Cash on hand	6,300	6,300
Total cash and cash equivalents	2,039,030	3,586,320

Note 5B: Trade and Other Receivables

Trade receivable	45,331	1,376
Interest receivable	1,161	1,124
Membership dues receivable	1,351,600	967,113
Legal cost receivable	91,755	-
Other receivables	-	4,721
Receivables from other reporting units		
CFMEU C&G National Office	-	8,762
CFMEU National Office	-	1,382
Total trade and other receivables	1,489,847	984,478
Less provision for doubtful debts	(1,330,668)	(939,813)
Total provision for doubtful debts	(1,330,668)	(939,813)
Total trade and other receivables (net)	159,179	44,665

No provision for doubtful debts has been raised against the reporting units balances shown.

NOTE 5 ASSETS (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 5C: Other Current Assets		
Prepayments	30,523	348,708
AS400 Modernisation Project – Opening Balance	2,701,357	1,297,575
Less: AS400 impairment	(1,935,213)	-
Receivable held with CFMEU C&G National Office	766,144	1,297,575
Total other current assets	796,667	1,646,283

The branch paid $2,701,357 to the CFMEU C&G National Office towards the AS400 Modernisation Project. The Administrator determined on 4/7/2025 that the AS400 project will be discontinued. This has resulted in impairment of contributions made to the National Office regarding the AS400 project of $1,935,213. The balance of $766,144 is held with the CFMEU C&G National Office representing unspent funding on the AS400 project (net of termination costs) which will be used for ongoing and maintenance support of the AS400 until a new modern database system is secured. Once a new database system is secured, any surplus will be refunded back to the branch.

Note 5D: Financial Assets		
Opening balance	-	-
Additional investment	-	-
Growth/(reduction) in investment	-	-
Total financial assets	-	-

Note 5E: Property, plant and equipment		
Property, Plant and Equipment comprises of:		
Land and buildings	16,667,411	15,967,605
Motor vehicles	2,543	4,294
Plant and equipment	369,677	279,304
Total property plant and equipment	17,039,631	16,251,203
Land and buildings:		
Land at independent valuation	6,075,000	6,075,000
Building at independent valuation	1,250,000	1,480,000
Land and Building at cost	9,792,227	8,631,639
Less accumulated depreciation	(449,816)	(219,034)
Total land and buildings	16,667,411	15,967,605
Motor vehicles:		
At cost	37,288	68,110
Less accumulated depreciation	(34,745)	(63,816)
Total motor vehicles	2,543	4,294

NOTE 5 ASSETS (CONTINUED)

	31 March 2025 $	31 March 2024 $
Note 5E: Property, plant and equipment (continued)		
Plant and Equipment:		
At cost	1,441,324	1,194,009
Less accumulated depreciation	(1,071,647)	(914,705)
Total plant and equipment	369,677	279,304

	Land and Buildings $	Motor Vehicles $	Plant & Equipment $	Total $
Balance at beginning of the year	15,967,605	4,294	279,304	16,251,203
Additions	1,160,588	114,543	247,315	1,522,446
Disposals	-	(107,612)	-	(107,612)
Depreciation	(242,282)	(8,682)	(156,942)	(407,906)
Transfer of PPE to investment property	(218,500)	-	-	(218,500)
Revaluation increment/(decrement)	-	-	-	-
Carrying amount at end of year	16,667,411	2,543	369,677	17,039,631

AASB 16 disclosure:	Subject to operating leases $	Not subject to operating leases $	Total $
Building at independent valuation	-	675,000	675,000
Building at cost	-	83,619	83,619
Less accumulated depreciation	-	(74,154)	(74,154)
Total plant and equipment	-	684,465	684,465

The above buildings that is subject to operating leases is 16 Campbell St building.

The revalued land and buildings consist of:

Land – 16 Campbell Street	$4,000,000
Land – 14 Campbell Street	$2,000,000
Land – 43/12 Charlton Court Woolner NT	$ 75,000
Building – 16 Campbell Street	$ 675,000
Building – 14 Campbell Street	$ 300,000
Building – 43/12 Charlton Court Woolner NT	$ 275,000

NOTE 5 ASSETS (CONTINUED)	31 March 2025	31 March 2024
	$	$

Note 5E: Property, plant and equipment (continued)

Management determined that these constitute one class of asset under AASB 13, based on the nature, characteristics and risks of the properties.

Fair value of the properties was determined by using the market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. The properties' fair values are based on valuations performed by the following valuers:

Land and Building	Valuer	Registration Number	Valuation Company
16 Campbell Street Bowen Hills QLD	Michael Galvin	1779	Hymans Property
14 Campbell Street Bowen Hills QLD	Michael Galvin	1779	Hymans Property
43/12 Charlton Court Woolner NT	Emma Jackson	44637	Valuations NT
13 Commerce Street, Yatala QLD	Michael Galvin	1779	Hymans Property

The above valuers are certified and accredited independent valuers. The properties were valued on 31 March 2023 and the same values have been adopted for 31 March 2025.

Note 5F: Investment property

Balance at the beginning of the year	18,442,483	18,469,900
Additions	9,023,964	40,898
Transfer of PPE to investment property	218,500	-
Disposal	-	(68,315)
Net gain/(loss) from fair value adjustment	-	-
Total Investment property	27,684,947	18,442,483

During the year ended 31 March 2025, the Union acquired the following investment properties at cost:

Property development project – Campbell St	$ 165,730
Investment Property - 16 Jamieson Street Bowen Hills	$ 2,806,195
Investment Property - 12 Jamieson Street Bowen Hills	$ 2,216,303
Investment Property - 8 Jamieson Street Bowen Hills	$ 3,183,704
Property development project - Jamieson St Bowen Hills	$ 652,032
Investment Property – Unit 3/13 Commerce Circuit, Yatala	$ 218,500

Total Work in Progress regarding Property Development as of 31 March 2025 is $6,186,400 (2024: $5,368,637).

NOTE 5 ASSETS (CONTINUED)	31 March 2025 $	31 March 2024 $

Note 5F: Investment property (continued)

The revalued investment properties consist of:

17 Borrila Court Jingli NT	$ 680,000
1717/43 Knuckey Street Darwin NT	$ 365,000
152 Bayswater Rd Currajong QLD	$ 470,000
Unit 15 Manor Apartments QLD	$ 360,000
Unit 20 Manor Apartments QLD	$ 360,000

The valuations were performed by the following valuers:

Investment Property	Valuer	Registration Number	Valuation Company
17 Borrila Court Jingli NT	Emma Jackson	44637	Valuations NT
1717/43 Knuckey Street Darwin NT	Emma Jackson	44637	Valuations NT
152 Bayswater Rd Currajong QLD	Clancy Miller	107205	Acumentis
Unit 15 Manor Apartments QLD	Michael Galvin	1779	Hymans Property
Unit 20 Manor Apartments QLD	Michael Galvin	1779	Hymans Property

The above valuers are accredited independent valuers with a recognised and relevant professional qualification and with recent experience in the location and category of the investment properties being valued.

The fair value of completed investment properties has been determined on a market value basis in accordance with International Valuation Standards (IVS), as set out by the International Valuation Standards Council (IVSC).

The highest and best use of the investment properties is not considered to be different from its current use.

The valuation method used to value the above investment properties is considered to be the Direct Comparison approach, whereby the subject property is compared to recent sales of similar properties within the surrounding vicinity.

The fair value of investment property is included within Level 2 at Note 13.

NOTE 6 LIABILITIES	31 March 2025 $	31 March 2024 $
Note 6A: Trade and other payables		
Trade payables and accruals	35,215	28,920
Payables to other reporting units		
- CFMEU C&G QNTDB	421,160	228,360
- CFMEU C&G National Office	1,306,649	136,882
Consideration to employers for payroll deductions	-	-
Legal costs		
Litigation	60,197	53,764
Other legal matters	-	-
GST payable	164,214	247,749
Wages collected on behalf of members	340,414	340,414
Total current trade and other payables	2,327,849	1,036,089
Payable to other reporting units		
- CFMEU C&G QNTDB	-	-
Total non-current trade and other payables	-	-
Total trade and other payables	2,327,849	1,036,089
Wages collected on behalf of members:		
Opening balance at beginning of the year	340,414	340,414
Amounts recovered from employers	113,438	268,000
Payments to or on behalf of Workers	(113,438)	(268,000)
	340,414	340,414
Note 6B: Employee Provisions		
Employees provisions comprises of:		
Current		
Provision for annual leave	858,827	898,916
Provision for long service leave	202,542	561,155
	1,061,369	1,460,071
Non-current		
Provision for long service leave	546,932	741,429
Total employee provisions	546,932	741,429

Non-current provisions represent long service entitlements owing to employees who have not completed 5 continuous years of service with the Union.

NOTE 6 LIABILITIES (CONTINUED)

	31 March 2025 $	31 March 2024 $
Note 6B: Employee Provisions (continued)		
Balance at beginning of the year	2,201,500	1,927,581
Additional provisions raised during the year	865,642	895,517
Amounts used	(1,458,841)	(621,598)
Balance at the end of the year	1,608,301	2,201,500
Office Holders:		
Annual leave	2,965	88,063
Long service leave	-	443,803
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	2,965	531,866
Employees other than office holders:		
Annual leave	855,862	810,853
Long service leave	749,474	858,781
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—employees other than office holders	1,605,336	1,669,634
Total employee provisions	1,608,301	2,201,500
Note 6C: Revenue in advance		
Membership dues in advance	5,613,604	5,203,100
Other revenue in advance	312,443	356,855
Total revenue in advance	5,926,047	5,559,955

NOTE 7 CASH FLOW

Note 7A: Cash Flow Reconciliation

Reconciliation of cash and cash equivalents as per Statement of Financial Position to Statement of Cash Flows:

Cash and cash equivalents as per:		
Cash flow statement	2,039,030	3,586,320
Balance sheet	2,039,030	3,586,320
Difference	-	-

NOTE 7 CASH FLOW (CONTINUED)

	31 March 2025 $	31 March 2024 $
Note 7A: Cash Flow Reconciliation (continued)		
Reconciliation of profit/(deficit) to net cash from operating activities:		
Surplus/(deficit) for the year	(861,153)	2,250,668
Adjustments for non-cash items		
Depreciation/amortisation	407,906	338,031
(Gain)/Loss on property, plant and equipment	(10,230)	(8,811)
Interest of Loan from CFMEU C&G National Office	95,000	-
Impairment expense AS400	1,935,213	-
Changes in assets/liabilities		
(Increase)/decrease in net receivables	(114,514)	441,949
(Increase)/decrease in prepayments	318,185	(348,708)
(Increase)/decrease in right of use assets	-	7,426
Increase/(decrease) in trade and other payables	1,291,760	193,897
Increase/(decrease) in employee provisions	(593,199)	273,919
Increase/(decrease) in revenue in advance	366,092	536,905
Increase/(decrease) in lease liabilities	-	(7,827)
Net cash from (used by) operating activities	2,835,060	3,677,449

Note 7B: Cash flow information		
Cash inflows		
CFMEU C&G QNTDB	6,049,828	6,565,499
CFMEU C&G National Office	3,123,717	99,647
CFMEU National Office	13,484	18,191
M&E Division QLD Branch	-	55,169
Total cash inflows	9,187,029	6,738,506
Cash outflows		
CFMEU C&G QNTDB	1,619,827	1,112,064
CFMEU C&G National Office	3,770,803	2,930,608
Total cash outflows	5,390,630	4,042,672

NOTE 7 CASH FLOW (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 7C: Credit standby arrangements and loan facilities		
CBA Mastercard Facility		
Used facility	-	-
Unused facility	60,000	-
Total facility	60,000	-

Note 7D: Non-cash transactions

There were no non-cash financing or investing activities during the year ended 31 March 2025 (31 March 2024: There have been non-cash financing or investing activities during the year. Refer to Note 7A).

NOTE 8 RELATED PARTY DISCLOSURES

Note 8A: Related Party Transactions for the Reporting Period
Holders of office and related reporting units

The names of those persons who held office for all or part of the year are deemed to be a related party for financial reporting purposes as set out in the accompanying Administrator's Operating Report. The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	31 March 2025 $	31 March 2024 $
Revenue received includes the following:		
Rent received from CFMEU C&G QNTDB	438,365	413,552
Sale of vehicle to CFMEU C&G QNTDB	106,933	-
Staff cost reimbursement from CFMEU C&G National Office	88,782	88,890
Airfares reimbursement from CFMEU C&G National Office	12,546	10,924
Campaign reimbursement from CFMEU C&G National Office	11,247	-
Staff cost reimbursement from CFMEU National Office	12,102	17,908
ALP Affiliation fees reimbursement from M&E QLD	-	50,154
Expenses paid includes the following:		
NT membership transferred to CFMEU C&G QNTDB	126,748	140,094
NT defence fund transferred to CFMEU C&G QNTDB	9,844	10,663
NT campaign levy transferred to CFMEU C&G QNTDB	2,933	3,163
EBA Processing fees transferred to CFMEU C&G QNTDB	389,796	731,700
Capitation fees to CFMEU C&G National Office	1,366,396	1,100,154
Campaign levies to CFMEU C&G National Office	161,420	133,130
Administration charges to CFMEU C&G National Office	1,100,000	-
Security costs to CFMEU C&G National Office	103,672	-
Interest on loan to CFMEU C&G National Office	95,000	-
Staff wages reimbursement to CFMEU C&G National Office	14,711	-
Leave transfer to CFMEU C&G National Office	78,255	-
Impairment of AS400 project held with CFMEU C&G National	1,935,213	-

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)	31 March 2025 $	31 March 2024 $
Note 8A: Related Party Transactions for the Reporting Period (continued)		
Amounts owed by includes the following:		
CFMEU C&G National Office	-	8,362
CFMEU National Office	-	1,382
Amounts owed to includes the following:		
CFMEU C&G QNTDB	421,160	228,360
CFMEU C&G National Office	1,306,649	136,882
Loan payable to CFMEU C&G QNTDB:	9,950,000	5,500,000
Loan payable to CFMEU C&G National Office	3,095,000	-
Receivable from AS400 Modernisation Project held with CFMEU C&G National Office	766,144	1,297,575

Terms and conditions of transactions with related parties

Related party transactions occur between the Union and the Construction, Forestry and Maritime Employees Union Construction and General Division Queensland Northern Territory Divisional Branch (CFMEU C&G QNTDB).

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 March 2025, the union has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2024: $Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates. The loan received from CFMEU C&G QNTDB does not incur interest and is expected to be repaid within 5 years. The loan received from CFMEU C&G National Office is $3,000,000 for 12 months which incurs interest of 6% per annum. The loan and interest is payable on 20th September 2025, with interest of $95,000 incurred to 31 March 2025.

Related party transactions also occur between the Union and other reporting units including the National Office of the Construction & General Division (CFMEU C&G National Office). Related Party disclosures in the financial report are presented on an accrual basis. Whilst the financial records of the Union have been kept, as far as practicable, in a manner consistent with each other reporting units of the organisation, the balances and transactions reported in this financial report may differ to those recorded in the financial report of the counterparty reporting unit. This may arise due to timing difference in the respective recordkeeping of the related reporting units, for example, in the receipt of payments, correspondence in transit or the alternative categorisation of balances/transactions.

From time-to-time, the National Office of the Construction & General Division of the CFMEU (CFMEU C&G National Office) coordinates various administrative activities on behalf of the Union. This includes the collation of certain costs, which are apportioned to the appropriate branches and invoiced in full. Accordingly, with the National Office merely being the facilitator of such transactions between the Union and independent third parties (and there is no profit component in recharging these costs), these are not considered to be related party expenditures of the Union and hence are not required to be disclosed.

NOTE 8 RELATED PARTY DISCLOSURES (CONTINUED)

Note 8A: Related Party Transactions for the Reporting Period (continued)

Notwithstanding this, the transfer of funds to meet these obligations remain related party transactions, and accordingly have been disclosed in the related party cash flows reported at Note 7B. Additionally, any amounts outstanding as at balance date between related parties have been disclosed above.

Note 8B: Key Management Personnel Remuneration for the Reporting Period

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Union. The Union has determined that key management personnel comprises of:

- Michael Ravbar (Former State Secretary – removed on 23/8/2024)
- Royce Kupsch (Former Honorary State President – removed on 23/8/2024
- Jade Ingham (Former Assistant State Secretary – removed on 23/8/2024)
- Kane Lowth (Former Assistant State Secretary – removed on 23/8/2024)
- Travis O'Brien (Executive Officer – commenced 02/09/24 and resigned 03/02/2025)
- Jared Luke Abbott (Executive Officer – commenced 03/03/2025)

During the year, the key management personnel of the Union were remunerated as follows:

	31 March 2025 $	31 March 2024 $
Short-term employee benefits		
Salary (including annual leave taken)	437,611	629,567
Annual leave accrued	(47,032)	276
Performance bonus	-	-
Other employee benefits	2,535	4,822
Total short-term employee benefits	393,114	634,665
Post-employment benefits:		
Superannuation	49,374	70,408
Redundancy fund	12,062	21,032
Total post-employment benefits	61,436	91,440
Other long-term benefits:		
Long-service leave	-	19,825
Total other long-term benefits	-	19,825
Termination benefits		
Total	454,550	745,930

No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member or employee.

NOTE 9 LEASES

The Union as a lessee

The Union has a lease over real property.

Information relating to the lease in place for real property and associated balances and transactions are provided below.

	31 March 2025 $	31 March 2024 $
Right-of-use assets		
Balance at beginning of the year	-	7,426
Additions to right-of-use assets	-	-
Depreciation charge	-	(7,426)
Balance at end of year	-	-
Lease liabilities		
Current	-	-
Non-current	-	-
Total	-	-

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year $	1 - 5 years $	> 5 years $	Total undiscounted lease liabilities $	Lease liabilities included in this Balance Sheet $
2025					
Lease liabilities	-	-	-	-	-
2024					
Lease liabilities	-	-	-	-	-

Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to leases where the Union is a lessee are shown below:

	31 March 2025 $	31 March 2024 $
Interest expense	-	25
Depreciation of right-of-use assets	-	7,426
	-	7,451

Statement of Cash Flows

Total cash outflow for leases	-	11,230

NOTE 10 CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

(a) Operating lease commitments

Leases as lessor

The Union leases out a portion of its business premises held under operating lease. The leases run for a period ranging between 3 to 5 years. The future minimum receivable payments under non-cancellable operating leases are as follows:

	31 March 2025 $	31 March 2024 $
Receivable – minimum lease commitments		
- not later than 12 months	301,671	75,077
- between 12 months and 5 years	72,153	150,504
- greater than 5 years	-	-
Minimum lease payments	373,824	225,581

(b) Contingent liabilities and commitments

The Administrator is not aware of any contingent assets or liabilities that are likely to have a material effect on the results of the Union.

(c) Finance lease commitments

The Union does not have any finance lease commitments.

(d) Capital expenditure commitments

The Union does not have any capital expenditure commitments following the determination from the Administrator to discontinue the AS400 project.

NOTE 11 REMUNERATION OF AUDITORS

	31 March 2025 $	31 March 2024 $
Value of the services provided		
Financial statement audit services	31,510	30,072
Other services	-	-
Total remuneration of auditors	31,510	30,072

No other services were provided by the auditors of the financial statements.

NOTE 12 FINANCIAL INSTRUMENTS

Financial Risk Management Policy

The Administrator monitors the Union's financial risk management policies and exposure and approves financial transactions entered into. It also reviews the effectiveness of internal controls relating to the counterparty credit risk, liquidity risk, market risk and interest rate risk. The Administration meets on a monthly basis to review the financial exposure of the Union.

Note 12A: Credit Risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss of the Union. The Union does not have any material credit risk exposures as its major source of revenue is the receipt of rental income.

The maximum exposures to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying value and classification of those financial assets (net of provisions) as presented in the statement of financial position.

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties. The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Union.

On a geographical basis, the Union's trade and other receivables are all based in Australia.

The Union applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all accounts receivable. To measure the expected credit losses, accounts receivable have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 31 March 2025 is determined as follows. The expected credit losses below also incorporate forward looking information.

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12A: Credit Risk (Continued)

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

Ageing of financial assets that were past due but not impaired for 2025

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	89.3%	0%	0%	0%	89.3%
Gross Carrying amount	1,489,874	-	-	-	1,489,874
Loss allowing provision	1,330,667	-	-	-	1,330,667

Ageing of financial assets that were past due but not impaired for 2024

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$
Expected loss rate	95.5%	0%	0%	0%	95.5%
Gross Carrying amount	984,478	-	-	-	984,478
Loss allowing provision	939,813	-	-	-	939,813

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the entity is considered to relate to the class of assets described as "accounts receivable and other debtors".

The Union always measures the loss allowance for accounts receivables at an amount equal to lifetime expected credit loss. The expected credit losses on accounts receivable are estimated using a provision matrix by reference to past default experience of the debtor and an analysis of the debtor's current financial position, adjusted for factors that are specific to the debtors, general economic conditions of the industry in which the debtors operate and an assessment of both the current as well as the forecast direction of conditions at the reporting date.

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The Union writes off an account receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery (eg when the debtor has been placed under liquidation or has entered into bankruptcy proceedings) or when the trade receivables are over two years past due, whichever occurs earlier. None of the accounts receivable that have been written off are subject to enforcement activities.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 31 March 2025 (31 March 2024: Nil).

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12B: Liquidity Risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The Union does not hold directly any derivative financial liabilities.

Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates

Financial Instrument Composition and Maturity Analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
	$	$	$	$	$	$	$	$
Financial liabilities due for payment								
Trade and other payables	2,327,849	1,036,089	-	-	-	-	2,327,849	1,036,089
Loan – CFMEU C&G QNTDB	-	-	9,950,000	5,500,000	-	-	9,950,000	5,500,000
Loan – CFMEU C&G National Office	3,095,000	-	-	-	-	-	3,095,000	-
Total expected outflows	5,422,849	1,036,089	9,950,000	5,500,000	-	-	15,372,849	6,536,089
Financial assets – cash flow receivable								
Cash and cash equivalents	2,039,030	3,586,320	-	-		-	2,039,030	3,586,320
Trade and other receivables	159,179	44,665	-	-		-	159,179	44,665
Total anticipated inflows	2,198,209	3,630,985	-	-		-	2,198,209	3,630,985
Net (outflow) / inflow on financial instruments	(3,224,640)	2,594,896	(9,950,000)	(5,500,000)		-	(13,174,640)	(2,905,104)

NOTE 12 FINANCIAL INSTRUMENTS (CONTINUED)

Note 12C: Market Risk

i. Interest rate risk
Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Union's exposure to interest rate risk arises from its cash at bank, term deposits and floating rate instruments.

The financial instruments which expose the Union to interest rate risk are limited to its cash reserves.

ii. Foreign exchange risk
The Union is not exposed to fluctuations in foreign currencies.

iii. Price risk
The Union is exposed to equity securities price risk.

Sensitivity Analysis

While the Union is exposed to changes in interest rates, due to the fact that any expected change in interest rates would have no significant impact on profit and loss or equity, no sensitivity analysis has been considered necessary.

No sensitivity analysis has been performed on foreign exchange risk, as the Union is not exposed to foreign currency fluctuations.

NOTE 13 FAIR VALUE MEASUREMENT

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties at an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Union. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Union.

NOTE 13 FAIR VALUE MEASUREMENT (CONTINUED)

The following table contains the carrying amounts and related fair values for the Union's financial assets and liabilities:

		31 March 2025		31 March 2024	
	Footnote	Carrying value	Fair value	Carrying value	Fair value
		$	$	$	$
Financial assets					
Cash and cash equivalents	(i)	2,039,030	2,039,030	3,586,320	3,586,320
Accounts receivable and other debtors	(i)	159,179	159,179	44,665	44,665
Financial assets		-	-	-	-
Total financial assets		2,198,209	2,198,209	3,630,985	3,630,985
Financial liabilities					
Accounts payable and other payables	(i)	2,327,849	2,327,849	1,036,089	1,036,089
Loan – CFMEU C&G National Office		3,095,000	3,095,000	-	-
Loan – CFMEU QNTDB		9,950,000	9,950,000	5,500,000	5,500,000
Total financial liabilities		15,372,849	15,372,849	6,536,089	6,536,089

The fair values disclosed in the above table have been determined based on the following methodologies:

(i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 9.

NOTE 13 FAIR VALUE MEASUREMENT (CONTINUED)

Fair Value Hierarchy

AASB 13: Fair Value Measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categorises fair value measurement into one of the three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

Level 1

Measurements based on quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2

Measurements based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3

Measurements based on unobservable inputs for the asset or liability.

The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market date. If all significant inputs required to measure fair value are observable, the asset or liability is included in Level 2. If one or more significant inputs are not based on observable market data, the asset or liability is included in Level 3.

31 March 2025	Level 1	Level 2	Level 3	Total
Assets	$	$	$	$
Investment property	-	27,684,947	-	27,684,947
Land and buildings	-	17,039,631	-	17,039,631
31 March 2024				
Assets				
Investment property	-	18,442,483	-	18,442,483
Land and buildings	-	16,251,203	-	16,251,203

NOTE 14 DISCLOSURE OF OFFICERS' REMUNERATION AND NON-CASH BENEFITS

The highest paid officers of the Union for the disclosure period ended 31 March 2025 and the amounts of the relevant remuneration paid to them and the value or form of non-cash benefit received by them are set out below.

(a) the highest paid officers of the Union for the financial year, and their remuneration, were as follows:

	Michael Ravbar State Branch Secretary (former)	Jade Ingham Assistant State Branch Secretary (former)	Kane Lowth Assistant State Branch Secretary (former)	Travis O'Brien Executive Officer (former)	Jared Abbott Executive Officer	Total
	$	$	$	$		$
Salary and allowance	94,363	80,909	82,717	163,083	16,539	437,611
Movement in annual and long service leave provisions	(39,527)	(10,126)	(6,037)	5,693	2,965	(47,032)
Superannuation	10,650	9,196	9,196	17,873	2,459	49,374
Redundancy	2,935	2,935	2,935	3,257	-	12,062
Other employee benefits	634	634	634	633	-	2,535
	69,055	83,548	89,445	190,539	21,963	454,550

The non-cash benefit provided to the officers of the Union are motor vehicles which are owned by the Union. The motor vehicles are primarily used for work related purposes but may be used for personal use during non-working hours.

(b) Superannuation has been received by the following officers of the Union from a board position attained because of their position with the Union:

Michael Ravbar	State Branch Secretary (former)	$10,605
Jade Ingham	Assistant State Branch Secretary (former)	$4,256
Kane Lowth	Assistant State Branch Secretary (former)	$1,514
Travis O'Brien	Executive Officer (former)	$nil
Jared Abbott	Executive Officer	$nil

No other remuneration or non-cash benefits had been received by Officers of the Union from a board position attained because of their position with the Union.

The above remuneration register of the Union has been disclosed as described under s. 764 (2) (e) of *Industrial Relations Act 2016.*

The Union has made no reportable payments to any related party or declared person or body of the Union in the year ended 31 March 2025.

NOTE 15 SECTION 787 INDUSTRIAL RELATIONS ACT 2016

In accordance with the requirements of the *Industrial Relations Act 2016*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 787, which reads as follows:

Information to be provided to members or registrar:

(1) A member of a reporting unit, or the registrar, may apply to the reporting unit for stated information, prescribed by regulation, about the reporting unit to be made available to the person making the application.

(2) The application must be in writing and state the period, which must be at least 14 days after the application is made, within which the information must be made available and state the way in which the information must be made available.

(3) The reporting unit's organization must ensure the reporting unit complies with the application.

NOTE 16 ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

On 24 August 2024, the Union was put into administration by the Queensland Government under the *Industrial Relations Act (CFMEUQ Construction and General Division Administration) Administration Notice 2024*. The appointed Administrator has delegated this authority to the Executive Officer of the Union.

NOTE 17 UNION DETAILS

The registered office of the Union is:

16 Campbell Street
Bowen Hills QLD 4006

NOTE 18 SEGMENT INFORMATION

The Union operates solely in one reporting segment, being the provision of industrial services in Queensland.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

Opinion

We have audited the accompanying financial report of Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("the Union"), which comprises the statement of financial position as at Monday, 31 March 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy and other explanatory information, and the Administrator's Statement.

The audit report has been prepared based on the requirements of section 768 of the *Industrial Relations Act 2016 (Qld).*

In our opinion the financial report of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division:

a) presents fairly in all material respects, the Union's financial position as at 31 March 2025 and its performance and cash flows for the year then ended; and

b) complies with Tier 1 reporting requirements under Australian Accounting Standards, the *Industrial Relations Act 2016 (Qld)* and the Reporting Guidelines for the purposes of section 765.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

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Administrators' Responsibilities for the Financial Report

The Administrator of the Union is responsible for the preparation and fair presentation of the financial report in accordance with the Australian Accounting Standards and the *Industrial Relations Act 2016 (Qld)* and for such internal control as the Administrator of the Union determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Administrator is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Administrator either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/ Home.aspx. This description forms part of our auditor's report.

Report on Other Regulatory Requirements

a) In our opinion, the Administrator's use of the going concern basis of accounting in the preparation of the financial report is appropriate.

b) I am an approved auditor as defined by s.595 of the *Industrial Relations Act 2016 (Qld)* being a member of the Institute of Chartered Accountants in Australia & New Zealand who holds a current Public Practice Certificate.

PKF

PKF BRISBANE AUDIT

[redacted]

SHAUN LINDEMANN
PARTNER

29 JULY 2025
BRISBANE

CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION

DESIGNATED OFFICERS CERTIFICATE

FOR THE YEAR ENDED 31 MARCH 2025

I, Mark Irving, being the Administrator of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division certify:

- that the documents lodged herewith are copies of the full report for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division for the year ended 31 March 2025.

- that the documents lodged are copies of the documents given to the members and presented to a meeting under section 782 of *Industrial Relations Act 2016*.



.....

Mark Irving

Administrator

16 September 2025

Sample statement of loans, grants and donations exceeding $1,000 for financial year ending 31/03/2025

Please refer to section 237 of the Fair Work (Registered Organisations) Act 2009 when completing this form. A statement lodged with the ROC under subsection (1) may be inspected, during office hours, by a member of the organisation concerned. Use of this form is optional.

Organisation details

Name of organisation including division or branch	Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division
Postal address	16 Campbell Street Bowen Hills QLD
Postcode	4006

Details of officer signing the statement

Name	Mark Irving
Name of office held in organisation (The person signing the statement must be an office-holder of the organisation)	Administrator
Postal address	16 Campbell Street Bowen Hills QLD
Postcode	4006
Telephone number (PH)	(07) 3231 4600
Facsimile number	
Email	qntfinance@cfmeu.org

I certify that the information contained in this statement and its attachments is true and complete.

Signature	[redacted]	**Date**	29/07/2025

An organisation must lodge this statement within 90 days of the end of its financial year.

Loans, grants and donations exceeding $1,000 made by organisation

(if insufficient space, please attach separate sheet)

Loans

Name of recipient of loan	Address	Amount	Purpose for which loan required	Security given in relation to loan	Arrangements for repayment of loan
NIL					

Note: *where a loan is made to relieve a member or dependant of a member from severe financial hardship, the name and address and particulars of arrangements for repayment need not be stated.*

Grants

Name of recipient of grant	Address	Amount	Purpose of grant
NIL			

Note: *where a grant is made to relieve a member or dependant of a member from severe financial hardship, the name and address need not be stated*

Donations

Name of recipient of donation	Address	Amount	Purpose of donation
Benjamin Catherwood	[redacted]	$5,000	Financial Hardship
Lachlan Johnston		$5,000	Financial Hardship
The Centre for Women & Co		$21,000	General Donation
Danger Sun Overhead		$10,000	General Donation

Note: *where a donation is made to relieve a member or dependant of a member from severe financial hardship, the name and address need not be stated.*

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ANNUAL FINANCIAL REPORT

OF

CONSTRUCTION INCOME PROTECTION LIMITED

ABN 43 110 841 962

FOR THE YEAR ENDED 30 JUNE 2023

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CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2023

The directors present their report on the company for the financial year ended 30 June 2023.

Directors

The names of directors in office at any time during or since the end of the year are:

J Crittall	
J Collie	
C Dearling	
N Herron	
K Lowth	M Ravbar - (Alternative for K Lowth)
P Masters	
R McDonald	
G O'Halloran	R Kelso - (Alternative for G O'Halloran - Resigned 5 September 2023)

Directors have been in office since the start of the financial year unless otherwise stated. Director information is disclosed in further detail on pages 5 and 6.

Directors - attendance at meetings held during the year

	Present	Eligible to Attend
J Crittall	7	7
J Collie	6	7
C Dearling	7	7
N Herron	7	7
K Lowth	7	7
P Masters	7	7
R McDonald	7	7
G O'Halloran	1	7

Results and Review of Operations

The surplus of the company for the financial year, after providing for income tax, was $500,956 (2022: $242,872). Premium Income amounted to $21,932,009, a 12.2% increase from 2022 ($17,962,118).

Significant Changes in the State of Affairs

No significant changes in the company's state of affairs occurred during the year.

Short and Long-term Objectives

The company's short and long term objective is to provide adequate income protection insurance services and transferrable sick leave cover to the construction workers of Queensland and the Northern Territory.

Key Performance Measures

The performance measure of the company is to increase premium income and maintain gross profit margin.

Principal Activities

The principal activities of the company during the financial year were to receive contributions from employers and principal contractors involved in Queensland and Northern Territory's building and construction industry and to provide insurance for income protection and portable sick leave for workers engaged in the industry.
No significant change in the nature of these activities occurred during the year.

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2023

Dividends

No dividend was declared or paid during the year $0 (2022: $2,000,000).

Events Subsequent to the Balance Date

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

Likely Development and Expected Results of Operations

Likely developments in the operations of the company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.

Environmental Regulations

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Insurance of Officers

Other than directors' liability insurance paid of $4,880 (2022: $4,947), no indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

Company Guarantee

The entity is incorporated under the *Corporations Act 2001* and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the entity. At 30 June 2023, the total amount that members are liable to contribute if the company is wound up is $30 (2022: $30).

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not a party to any such proceedings during the year.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 7.

Signed in accordance with a resolution of the Board of Directors at Brisbane this 10th day of October 2023.

Personal Information

Director

Director

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2023

John Crittall

John Crittall, B Econ (Hons) M Admin, is currently an independent consultant and non - executive Director. He has over 30 years' experience in industrial relations, building contracts, human resource management and workplace health and safety safety policy. John is a director of a number of building and construction industry related organisations which include CISC PTY The Construction Training Centre (CTC) and is both Chair of Electro Group and Mates in Construction.

Jacqui Collie

Jacqui is the Governance, Political and Executive Officer of the CFMEU. She has extensive experience in the union movement over 25 years working for the peak body, Queensland Council of Unions. Jacqui's CFMEU duties include developing policies, processes and procedures and implementing and maintaining governance to ensure compliance with relevant legislation and regulations. Her other directorships are The Construction Training Centre (CTC) and BUSSQ. Jacqui is also a member of the Australian Institute of Company Directors.

Craig Dearling

Craig is currently the General Manager - Workforce Services at Master Builders. Craig leads the Workforce Services team and is responsible for providing advice, support and assistance to members on all employment and health and safety matters. Craig has a Bachelor of Commerce and holds formal qualifications in Industrial Relations, HR, WHS and Training, and has over 20 years of industry experience.

Nick Herron

Nick Herron is the Managing Director of Herron Coorey Building Contractors. Nick has over 30 years' construction industry experience, working for numerous high profile construction firms prior to establishing Herron Coorey Building Contractors. Nick previously served as a Director for Master Builders Queensland and as a member of the Contracts Committee.

Kane Lowth

Kane Lowth is an Assistant State Secretary of the CFMEU QLD/NT Branch. Kane is also a representative on the CFMEU C&G National Executive. He is a carpenter by trade and has been a union member for over 25 years.

Paula Masters

Paula Masters is a Certified Practicing Accountant. Paula has over 40 years accounting experience in both commercial and not for profit organisations. Paula has a Bachelor of Commerce and a Graduate Diploma in Commercial Computing and is a member of the Governance Institute of Australia. Paula is co-chair of BuildSkills Australia Limited.

Rod McDonald

Rod McDonald is Managing Director of Axeon Plus, a mid tier advisory consultant and contractor. He has over 30 years experience in the construction and property development sectors. He has previously held senior executive roles including Regional Managing Director of Multiplex for Queensland, Regional Director of Multiplex in Victoria and General Manager of Development for MAB Corporation. Rod is the Chair of Master Builders Members Legal.

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2023

Gary O'Halloran

Gary O'Halloran is the State Secretary of the Plumbers Union. Gary has over 30 years' experience in the industry as a tradesman and an official of the Plumbers Union. Gary served as an organiser and as the Assistant Secretary of the Plumbers Union for several years before being elected State Secretary in May 2015. He is a director of a number of building and construction industry related organisations including Services Trades Queensland (STQ) and Services Trades College (STC).

Rian Kelso (Alternative for Gary O'Halloran - Resigned 5 September 2023)

Rian Kelso is the Apprentice Program Coordinator and Project Manager for the Plumbers Union. Rian has worked in the services trades industry for over 10 years. Her experience includes roles with Services Trades Queensland (STQ) and the Plumbers Union. Rian has a particular expertise in the apprenticeships, traineeships, training and vocational education fields.

Michael Ravbar (Alternative for K Lowth - Appointed December 2021)

Michael Ravbar is the secretary of the Queensland and Northern Territory Branch of the CFMEU. Michael has been involved with the union movement since being employed as the industrial officer for the Painters and Decorators Union in 1990 and has held many union and industry committee positions. He is currently responsible for the overall development and implementation of union policy and the administration of the union.

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AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF CONSTRUCTION INCOME PROTECTION LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023, there have been no contraventions of:

(a) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(b) any applicable code of professional conduct in relation to the audit.

PKF

PKF BRISBANE AUDIT

Personal Information

CAMERON BRADLEY
PARTNER

BRISBANE
10 OCTOBER 2023

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CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
REVENUE - CONTRIBUTIONS			
Employer Contributions Received		21,932,009	17,962,118
Insurance Premium Expense		(20,243,357)	(16,556,985)
		1,688,652	**1,405,133**
REVENUE - OTHER			
Bank Interest		125,903	6,064
Sundry Income		60,115	64,742
		186,018	**70,806**
TOTAL REVENUE	**3**	**1,874,670**	**1,475,939**
EXPENDITURE			
Administration Fees		549,269	537,972
Advertising and Marketing		44,860	39,540
Auditor's Remuneration		38,713	40,180
Finance Costs		4,679	4,549
Directors' Fees	**6**	240,273	234,331
Compliance Costs		171,778	168,300
Other Administration		106,569	109,000
TOTAL EXPENDITURE	**4**	**1,156,141**	**1,133,872**
Surplus/(Deficit) before Income Tax Expense		**718,529**	**342,067**
Income Tax (Expense)/Benefit	**5**	217,573	99,195
Surplus/(Deficit) after Income Tax Expense		**500,956**	**242,872**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	30-Jun-23 $	30-Jun-22 $
CURRENT ASSETS			
Cash and Cash Equivalents	7	4,681,816	3,529,901
Trade and Other Receivables	8	1,966,147	1,496,684
TOTAL CURRENT ASSETS		**6,647,963**	**5,026,585**
NON-CURRENT ASSETS			
Deferred Tax Asset	5	7,251	14,068
TOTAL NON-CURRENT ASSETS		**7,251**	**14,068**
TOTAL ASSETS		**6,655,214**	**5,040,653**
CURRENT LIABILITIES			
Trade and Other Payables	9	4,184,263	3,172,549
Current Tax Liability	5	121,216	19,325
TOTAL CURRENT LIABILITIES		**4,305,479**	**3,191,874**
TOTAL LIABILITIES		**4,305,479**	**3,191,874**
NET ASSETS		**2,349,735**	**1,848,779**
EQUITY			
Retained Surplus		2,349,735	1,848,779
		2,349,735	**1,848,779**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Retained Surplus $	Total $
Balance at 30 June 2021	3,605,907	3,605,907
Surplus/(Deficit) Attributable to Members of the Entity	242,872	242,872
Dividends paid	(2,000,000)	(2,000,000)
Balance at 30 June 2022	**1,848,779**	**1,848,779**
Surplus/(Deficit) Attributable to Members of the Entity	500,956	500,956
Balance at 30 June 2023	**2,349,735**	**2,349,735**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	Note	30-Jun-23	#	30-Jun-22
		$		$
CASH FLOWS FROM OPERATING ACTIVITIES				
Contributions received from employers		21,524,849		17,986,707
Payments to suppliers and employees		(20,577,250)		(17,351,584)
Income tax and GST paid		(88,349)		(91,832)
Interest received		111,199		5,241
Other income		181,466		11,846
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES		1,151,915		560,378
CASH FLOWS FROM FINANCING ACTIVITIES				
Dividends Paid		-		(2,000,000)
NET CASH PROVIDED BY / (USED IN) FINANCING ACTIVITIES		-		(2,000,000)
Net increase / (decrease) in cash held		1,151,915		(1,439,622)
Cash at beginning of the year		3,529,901		4,969,523
Cash at end of year	6	4,681,816		3,529,901
CASH PER STATEMENT OF FINANCIAL POSITION		**4,681,816**		**3,529,901**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1 – STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements cover Construction Income Protection Limited, a company limited by guarantee, incorporated and domiciled in Australia.
The company commenced operations on 1 July 2005.
The financial statements were authorised for issue on 10th October 2023 by the directors of the company.

Reporting Basis and Conventions

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.

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

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

The following Accounting Standards and Interpretations are most relevant to the Entity:

Conceptual Framework for Financial Reporting (Conceptual Framework)
The Entity has adopted the revised Conceptual Framework from 1 July 2022. The Conceptual Framework contains new definition and recognition criteria as well as new guidance on measurement that affects several Accounting Standards, but it has not had a material impact on the consolidated entity's financial statements.

AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities
The Trust has adopted AASB 1060 from 1 July 2022. The standard provides a new Tier 2 reporting framework with simplified disclosures that are based on the requirements of IFRS for SMEs. As a result, there is increased disclosure in these financial statements for key management personnel, related parties, tax and financial instruments.

Basis of preparation
These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB'), the Australian Charities and Not-for-Profits Commission Act 2012 and trust deed, as appropriate for not-for-profit oriented entities.

Historical cost convention
The financial statements have been prepared under the historical cost convention.

Critical accounting estimates
The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1 – STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(a) Income Tax

The income tax expense or benefit for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and the adjustment recognised for prior periods, where applicable.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied when the assets are
- When the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- When the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

The carrying amount of recognised and unrecognised deferred tax assets are reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable entity or different taxable entities which intend to settle simultaneously.

(b) Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

(c) Financial Instruments

Initial Recognition and Management
Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company 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.

Financial instruments (except for trade receivables and trade payables) 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.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in paragraph 63 of AASB 15: Revenue from Contracts with Customers. Trade payables are initially measured at the transaction price.

Classification and Subsequent Measurement
Financial assets and liabilities other than trade receivables and trade payables are subsequently measured at fair value. Trade receivables and trade payables are subsequently measured at amortised cost.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1 – STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(c) Financial Instruments (continued)

Impairment
The Entity recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

(d) Impairment of Assets

At each reporting date, the entity assesses whether there is any indication that an asset may be impaired. The assessment will include considering external sources of information and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (e.g. in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash generating unit to which the asset belongs.

(e) Dividends

Dividends are recognised as distributions within the statement of changes in equity upon declaration by the directors.
The company is public limited by guarantee, however they are able to resolve and pay dividends based on a grandfathered provision in its Constitution.

(f) Provisions

Provisions are recognised when the entity 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. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(g) Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. For the statement of cash flows presentation purposes, cash and cash equivalents also includes bank overdrafts, which are shown within borrowings in current liabilities on the statement of financial position.

The Company maintains a separate bank account for all employer contribution receipts and insurance premiums paid.

(h) Revenue and Other Income

(i) Revenue recognition

Contributions are received from employers in the building and construction industry in Queensland and Northern Territory under the terms of enterprise bargaining and employment agreements . These are brought to account in the Statement of Profit or Loss net of GST.

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

All revenue is stated net of the amount of goods and services tax (GST).

(ii) Contributions Receivable
Contributions are accrued at the reporting date on the basis that contributions are paid in accordance with the constitution covering CIP.

(iii) Trade and other receivables
Trade receivables are initially recognised at fair value. Trade receivables are generally due for settlement within 30 days.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1 – STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

(j) Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the entity during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(k) Comparative Figures

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

(l) New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the entity for the annual reporting period ended 30 June 2023. The entity has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

NOTE 2 – CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Recovery of deferred tax assets
Deferred tax assets are recognised for deductible temporary differences only if the consolidated entity considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 3 – EXPENSES	**30-Jun-23**	**30-Jun-22**
Profit before income tax includes the following specfic expenses:	**$**	**$**
Premium Expense	20,243,357	16,556,985
Administration Fees	549,269	537,972
Advertising and Marketing	44,860	39,540
Auditor's Remuneration	38,713	40,180
Finance Costs	4,679	4,549
Directors' Fees	240,273	234,331
Compliance Costs	171,778	168,300
Other Administration	106,569	109,000
	21,399,498	**17,690,857**

NOTE 4 – Revenue		
Employer Contributions Received	21,932,009	17,962,118
Bank Interest	86,501	3,335
Term Deposit Interest	39,402	2,729
Other Revenue	60,115	64,742
	22,118,027	**18,032,924**

NOTE 5 – INCOME TAX EXPENSE	**30-Jun-23**	**30-Jun-22**
	$	**$**
The components of tax expense comprise :		
Income tax reported in Profit or Loss		
Current tax	210,756	100,816
Deferred tax	6,817	2,013
Overs/(unders) in prior year tax provision	-	(3,634)
Income tax expense for year	**217,573**	**99,195**
Income tax expenses reported in Profit or Loss	**217,573**	**99,195**
Deferred tax included in income tax expense comprises:		
Provisions and accruals - balance at start of year	14,068	8,346
Increase/(decrease) in deferred tax assets	(6,817)	(2,013)
Increase/(decrease) in deferred tax liabilities	-	7,735
Provisions and accruals - balance at end of year	**7,251**	**14,068**
Reconciliation to current tax liability		
Income tax expense	217,573	99,195
Overs/(unders) in deferred tax asset	(6,817)	(2,013)
Overs/(unders) in prior year tax provision	-	3,634
	210,756	**100,816**
Instalments paid during the year	(89,540)	(81,491)
Current tax (asset)/liability	**121,216**	**19,325**

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 6 – KEY MANAGEMENT PERSONNEL AND COMPENSATION

Any person(s) having the authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director of the company is considered key management personnel.

The table below represents the totals of remuneration paid to key management personnel of the entity during the year. Payments were made directly to the employee/director or paid to a director's primary employer.

	30-Jun-23 $	30-Jun-22 $
Compensation		
Short Term Benefits (including Superannuation)	240,273	234,331
Post Employment Benefits	-	-
Total Compensation	**240,273**	**234,331**

NOTE 7 – CASH AND CASH EQUIVALENTS

	30-Jun-23 $	30-Jun-22 $
Cash at Bank	330,805	392,162
Cash - Trust Account	2,650,194	1,938,434
Term Deposit	1,700,817	1,199,305
	4,681,816	**3,529,901**

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the Statement of Financial Position.

NOTE 8 – TRADE AND OTHER RECEIVABLES

	30-Jun-23 $	30-Jun-22 $
Current		
Contributions Receivable	1,950,551	1,495,793
Accrued Interest	15,596	891
	1,966,147	**1,496,684**

NOTE 9 – TRADE AND OTHER PAYABLES

	30-Jun-23 $	30-Jun-22 $
Current		
Audit Fees and Tax Services	31,150	30,550
GST Payable	107,150	86,634
Insurance Premiums	4,006,583	2,961,592
Other Creditors	39,380	93,773
	4,184,263	**3,172,549**

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 10 – RELATED PARTY TRANSACTIONS

(a) Transactions with related parties

(i) Construction, Forestry, Mining and Energy Industrial Union of Employees Queensland

	30-Jun-23 $	30-Jun-22 $
Compliance and promotional services	114,556	122,200
Sponsorship and services promoting the Fund	15,000	15,000
Advertising	8,200	8,200
	137,756	**145,400**

(ii) Communications, Electrical and Plumbing Union - Plumbing Division

Compliance and promotional services	57,222	56,100
Sponsorship and services promoting the Fund	10,200	10,200
	67,422	**66,300**

(iii) Building Employees Redundancy Trust Fund No.2

Management, accounting and administrative services	**549,269**	**537,972**

All payments are subject to formal contractual terms that reflect normal commercial arrangements and conditions.

NOTE 11 – EVENTS AFTER THE REPORTING PERIOD

No other matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the company's state of affairs in future financial years.

NOTE 12 – COMPANY DETAILS

The registered office of the company and principal place of business is:
Construction Income Protection Limited
Level 1
35 Astor Terrace
SPRING HILL QLD 4000

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 30 JUNE 2023

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, the Corporations Regulations 2001 and other mandatory professional reporting requirements
- the attached financial statements and notes give a true and fair view of the entity's financial position as at 30 June 2023 and of its performance for the financial year ended on that date;
- there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable; and

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001.
On behalf of the directors

PAULA MASTERS Director

Personal Information

Signature

Craig Dearling Director

Personal Information

Signature

Signed at Brisbane, this 10th day of October 2023.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONSTRUCTION INCOME PROTECTION LIMITED

Report on the Financial Report

Opinion

We have audited the accompanying financial report of Construction Income Protection Limited ("the Company"), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of the Company is in accordance with the *Corporations Act 2001*, including:

a) Giving a true and fair view of the Company's financial position as at 30 June 2023 and of its performance for the year ended on that date; and

b) Complying with Australian Accounting Standards – Simplified Disclosures and the *Corporations Regulations 2001*.

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

Independence

We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

PKF Brisbane Pty Ltd is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

PKF

Directors' Responsibilities for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the Corporations Act 2001 and for such internal control as the directors 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 Directors are responsible for assessing the Company'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 Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/Home.aspx. This description forms part of our auditor's report.

PKF

PKF BRISBANE AUDIT

Personal Information

CAMERON BRADLEY
PARTNER

10 OCTOBER 2023
BRISBANE



ANNUAL FINANCIAL REPORT

OF

CONSTRUCTION INCOME PROTECTION LIMITED

ABN 43 110 841 962

FOR THE YEAR ENDED 30 JUNE 2024

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CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2024

The directors present their report on the Construction Income Protection Limited (the "Company") for the financial year ended 30 June 2024.

Directors

The names of directors in office at any time during or since the end of the year are:

J Crittall	
J Collie	Removed 12 September 2024
C Dearling	
E Eaves	Appointed 12 September 2024
N Herron	
K Lowth	Removed 12 September 2024
	M Ravbar - (Alternative for K Lowth) - Resigned 12 September 2024
P Masters	
R McDonald	
G O'Halloran	R Kelso - (Alternative for G O'Halloran) - Resigned 6 September 2023
	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
A Stott	Appointed 12 September 2024

Directors have been in office since the start of the financial year unless otherwise stated. Director information is disclosed in further detail on pages 5 and 6.

Directors - attendance at meetings held during the year

	Present	Eligible to Attend
J Crittall	7	7
J Collie	5	7
C Dearling	7	7
N Herron	6	7
K Lowth	6	7
P Masters	7	7
R McDonald	7	7
G O'Halloran	5	7
J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024	0	0

Results and Review of Operations

The surplus of the Company for the financial year, after providing for income tax, was $830,182 (2023: $500,956). Premium Income amounted to $27,979,028, a 28% increase from (2023: $21,932,009).

Significant Changes in the State of Affairs

No significant changes in the Company's state of affairs occurred during the year.

Short and Long-term Objectives

The Company's short and long term objective is to provide adequate income protection insurance services and transferrable sick leave cover to the construction workers of Queensland and the Northern Territory.

Key Performance Measures

The performance measure of the Company is to increase premium income and maintain gross profit margin.

Principal Activities

The principal activities of the Company during the financial year were to receive contributions from employers and principal contractors involved in Queensland and Northern Territory's building and construction industry and to provide insurance for income protection and portable sick leave for workers engaged in the industry.
No significant change in the nature of these activities occurred during the year.

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2024

Dividends
No dividend was declared or paid during the year (2023: $Nil).

Events Subsequent to the Balance Date

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

Likely Development and Expected Results of Operations

Likely developments in the operations of the Company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Company.

Environmental Regulations

The Company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Insurance of Officers

Other than directors' liability insurance paid of $4,880 (2023: $4,947), no indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the Company.

Company Guarantee

The entity is incorporated under the *Corporations Act 2001* and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the entity. At 30 June 2024, the total amount that members are liable to contribute if the Company is wound up is $30 (2023: $30).

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings. The Company was not a party to any such proceedings during the year.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 7.

Signed in accordance with a resolution of the Board of Directors at Brisbane this 8th day of October 2024.

Personal Information

Director

Director

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2024

John Crittall

John Crittall, B Econ (Hons) M Admin, is currently an independent consultant and non - executive Director. He has over 30 years' experience in industrial relations, building contracts, human resource management and workplace health and safety policy. John is a Director of several building and construction industry related organisations which include The Construction Training Centre (CTC) and MATES in Construction. John is the Chair of Electro Group.

Jacqui Collie - (Resigned 12 September 2024)

Jacqui was the Governance, Political and Executive Officer of the CFMEU. She has extensive experience in the union movement over 25 years working for the peak body, Queensland Council of Unions. Jacqui's CFMEU duties included developing policies, processes and procedures and implementing and maintaining governance to ensure compliance with relevant legislation and regulations. Her other directorships are The Construction Training Centre (CTC) and BUSSQ. Jacqui is also a member of the Australian Institute of Company Directors.

Craig Dearling

Craig is currently the General Manager - Workforce Services at Master Builders. Craig leads the Workforce Services team and is responsible for providing advice, support and assistance to members on all employment and health and safety matters. Craig has a Bachelor of Commerce and holds formal qualifications in Industrial Relations, HR, WHS and Training, and has over 20 years of industry experience.

Emma Eaves - (Appointed 12 September 2024)

Emma Eaves is the Administration Executive for the CFMEU where she currently assists with the financial operations of the CFMEU and Industrial Relations administration. Emma has worked in finance for over 20 years and is a Director of a number of building and construction industry related organisations including BUSSQ and Construction Skills Queensland.

Nick Herron

Nick Herron a Director of Herron Coorey Building Contractors. Nick has over 35 years' construction industry experience, working for numerous high profile construction firms prior to establishing Herron Coorey Building Contractors. Nick is a Life Member and Past President of Master Builders Queensland, and served on the Board of Master Builders Australia.

Kane Lowth - (Resigned 12 September 2024)

Kane Lowth was an Assistant State Secretary of the CFMEU QLD/NT Branch. Kane was a representative on the CFMEU C&G Divisional Executive and Qleave Board. He is a carpenter by trade and has been a union member for over 25 years.

Michael Ravbar (Alternative for K Lowth) - (Resigned 12 September 2024)

Michael Ravbar was the Secretary of the Queensland and Northern Territory Branch of the CFMEU. Michael was involved with the union movement since being employed as the industrial officer for the Painters and Decorators Union in 1990 and has held many union and industry committee positions. He was responsible for the overall development and implementation of union policy and the administration of the union.

Paula Masters

Paula Masters is a Certified Practicing Accountant with over 40 years accounting experience in both commerical and not for profit organisations. She has a Bachelor of Commerce and a Graduate Diploma in Commercial Computing and is a member of the Governance Institute of Australia. Paula is Chair of the Construction Training Centre Board and Co-Chair of BuildSkills Australia Limited.

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2024

Rod McDonald

Rod McDonald is Managing Director of Axeon Plus, a mid tier advisory consultant and contractor. He has over 30 years experience in the construction and property development sectors. He has previously held senior executive roles including Regional Managing Director of Multiplex for Queensland, Regional Director of Multiplex in Victoria and General Manager of Development for MAB Corporation. Rod is the Chair of Master Builders Members Legal.

Gary O'Halloran

Gary O'Halloran is the State Secretary of the Plumbers Union. Gary has over 40 years' experience in the industry as a tradesman and an official of the Plumbers Union. Gary served as an organiser and as the Assistant Secretary of the Plumbers Union for several years before being elected State Secretary in May 2015. He is a director of a number of building and construction industry related organisations including Services Trades Queensland (STQ) and Services Trades College (STC).

Rian Kelso (Alternative for Gary O'Halloran - Resigned 5 September 2023)

Rian Kelso was the Apprentice Program Coordinator and Project Manager for the Plumbers Union.

Justin Maxwell (Alternative for Gary O'Halloran - Appointed 6 August 2023)

Justin Maxwell has over 30 years' experience in the Services Trade and construction industry. Fire Sprinkler companies across Australia for more than 20 years, Justin began working as an Organiser for the Plumbers Union Qld in 2009. In 2013, he was appointed as the Apprentice Mentor/Co-Ordinator for the Plumbers Union Qld Apprentice Program. Most recently in Febuary 2024. Justin was elected as Assistant State Secretary of the PPTEU Qld. He is also a deputy member of the Services Trades Council and sits on various industry Boards including Services Trades Queensland and The Services Trades College.

Anthony Stott - (Appointed 12 September 2024)

Tony Stott is the CFMEU Compliance & Procurement Officer. He is a scaffolder by trade who has spent over 30 years in the building and construction industry. He is a longstanding member of the CFMEU and serves on the BUSSQ Member building Services Committee.

HLB MANN JUDD
ADVISORY AND ACCOUNTING

Auditor's Independence Declaration

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE *CORPORATIONS ACT 2001*
TO THE DIRECTORS OF CONSTRUCTION INCOME PROTECTION LIMITED

As lead auditor for the audit of the financial report of Construction Income Protection Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(a) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(b) any applicable code of professional conduct in relation to the audit.

A B Narayanan
Partner

Brisbane, Queensland
8 October 2024

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
REVENUE - CONTRIBUTIONS			
Employer Contributions Received	4	27,979,028	21,932,009
Less: Insurance Premium Expense	3	(25,828,594)	(20,243,357)
		2,150,434	**1,688,652**
REVENUE - OTHER			
Interest	4	240,953	125,903
Other Revenue	4	53,777	60,115
		294,730	**186,018**
		2,445,164	**1,874,670**
EXPENDITURE			
Management Fees		674,264	549,269
Advertising and Marketing		49,400	44,860
Auditor's Remuneration		29,673	38,713
Finance Costs		4,738	4,679
Directors' Fees	6	249,497	240,273
Compliance Costs		174,240	171,778
Other Administration		77,080	106,569
TOTAL EXPENDITURE	3	**1,258,892**	**1,156,141**
Surplus before Income Tax Expense		**1,186,272**	**718,529**
Income Tax Expense	5	356,090	217,573
Surplus after Income Tax Expense		**830,182**	**500,956**
Other comprehensive income		-	-
Total comprehensive income for the year		**830,182**	**500,956**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
CURRENT ASSETS			
Cash and Cash Equivalents	7	3,969,958	2,980,999
Trade and Other Receivables	8	2,480,627	1,966,147
Financial Assets	9	2,000,123	1,700,817
TOTAL CURRENT ASSETS		**8,450,708**	**6,647,963**
NON-CURRENT ASSETS			
Deferred Tax Asset	5	8,967	7,251
TOTAL NON-CURRENT ASSETS		**8,967**	**7,251**
TOTAL ASSETS		**8,459,675**	**6,655,214**
CURRENT LIABILITIES			
Trade and Other Payables	10	5,033,835	4,184,263
Current Tax Liability	5	239,437	121,216
TOTAL CURRENT LIABILITIES		**5,273,272**	**4,305,479**
NON-CURRENT LIABILITIES			
Deferred Tax Liability	5	6,486	-
TOTAL NON-CURRENT LIABILITIES		**6,486**	**-**
TOTAL LIABILITIES		**5,279,758**	**4,305,479**
NET ASSETS		**3,179,917**	**2,349,735**
EQUITY			
Retained Surplus		3,179,917	2,349,735
		3,179,917	**2,349,735**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024

	Retained Surplus $	Total $
Balance at 1 July 2022	1,848,779	1,848,779
Surplus after Income Tax Expense	500,956	500,956
Balance at 30 June 2023	**2,349,735**	**2,349,735**
Surplus after Income Tax Expense	830,182	830,182
Balance at 30 June 2024	**3,179,917**	**3,179,917**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	Note	30-Jun-24 $	30-Jun-23 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Contributions received from employers		29,750,194	21,524,849
Payments to suppliers and employees		(28,831,219)	(20,577,250)
Income tax and GST paid (net)		(259,451)	(88,349)
Interest received		234,928	111,199
Other income		393,814	181,466
NET CASH PROVIDED BY OPERATING ACTIVITIES		1,288,266	1,151,915
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of Financial Assets		(299,307)	(501,512)
NET CASH USED IN INVESTING ACTIVITIES		(299,307)	(501,512)
CASH FLOWS FROM FINANCING ACTIVITIES		-	-
NET CASH PROVIDED BY FINANCING ACTIVITIES		-	-
Net increase in cash held		988,959	650,403
Cash at beginning of the year		2,980,999	2,330,596
Cash at end of year	7	3,969,958	2,980,999
CASH PER STATEMENT OF FINANCIAL POSITION		**3,969,958**	**2,980,999**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

NOTE 1 – SUMMARY OF MATERIAL ACCOUNTING POLICIES

These financial statements cover Construction Income Protection Limited, a company limited by guarantee, incorporated and domiciled in Australia.
The company commenced operations on 1 July 2005.
The financial statements were authorised for issue on 8th October 2024 by the directors of the company.

Reporting Basis and Conventions

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.

New or amended Accounting Standards and Interpretations adopted

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

Any new or amended Accounting Standards or Interpretations did not have any significant impact on the financial performance or position of the Entity

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

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB') and the Corporations Act 2001, as appropriate for not-for-profit oriented entities

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

NOTE 1 – STATEMENT OF MATERIAL ACCOUNTING POLICIES (continued)

(a) Income Tax

The income tax expense or benefit for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and the adjustment recognised for prior periods, where applicable.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied
- When the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- When the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

The carrying amount of recognised and unrecognised deferred tax assets are reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable entity or different taxable entities which intend to settle simultaneously.

(b) Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

(c) Financial Instruments

Initial Recognition and Management
Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company 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.

Financial instruments (except for trade receivables and trade payables) 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.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in paragraph 63 of AASB 15: Revenue from Contracts with Customers. Trade payables are initially measured at the transaction price.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Classification and Subsequent Measurement
Financial assets and liabilities other than trade receivables and trade payables are subsequently measured at fair value. Trade receivables and trade payables are subsequently measured at amortised cost.

(c) Financial Instruments (continued)

Impairment
The Entity recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

(d) Impairment of Assets

At each reporting date, the entity assesses whether there is any indication that an asset may be impaired. The assessment will include considering external sources of information and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (e.g. in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash generating unit to which the asset belongs.

(e) Dividends

Dividends are recognised as distributions within the statement of changes in equity upon declaration by the directors.
The company is public limited by guarantee, however they are able to resolve and pay dividends based on a grandfathered provision in its Constitution.

(f) Provisions

Provisions are recognised when the entity 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. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(g) Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. For the statement of cash flows presentation purposes, cash and cash equivalents also includes bank overdrafts, which are shown within borrowings in current liabilities on the statement of financial position.

The Company maintains a separate bank account for all employer contribution receipts and insurance premiums paid.

(h) Revenue and Other Income

(i) Revenue recognition

Contributions are received from employers in the building and construction industry in Queensland and Northern Territory under the terms of enterprise bargaining and employment agreements . These are brought to account in the Statement of Profit or Loss net of GST.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

NOTE 1 – SUMMARY OF MATERIAL ACCOUNTING POLICIES (continued)

(h) Revenue and Other Income - Continued

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.
All revenue is stated net of the amount of goods and services tax (GST).

(ii) Contributions Receivable
Contributions are accrued at the reporting date on the basis that contributions are paid in accordance with the constitution covering CIP.

(iii) Trade and other receivables
Trade receivables are initially recognised at fair value. Trade receivables are generally due for settlement within 30 days.

(i) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

(j) Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the entity during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(k) Comparative Figures

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

(l) New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the entity for the annual reporting period ended 30 June 2024. The entity has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

NOTE 2 – CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Recovery of deferred tax assets
Deferred tax assets are recognised for deductible temporary differences only if the consolidated entity considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

NOTE 3 – EXPENSES	**30-Jun-24**	**30-Jun-23**
Surplus before income tax includes the following specfic expenses:	**$**	**$**
Premium Expense	25,828,594	20,243,357
Management Fees	674,264	549,269
Advertising and Marketing	49,400	44,860
Auditor's Remuneration	29,673	38,713
Finance Costs	4,738	4,679
Directors' Fees	249,497	240,273
Compliance Costs	174,240	171,778
Other Administration	77,080	106,569
	27,087,486	**21,399,498**

NOTE 4 – Revenue		
Employer Contributions Received	27,979,028	21,932,009
Interest:		
Bank Interest	160,591	86,501
Term Deposit Interest	80,362	39,402
Total Interest	240,953	125,903
Other Revenue	53,777	60,115
Total Revenue	**28,273,758**	**22,118,027**

NOTE 5 – INCOME TAX EXPENSE	**30-Jun-24**	**30-Jun-23**
	$	**$**
The components of tax expense comprise :		
Income tax reported in Profit or Loss		
Current tax	380,057	210,756
Deferred tax	4,770	6,817
Overs/(unders) in prior year tax provision	(28,737)	-
Income tax expense for year	**356,090**	**217,573**
Income tax expenses reported in Profit or Loss	**356,090**	**217,573**
Deferred tax included in income tax expense comprises:		
Deferred tax (net) - balance at start of year	7,251	14,068
Increase/(decrease) in deferred tax assets	1,716	(6,817)
(Increase)/decrease in deferred tax liabilities	(6,486)	-
Deferred tax (net) - balance at end of year	**2,481**	**7,251**
Reconciliation to current tax liability		
Income tax expense	356,090	217,573
Overs/(unders) in deferred tax asset	(4,770)	(6,817)
Overs/(unders) in prior year tax provision	28,737	-
	380,057	**210,756**
Instalments paid during the year	(140,620)	(89,540)
Current tax liability	**239,437**	**121,216**

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

NOTE 6 – KEY MANAGEMENT PERSONNEL AND COMPENSATION

Any person(s) having the authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director of the company is considered key management personnel.

The table below represents the totals of remuneration paid to key management personnel of the entity during the year. Payments were made directly to the employee/director or paid to a director's primary employer.

	30-Jun-24 $	30-Jun-23 $
Compensation		
Short Term Benefits (including Superannuation)	249,497	240,273
Post Employment Benefits	-	-
Total Compensation	**249,497**	**240,273**

NOTE 7 – CASH AND CASH EQUIVALENTS

	30-Jun-24 $	30-Jun-23 $
Cash at Bank	814,120	330,805
Cash - Trust Account	3,155,838	2,650,194
	3,969,958	**2,980,999**

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the Statement of Financial Position.

NOTE 8 – TRADE AND OTHER RECEIVABLES

	30-Jun-24 $	30-Jun-23 $
Current		
Contributions Receivable	2,459,007	1,950,551
Accrued Interest	21,620	15,596
	2,480,627	**1,966,147**

NOTE 9 – FINANCIAL ASSETS

	30-Jun-24 $	30-Jun-23 $
Current		
IFM Cash Investment	500,123	1,200,000
Term Deposits	1,500,000	500,817
	2,000,123	**1,700,817**

NOTE 10 – TRADE AND OTHER PAYABLES

	30-Jun-24 $	30-Jun-23 $
Current		
Audit Fees and Tax Services	25,348	31,150
GST Payable	161,208	107,150
Insurance Premiums	4,828,041	4,006,583
Other Creditors	19,238	39,380
	5,033,835	**4,184,263**

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

NOTE 11 – RELATED PARTY TRANSACTIONS

(a) Transactions with related parties

The company provided management, accounting and administrative services and received income for these from the following entities controlled by the Directors:

(i) Construction, Forestry, Mining and Energy Industrial Union of Employees Queensland

	30-Jun-24	30-Jun-23
	$	$
Compliance and promotional services	116,160	114,556
Sponsorship and services promoting the Fund	15,000	15,000
Advertising	8,200	8,200
	139,360	**137,756**
(ii) Communications, Electrical and Plumbing Union - Plumbing Division		
Compliance and promotional services	58,080	57,222
Sponsorship and services promoting the Fund	10,200	10,200
	68,280	**67,422**
(iii) Building Employees Redundancy Trust Fund No.2		
Management, accounting and administrative services	**674,264**	**549,269**

All payments are subject to formal contractual terms that reflect normal commercial arrangements and conditions.

NOTE 12 – EVENTS AFTER THE REPORTING PERIOD

No other matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the Company's state of affairs in future financial years.

NOTE 13 – COMPANY DETAILS

The registered office of the company and principal place of business is:
Construction Income Protection Limited
Level 1
35 Astor Terrace
SPRING HILL QLD 4000

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 30 JUNE 2024

In the directors' opinion:

- The attached financial statements and notes comply with the *Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, the Corporations Regulations 2001* and other mandatory professional reporting requirements
- The attached financial statements and notes give a true and fair view of the entity's financial position as at 30 June 2024 and of its performance for the financial year ended on that date;
- There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and

Signed in accordance with a resolution of directors made pursuant to section *295(5)(a) of the Corporations Act 2001.*

On behalf of the directors

PAULA MASTERS Director

Personal Information Signature

Craig Dearling Director

Personal Information Signature

Signed at Brisbane, this 8th day of October 2024.



ANNUAL FINANCIAL REPORT

OF

CONSTRUCTION INCOME PROTECTION LIMITED

ABN 43 110 841 962

FOR THE YEAR ENDED 30 JUNE 2025

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CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2025

The directors present their report on the Construction Income Protection Limited (the "Company") for the financial year ended 30 June 2025.

Directors

The names of directors in office at any time during or since the end of the year are:

N Herron	
P Masters	
R McDonald	
G O'Halloran	J Maxwell - (Alternative for G O'Halloran) - Appointed 6 August 2024
A Stott	Appointed 12 September 2024
E Eaves	Appointed 12 September 2024
M. Hopkins	Appointed 20 February 2025
D. Brockhurst	Appointed 6 March 2025
J Collie	Removed 12 September 2024
K Lowth	Removed 12 September 2024 - M Ravbar - (Alternative for K Lowth) - Removed 12 September 2024
C Dearling	Resigned 20 February 2025
J Crittall	Resigned 5 March 2025

Directors have been in office since the start of the financial year unless otherwise stated. Director information is disclosed in further detail on page 3.

Directors - attendance at meetings held during the year

	Full board		Audit Committee	
	Attended	Held	Attended	Held
N Herron	7	7	-	-
P Masters	7	7	3	3
R McDonald	7	7	2	2
G O'Halloran	3	7	-	-
J Maxwell - (Alternative for G O'Halloran)	4	4	-	-
A Stott	6	6	-	-
E Eaves	6	6	-	-
M. Hopkins	3	3	-	-
D. Brockhurst	4	4	-	-
J Collie	1	1	-	-
K Lowth	1	1	-	-
M Ravbar - (Alternative for K Lowth)	-	-	-	-
C Dearling	3	4	1	1
J Crittall	4	4	-	-

Results and Review of Operations

The total comprehensive income for the financial year, after providing for income tax, was $1,262,779 (2024: $830,182). Premium Income amounted to $33,380,474, a 19% increase from (2024: $27,979,028).

Significant Changes in the State of Affairs

No significant changes in the Company's state of affairs occurred during the year.

Short and Long-term Objectives

The Company's short and long term objective is to provide adequate income protection insurance services and transferrable sick leave cover to the construction workers of Queensland and the Northern Territory.

Key Performance Measures

The performance measure of the Company is to increase premium income and maintain gross profit margin.

Principal Activities

The principal activities of the Company during the financial year were to receive contributions from employers and principal contractors involved in Queensland and Northern Territory's building and construction industry and to provide insurance for income protection and portable sick leave for workers engaged in the industry.
No significant change in the nature of these activities occurred during the year.

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' REPORT
FOR THE YEAR ENDED 30 JUNE 2025

Dividends
No dividend was declared or paid during the year (2024: $Nil).

Events Subsequent to the Balance Date

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

Likely Development and Expected Results of Operations

Likely developments in the operations of the Company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Company.

Environmental Regulations

The Company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Insurance of Officers

Other than directors' liability insurance paid of $5,764 (2024: $4,880), no indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the Company.

Company Guarantee

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the company. At 30 June 2025, the total amount that members are liable to contribute if the Company is wound up is $30 (2024: $30).

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings. The Company was not a party to any such proceedings during the year.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 4.

Signed in accordance with a resolution of the Board of Directors at Brisbane this 14th day of October 2025.

Personal Information

Director

Director

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DETAILS AND BACKGROUND
FOR THE YEAR ENDED 30 JUNE 2025

Nick Herron

Nick Herron a Director of Herron Coorey Building Contractors. Nick has over 35 years' construction industry experience, working for numerous high profile construction firms prior to establishing Herron Coorey Building Contractors. Nick is a Life Member and Past President of Master Builders Queensland, and served on the Board of Master Builders Australia.

Paula Masters

Paula Masters is a Certified Practicing Accountant with over 40 years accounting experience in both commercial and not for profit organisations. She has a Bachelor of Commerce and a Graduate Diploma in Commercial Computing and is a member of the Governance Institute of Australia. Paula is Chair of the Construction Training Centre Board and Co-Chair of BuildSkills Australia Limited.

Rod McDonald

Rod McDonald is Managing Director of Axeon Plus, a mid tier advisory consultant and contractor. Rod has over 30 years' experience in the construction and property development sectors. He has previously held senior executive roles including Regional Managing Director of Multiplex for Queensland, Regional Director of Multiplex in Victoria and General Manager of Development for MAB Corporation. Rod is the Chair of Master Builders Members Legal.

Gary O'Halloran

Gary O'Halloran is the State Secretary of the Plumbers Union. Gary has over 40 years' experience in the industry as a tradesman and an official of the Plumbers Union. Gary served as an organiser and as the Assistant Secretary of the Plumbers Union for several years before being elected State Secretary in May 2015. He is a director of a number of building and construction industry related organisations including Services Trades Queensland (STQ) and Services Trades College (STC).

Justin Maxwell (Alternative for G O'Halloran - Appointed 6 August 2024)

Justin Maxwell has over 30 years' experience in the Services Trade and Construction industry, working with Fire Sprinkler companies across Australia for more than 20 years. Justin began working as an Organiser for the Plumbers Union Qld in 2009. In 2013, he was appointed as the Apprentice Mentor / Co-Ordinator for the Plumbers Union Qld Apprentice Program. Most recently in February 2024, Justin was elected as Assistant State Secretary of the PPTEU Qld. He is also a deputy member of the Services Trades Council and sits on various industry Boards including Services Trade Trades Queensland and The Services Trades College.

Anthony (Tony) Stott - (Appointed 12 September 2024)

Tony Stott is the CFMEU Compliance & Procurement Officer. He is a scaffolder by trade who has spent over 30 years in the building and construction industry. He is a longstanding member of the CFMEU and serves on the BUSSQ Member building Services Committee.

Emma Eaves - (Appointed 12 September 2024)

Emma Eaves is the Administration Executive for the CFMEU where she currently assists with the financial operations of the CFMEU and Industrial Relations administration. Emma has worked in finance for over 20 years and is a Director of a number of building and construction industry related organisations including BUSSQ.

Michael Hopkins (Appointed 20 February 2025)

Michael Hopkins is the Executive Manager, Advocacy and Member Services with Master Builders Queensland. He has 30 years experience working in the local government, property and construction sectors. Michael holds qualifications in urban planning and business and is a member of the Australian Institute of Company Directors.

Drew Brockhurst (Appointed 6 March 2025)

Drew Brockhurst is the Director of Manero Pty Ltd, an advisory consultant operating in the construction and property sector. With over 3 decades of immersion in the construction industry, Drew has held senior management roles for the past 14 years including CEO of St Hilliers and his role as General Manager Qld, NT and NZ of BESIX Watpac. In addition to his global experience with the Leighton Group in the Middle East and India, Drew has also worked in Qld with Walter Construction Group and Multiplex.

HLB MANN JUDD

Appendix 2: Auditor's Independence Declaration

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE *CORPORATIONS ACT 2001*
TO THE DIRECTORS OF CONSTRUCTION INCOME PROTECTION LIMITED

As lead auditor for the audit of the financial report of Construction Income Protection Limited for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(a) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(b) any applicable code of professional conduct in relation to the audit.

Personal Information

A B Narayanan
Partner

Brisbane, Queensland
14 October 2025

hlb.com.au

HLB Mann Judd (SE Qld Partnership)
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Liability limited by a scheme approved under Professional Standards Legislation.

HLB Mann Judd (SE QLD Partnership) is a member of HLB International, the global advisory and accounting network.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
REVENUE			
Employer Contributions		33,380,474	27,979,028
Interest		334,030	240,953
Other Revenue		41,096	53,777
TOTAL REVENUE	**3**	**33,755,600**	**28,273,758**
EXPENDITURE			
Insurance Premium	**4**	30,628,827	25,828,594
Accounting and Audit Fees	**4**	36,835	29,673
Directors' Fees	**10**	259,536	249,497
Administrative Expenses	**4**	1,034,211	979,722
TOTAL EXPENDITURE		**31,959,409**	**27,087,486**
SURPLUS BEFORE INCOME TAX EXPENSE		**1,796,191**	**1,186,272**
Income Tax Expense	**5**	533,412	356,090
SURPLUS AFTER INCOME TAX EXPENSE FOR THE YEAR		**1,262,779**	**830,182**
Other Comprehensive Income for the year, net of tax		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		**1,262,779**	**830,182**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
CURRENT ASSETS			
Cash and Cash Equivalents	6	7,397,152	3,969,958
Trade and Other Receivables	7	2,747,535	2,480,627
Financial Assets	8	-	2,000,123
TOTAL CURRENT ASSETS		**10,144,687**	**8,450,708**
NON-CURRENT ASSETS			
Deferred Tax Asset	5	14,591	8,967
TOTAL NON-CURRENT ASSETS		**14,591**	**8,967**
TOTAL ASSETS		**10,159,278**	**8,459,675**
CURRENT LIABILITIES			
Trade and Other Payables	9	5,430,240	5,033,837
Current Tax Liability	5	281,765	239,437
TOTAL CURRENT LIABILITIES		**5,712,005**	**5,273,274**
NON-CURRENT LIABILITIES			
Deferred Tax Liability	5	4,577	6,486
TOTAL NON-CURRENT LIABILITIES		**4,577**	**6,486**
TOTAL LIABILITIES		**5,716,582**	**5,279,760**
NET ASSETS		**4,442,696**	**3,179,915**
EQUITY			
Retained Surplus		4,442,696	3,179,917
		4,442,696	**3,179,917**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Retained Surplus $	Total $
Balance at 1 July 2023	2,349,735	2,349,735
Surplus after Income Tax Expense for the year	830,182	830,182
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	830,182	830,182
Balance at 30 June 2024	**3,179,917**	**3,179,917**
Balance at 1 July 2024	3,179,917	3,179,917
Surplus after Income Tax Expense for the year	1,262,779	1,262,779
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	1,262,779	1,262,779
Balance at 30 June 2025	**4,442,696**	**4,442,696**

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	Note	30-Jun-25 $	30-Jun-24 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Contributions received from employers		33,164,636	29,750,194
Payments to suppliers and employees		(32,035,857)	(28,831,219)
Income tax and GST paid (net)		(503,517)	(259,451)
Interest received		340,396	234,928
Other income		461,413	393,814
NET CASH FROM OPERATING ACTIVITIES		1,427,071	1,288,266
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of Financial Assets		-	(299,307)
Proceeds from maturity of long-term deposits		2,000,123	-
CASH FROM/(USED IN) INVESTING ACTIVITIES		2,000,123	(299,307)
CASH FLOWS FROM FINANCING ACTIVITIES		-	-
NET CASH FROM FINANCING ACTIVITIES		-	-
Net increase in Cash and Cash Equivalents held		3,427,194	988,959
Cash and Cash Equivalents at beginning of the year		3,969,958	2,980,999
CASH AND CASH EQUIVALENTS AT END OF YEAR	6	7,397,152	3,969,958

The accompanying notes form part of these financial statements.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1 – SUMMARY OF MATERIAL ACCOUNTING POLICIES

These financial statements cover Construction Income Protection Limited, a company limited by guarantee, incorporated and domiciled in Australia.
The company commenced operations on 1 July 2005.
The financial statements were authorised for issue on 14th October 2025 by the directors of the company.

Reporting Basis and Conventions

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.

New or amended Accounting Standards and Interpretations adopted

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

Any new or amended Accounting Standards or Interpretations did not have any significant impact on the financial performance or position of the Company.

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

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB') and the *Corporations Act 2001* , as appropriate for not-for-profit oriented companies

Historical cost convention
The financial statements have been prepared under the historical cost convention.

Critical accounting estimates
The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

(a) Income Tax

The income tax expense or benefit for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and the adjustment recognised for prior periods, where applicable.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied
- When the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- When the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

The carrying amount of recognised and unrecognised deferred tax assets are reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable company or different taxable companies which intend to settle simultaneously.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1 – SUMMARY OF MATERIAL ACCOUNTING POLICIES (continued)

(b) Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the entity's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the entity's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

(c) Financial Instruments

Initial Recognition and Management
Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company 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.

Financial instruments (except for trade receivables and trade payables) 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.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in paragraph 63 of AASB 15 *Revenue from Contracts with Customers.* Trade payables are initially measured at the transaction price.

Classification and Subsequent Measurement

Financial assets and liabilities other than trade receivables and trade payables are subsequently measured at fair value. Trade receivables and trade payables are subsequently measured at amortised cost.

Impairment

The Company recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

(d) Impairment of Assets

At each reporting date, the company assesses whether there is any indication that an asset may be impaired. The assessment will include considering external sources of information and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (e.g. in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash generating unit to which the asset belongs.

(e) Cash and Cash Equivalents

The Company maintains a separate bank account for all employer contribution receipts and insurance premiums paid.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(f) Revenue and Other Income

(i) Revenue recognition

Contributions are received from employers in the building and construction industry in Queensland and Northern Territory under the terms of enterprise bargaining and employment agreements . These are brought to account in the Statement of Profit or Loss net of GST.

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

All revenue is stated net of the amount of goods and services tax (GST).

(ii) Contributions Receivable

Contributions are accrued at the reporting date on the basis that contributions are paid in accordance with the constitution covering CIP.

(iii) Trade and other receivables

Trade receivables are initially recognised at fair value. Trade receivables are generally due for settlement within 30 days.

(g) Comparative Figures

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

(h) New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the company for the annual reporting period ended 30 June 2025. The company has not yet assessed the impact of these or amended Accounting Standards and Interpretations.

2 – CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Recovery of deferred tax assets
Deferred tax assets are recognised for deductible temporary differences only if the company considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

3 – REVENUE	**30-Jun-25**	**30-Jun-24**
	$	**$**
Employer Contributions Received	33,380,474	27,979,028
Interest:		
Bank Interest	221,989	160,591
Term Deposit Interest	112,041	80,362
Total Interest	**334,030**	**240,953**
Other Revenue	41,096	53,777
Total Revenue	**33,755,600**	**28,273,758**

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

4 – EXPENSES	**30-Jun-25**	**30-Jun-24**
Surplus before income tax includes the following specific expenses:	**$**	**$**
Premium Expense	30,628,827	25,828,594
Accounting and Audit Fees		
Audit Fees	29,585	27,148
Tax Consulting Fees	7,250	2,525
Total Accounting and Audit Fees	**36,835**	**29,673**
Administrative Expenses		
Management Fees	728,400	674,264
Advertising and Marketing	40,225	49,400
Compliance Costs	180,503	174,240
Finance Costs	4,782	4,738
Other Administration	80,301	77,080
Total Administrative Expenses	**1,034,211**	**979,722**

5 – INCOME TAX EXPENSE	**30-Jun-25**	**30-Jun-24**
	$	**$**
The components of tax expense comprise :		
Income tax reported in Profit or Loss		
Current tax	543,329	380,057
Deferred tax	(7,533)	4,770
Overs/(unders) in prior year tax provision	(2,384)	(28,737)
Income tax expense for year	**533,412**	**356,090**
Income tax expenses reported in Profit or Loss	**533,412**	**356,090**
Deferred tax included in income tax expense comprises:		
Deferred tax (net) - balance at start of year	2,481	7,251
Increase/(decrease) in deferred tax assets	5,624	1,716
(Increase)/decrease in deferred tax liabilities	1,909	(6,486)
Deferred tax (net) - balance at end of year	**10,014**	**2,481**
Reconciliation to current tax liability		
Income tax expense	533,412	356,090
Overs/(unders) in deferred tax asset	7,533	(4,770)
Overs/(unders) in prior year tax provision	2,384	28,737
	543,329	**380,057**
Instalments paid during the year	(261,564)	(140,620)
Current tax liability	**281,765**	**239,437**

6 – CASH AND CASH EQUIVALENTS	**30-Jun-25**	**30-Jun-24**
	$	**$**
Cash at Bank	1,549,536	814,120
Cash - Trust Account	3,347,616	3,155,838
Cash on Deposit (Matures less than 90 days)	2,500,000	-
	7,397,152	**3,969,958**

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the Statement of Financial Position.

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

7 – CURRENT ASSETS -TRADE AND OTHER RECEIVABLES	**30-Jun-25**	**30-Jun-24**
	$	**$**
Contributions Receivable	2,714,127	2,459,007
Other Receivables	18,150	-
Accrued Interest Receivable	15,258	21,620
	2,747,535	**2,480,627**

8 – CURRENT ASSETS - FINANCIAL ASSETS		
IFM Cash Investment	-	500,123
Cash on Deposit (Matures more than 90 days)	-	1,500,000
	-	**2,000,123**

9 – CURRENT LIABILITIES - TRADE AND OTHER PAYABLES		
Audit Fees	19,966	20,600
Tax Consulting Fees	7,250	4,750
GST Payable	129,955	161,208
Insurance Premiums	5,205,828	4,828,041
Other Creditors	67,241	19,238
	5,430,240	**5,033,837**

10 – KEY MANAGEMENT PERSONNEL AND COMPENSATION

Any person(s) having the authority and responsibility for planning, directing and controlling the activities of the company, directly or indirectly, including any director of the company is considered key management personnel.

The table below represents the totals of remuneration paid to key management personnel of the company during the year. Payments were made directly to the employee/director or paid to a director's primary employer.

	30-Jun-25	**30-Jun-24**
	$	**$**
Compensation		
Directors -Short Term Benefits (including Superannuation)	259,536	249,497
Total Compensation	**259,536**	**249,497**

11 – REMUNERATION OF AUDITORS

During the financial year the following fees were paid or payable for services provided by HBL Mann Judd, the auditor of the its network company, firms :

Compensation	**30-Jun-25**	**30-Jun-24**
	$	**$**
Audit services		
Audit or review of the financial statements performed by HLB Mann Judd	28,000	25,000
	28,000	**25,000**
Other services		
Preparation of the tax return performed by HLB Mann Judd	7,250	4,750
	7,250	**4,750**

CONSTRUCTION INCOME PROTECTION LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

12 – RELATED PARTY TRANSACTIONS

(a) Transactions with related parties

Payments were made to the following related entities for the provision of services:

(i) Construction, Forestry, Mining and Energy Industrial Union of Employees Queensland

	30-Jun-25	30-Jun-24
	$	$
Compliance and promotional services	120,337	116,160
Sponsorship and services promoting the Fund	27,000	37,000
Advertising	8,200	8,200
	155,537	**161,360**
(ii) Communications, Electrical and Plumbing Union - Plumbing Division		
Compliance and promotional services	60,166	58,080
Sponsorship and services promoting the Fund	10,000	10,200
	70,166	**68,280**
(iii) Building Employees Redundancy Trust Fund No.2		
Management, accounting and administrative services	**728,400**	**674,264**

All payments are subject to formal contractual terms that reflect normal commercial arrangements and conditions.

13 – EVENTS AFTER THE REPORTING PERIOD

No other matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

14 – COMPANY DETAILS

The registered office of the company and principal place of business is:
Construction Income Protection Limited
Level 1
35 Astor Terrace
SPRING HILL QLD 4000

CONSTRUCTION INCOME PROTECTION LIMITED
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 30 JUNE 2025

In the directors' opinion:

- The attached financial statements and notes comply with the *Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, the Corporations Regulations 2001* and other mandatory professional reporting requirements
- The attached financial statements and notes give a true and fair view of the Company's financial position as at 30 June 2025 and of its performance for the financial year ended on that date;
- There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and

Signed in accordance with a resolution of directors made pursuant to section *295(5)(a) of the Corporations Act 2001.*
On behalf of the directors

PAOLA MASTERS ..... Director

Personal Information ..... Signature

ROD MCDONALD ..... Director

Personal Information ..... Signature

Signed at Brisbane, this 14th day of October 2025.

HLB MANN JUDD

Appendix 1: Independent Auditor's report

Independent Auditor's Report to the Members of Construction Income Protection Ltd

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Construction Income Protection Ltd ("the Company") which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

(a) giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance for the year then ended; and

(b) complying with Australian Accounting Standards – Simplified Disclosures and the *Corporations Regulations 2001*.

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 Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* ("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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company.

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 directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

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

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.

HLB MANN JUDD

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 the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the *Corporations Act 2001* and for such internal control as the directors 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 directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are 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 this 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 Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' 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 Company'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 Company to cease to continue as a going concern.

HLB MANN JUDD

- 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.

We communicate with the directors 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 also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

HLB Mann Judd (SE Qld Partnership)

Personal Information

HLB Mann Judd (SE Qld Partnership)
Chartered Accountants

A B Narayanan
Partner

Brisbane, Queensland
14 October 2025

Future Skills Limited

ABN 24 135 816 698

Financial Statements

For the Year Ended 30 June 2023

Future Skills Limited

ABN 24 135 816 698

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For the Year Ended 30 June 2023

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Future Skills Limited

ABN 24 135 816 698

Directors' Report

The directors present their report on Future Skills Limited for the financial year ended 30 June 2023.

General information

The names of the directors in office at any time during, or since the end of, the year are:

Names

Gordon Abbott (Chairman)
Kirby Leeke
Richard Williams
Ronald Madden

The directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The principal activities of Future Skills Limited during the financial year were providing post-trade, Work Health and Safety training and assessment services within the electrical, power, building, construction and related industries. Future Skills Limited is a Registered Training Organisation delivering training across Queensland (QLD).

No significant changes in the Company's state of affairs occurred during the financial year.

Objectives

The company's objectives are to:

- Provide vocational and other relevant training, education and development for electrical union members, other employees within the electrical industry and members of the public;

- Provision of training and services in:

(a) reclassification

(b) skills audits

(c) curriculum development

(d) articulation and career path progression and

(e) training and assistance in the job placement of retrenched workers within the electrical industry.

- The encouragement and training towards improvements of work health and safe work practices in the electrical, building and construction industries.

- The undertaking of research and development into skills needs trends and projects to support the further development of training products that will support the needs of the electrical industry, union members and other employees in the electrical industry and members of the public.

- The development and provision of education, training and development resources to support quality industry training and assessment.

- To seek funding, contributions and grants and use those moneys for the benefit of electrical union members and/or other employees within the electrical industry.

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Directors' Report

General information (continued)

Objectives (continued)

To achieve these objectives, the company has adopted the following strategies:

- The company strives to attract and retain quality staff who are committed to training and developing skills within the electrical, building and construction industries. The entity believes that attracting and retaining quality staff will assist with the success of the entity in both the short and long term.
- Staff are committed to creating new and maintaining existing training courses relevant to the needs of the electrical, building and construction industries.
- The Company's staff strive to meet consistent standards of best practice and provide clear expectations of professional accountabilities and responsibilities to all stakeholders.

Performance measures

Future Skills is using the Balanced Scorecard model to measure and monitor the implementation and effectiveness in the following perspectives:

- Financial
- Business process
- Customer
- Learning and growth

Methods of performance measurement are addressed in detail in the above perspectives which provide a way to see if our vision and strategy is working, enabling us to focus employees' attention on what matters most to success, allow measurement of accomplishments, not just the work that is performed. The key performance indicators are valid and verifiable to provide the information needed to align employee performance plans with organisational goals.

Members guarantee

Future Skills Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each members and any person or association who ceased to be a member in the year prior to the winding up, is limited to $ 10 for members, subject to the provisions of the company's constitution.

At 30 June 2023 the collective liability of members was $ 30 (2022: $ 30).

Operating results and review of operations for the year

Operating results

The profit of the Company after providing for income tax amounted to $ 545,049 (2022: loss $ 23,387).

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Future Skills Limited

ABN 24 135 816 698

Directors' Report

Information on Directors

Richard Williams

Qualifications	Electrical Fitter and Mechanic
Experience	Current Director of: Connect Assess Australia Limited Future Skills Management & Consulting Pty Ltd Queensland Building Construction Commission (ended 30 November 2022)

Gordon Abbott (Chairman)

Qualifications	Electrical Fitter and Mechanic
Experience	Current director of: Connect Assess Australia Limited Future Skills Management & Consulting Pty Ltd Trainer / Facilitator Safety Officer Justice of the Peace (Qual)

Kirby Leeke

Qualifications	Fellow of Chartered Accountants Australia and New Zealand Registered Tax Agent
Experience	Company Secretary of Future Skills Management & Consulting Pty Ltd Owner & Director - Amco Management Pty Ltd Current Director of Connect Assess Australia Limited Operated own public accounting practice for 40 years

Ronald Madden

Qualifications	Electrical Workers and Contractors Certificate of Competency- Electrical Linesman
Experience	Position of State Organiser of the Electrical Trade Union of Australia QLD branch in 1977 Member of the Electrical Industry Safety Advisory Committee (EISAC) Research and Training Officer with Safework QLD in 1994 Current director of: Future Skills Management & Consulting Pty Ltd

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Future Skills Limited

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Directors' Report

Meetings of Directors

During the financial year, meetings of directors were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Richard Williams	7	7
Gordon Abbott	7	6
Kirby Leeke	7	7
Ronald Madden	7	7

The Company does not have any sub committees of the Board.

Indemnification and insurance of officers and auditors

To the extent permitted by law, the Company has agreed to indemnify its auditors, as part of the terms of its audit engagement agreement, against claims by third parties arising from the audit (for unspecified amount). No payment has been made to indemnify the auditor during or since the financial year.

During the financial year, the entity paid $2,538 in respect of a contract insuring current directors and officers of the company against certain liabilities. The premiums paid cover directors, executive officers and general managers.

The insurance policies outlined above do not contain details of the premiums paid in respect of individual officers of the entity.

Matters or circumstances arising after the end of the year

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

Environmental matters

The Company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory.

Auditor's independence declaration

The lead auditor's independence declaration in accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* , for the year ended 30 June 2023 has been received and can be found on page of the financial report.

Signed in accordance with a resolution of the Directors:

[redacted]

Richard Williams

Director

Brisbane 26 October 2023

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Brisbane Qld 4000

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Brisbane Qld 4001
Australia

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Future Skills Limited

ABN 24 135 816 698

Auditor's Independence Declaration to the Directors of Future Skills Limited

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of Future Skills Limited for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023, there have been:

(i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act* 2012 in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.

[redacted]

Mazars Assurance Pty Limited
Authorised Audit Company:338599

[redacted]

Michael Georghiou
Director

Brisbane, 26 October 2023

Future Skills Limited

ABN 24 135 816 698

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2023

		2023	2022
		$	$
Revenue	2	**3,111,074**	1,758,336
Other income		**414**	6,560
Employee benefits expense	3	**(943,510)**	(840,826)
Depreciation and amortisation expense		**(143,163)**	(145,211)
Travel & entertainment		**(13,665)**	(2,821)
Advertising expense		**(10,344)**	(9,749)
Legal & accounting expense		**(11,343)**	(15,912)
Other operating expenses	4	**(1,435,996)**	(760,657)
Finance costs		**(8,418)**	(13,107)
Total comprehensive income/(loss) for the year attributable to the members of the company		**545,049**	(23,387)

The accompanying notes form part of these financial statements.

Future Skills Limited

ABN 24 135 816 698

Statement of Financial Position

As at 30 June 2023

	Note	2023 $	2022 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	**2,218,837**	1,658,423
Trade and other receivables	6	**1,011,940**	682,491
Other assets	7	**19,784**	12,087
TOTAL CURRENT ASSETS		**3,250,561**	2,353,001
NON-CURRENT ASSETS			
Property, plant and equipment	9	**1,043,121**	1,073,189
Right-of-use assets	8	**130,154**	241,655
TOTAL NON-CURRENT ASSETS		**1,173,275**	1,314,844
TOTAL ASSETS		**4,423,836**	3,667,845
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	**558,665**	358,555
Employee benefits	11	**574,526**	436,240
Lease liabilities	8	**139,917**	130,338
TOTAL CURRENT LIABILITIES		**1,273,108**	925,133
NON-CURRENT LIABILITIES			
Employee benefits	11	**8,206**	5,322
Lease liabilities	8	**21,286**	161,203
TOTAL NON-CURRENT LIABILITIES		**29,492**	166,525
TOTAL LIABILITIES		**1,302,600**	1,091,658
NET ASSETS		**3,121,236**	2,576,187
EQUITY			
Retained earnings		**3,121,236**	2,576,187
TOTAL EQUITY		**3,121,236**	2,576,187

The accompanying notes form part of these financial statements.

Future Skills Limited

ABN 24 135 816 698

Statement of Changes in Equity
For the Year Ended 30 June 2023

2023

	Retained Earnings	Total
	$	$
Balance at 1 July 2022	**2,576,187**	**2,576,187**
Profit attributable to members of the company	**545,049**	**545,049**
Balance at 30 June 2023	**3,121,236**	**3,121,236**

2022

	Retained Earnings	Total
	$	$
Balance at 1 July 2021	2,599,574	2,599,574
Deficit attributable to members of the company	(23,387)	(23,387)
Balance at 30 June 2022	2,576,187	2,576,187

The accompanying notes form part of these financial statements.

Future Skills Limited

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Statement of Cash Flows

For the Year Ended 30 June 2023

	Note	2023 $	2022 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		**3,179,269**	1,756,198
Payments to suppliers and employees		**(2,157,482)**	(1,496,505)
Interest received		**32,764**	9,631
Interest paid		**(8,418)**	(13,107)
Net cash provided by operating activities	14(b)	**1,046,133**	256,217
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		**(1,593)**	(2,749)
Net cash used in investing activities		**(1,593)**	(2,749)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Payment of lease liabilities		**(130,338)**	(121,233)
Loans to related parties		**(353,788)**	(106,774)
Net cash used by financing activities		**(484,126)**	(228,007)
Net decrease in cash and cash equivalents held		**560,414**	25,461
Cash and cash equivalents at beginning of year		**1,658,423**	1,632,962
Cash and cash equivalents at end of financial year	14(a)	**2,218,837**	1,658,423

The accompanying notes form part of these financial statements.

Future Skills Limited

ABN 24 135 816 698

Notes to the Financial Statements
For the Year Ended 30 June 2023

1 Summary of Significant Accounting Policies

(a) Basis of Preparation

These financial statements cover Future Skills Limited as an individual entity, incorporated and domiciled in Australia. Future Skills Limited is a company limited by guarantee.

The directors have prepared the financial statements on the basis that the not-for-profit Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

These financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless otherwise stated.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

(b) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer

2. Identify the performance obligations

3. Determine the transaction price

4. Allocate the transaction price to the performance obligations

5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

(c) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

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1 Summary of Significant Accounting Policies (continued)

(c) Cash and cash equivalents (continued)

Bank overdrafts (where applicable) also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

(d) Leases

At inception of a contract, the Company assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Company has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

(i) Right-of-use asset

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

(ii) Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded

1 Summary of Significant Accounting Policies (continued)

(d) Leases (continued)

(ii) Lease liability (continued)

in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(e) Trade and other receivables

Accounts receivable and other debtors include amounts due from any outstanding debtors. Receivables expected to be collected 12 months from the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(f) Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

(g) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

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

(h) Income Tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(i) Property, Plant and Equipment

Classes of property, plant and equipment are measured using the cost model.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of costs of dismantling and restoring the asset, where applicable.

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1 Summary of Significant Accounting Policies (continued)

(i) Property, Plant and Equipment (continued)

Land and buildings

Land and buildings are measured using the cost model.

Freehold land and buildings are carried at cost.

Plant and equipment

Plant and equipment are measured using the cost model.

Plant and equipment that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all property, plant and equipment, except for freehold land is depreciated on a straight-line and reducing balance method from the date that management determines that the asset is available for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	2.5%
Computer Equipment	25-33%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

When an asset is disposed off, the gain or loss is calculated by comparing proceeds received with its carrying amount and is taken to profit or loss.

(j) Employee benefits

Short term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

Other long-term employee benefits

Provision is made for employees' long service leave and annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees.

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1 Summary of Significant Accounting Policies (continued)

(j) Employee benefits (continued)

Other long-term employee benefits (continued)

The company's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

(k) Financial instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

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1 Summary of Significant Accounting Policies (continued)

(k) Financial instruments (continued)

Financial assets (continued)

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.

The Company uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or

- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

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1 Summary of Significant Accounting Policies (continued)

(k) Financial instruments (continued)

Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables, bank and other loans and lease liabilities.

(l) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is an evidence of an impairment indicator for non-financial assets.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

(m) Critical accounting estimates and judgements

The directors made estimates and judgments during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes including the probability of employees taking leave within certain timeframes.

(n) Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

(o) Adoption of new and revised accounting standards

The Company has adopted all standards which become effective for the first time at 30 June 2023, the adoption of these standards has not caused any material adjustments to the reported financial performance of the Company.

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2 Revenue and Other Income

	2023 $	2022 $
Sales revenue		
- Provision of services	**3,007,693**	1,682,143
- Rental revenue received	**70,617**	66,562
- Other interest received	**32,764**	9,631
Total Revenue	**3,111,074**	1,758,336

3 Result for the Year

The result for the year includes the following specific expenses

Expenses		
Depreciation	**143,163**	145,211
Employee benefits	**943,510**	840,826
Finance costs	**8,418**	13,107
	1,095,091	999,144

4 General and Administrative Expenses

Dues and subscription	**21,590**	15,461
Training assessment expenses	**1,228,180**	537,567
Staff training	**5,580**	13,581
Telephone	**11,271**	11,792
Other expenses	**169,323**	182,212
Total other expenses	**1,435,944**	760,613

5 Cash and cash equivalents

Cash at bank and in hand	**506,319**	177,925
Short-term bank deposits	**1,712,518**	1,480,498
Total cash and cash equivalents	**2,218,837**	1,658,423

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		2023 $	2022 $
6	**Trade and other receivables**		
	Trade receivables	**1,011,940**	682,491
	Total current trade and other receivables	**1,011,940**	682,491
7	**Other assets**		
	Prepayments	**13,824**	4,656
	Accrued income	**5,901**	7,372
	Undeposited funds	**59**	59
	Total other assets	**19,784**	12,087

8 Leases

Company as a lessee

The Company has leases over a range of assets including property and office equipment.

The Company has chosen not to apply AASB 16 to leases of intangible assets.

Information relating to the leases in place and associated balances and transactions are provided below.

Terms and conditions of leases

Property

The Company leases office space at 460-492 Beaudesert Road, Salisbury for its corporate office and training facility, the lease is for 2 years with option to extend for 2 years exercised.

Property lease contains an annual pricing mechanism based on fixed 3% increase at each anniversary of the lease inception.

Office equipment

The Company leases photocopiers and printers, the lease payments are fixed during the lease term.

8 Leases (continued)

Right-of-use assets

	Buildings	Office Equipment	Total
	$	$	$
Year ended 30 June 2023			
Balance at beginning of year	**203,045**	**38,610**	**241,655**
Depreciation charge	**(97,461)**	**(14,040)**	**(111,501)**
Balance at end of year	**105,584**	**24,570**	**130,154**

	Buildings	Office Equipment	Total
	$	$	$
Year ended 30 June 2022			
Balance at beginning of year	300,506	44,370	344,876
Depreciation charge	(97,461)	(5,760)	(103,221)
Balance at end of year	203,045	38,610	241,655

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year	1 - 5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Statement Of Financial Position
	$	$	$	$	$
2023					
Lease liabilities	**143,256**	**21,324**	**-**	**164,580**	**161,203**
2022					
Lease liabilities	138,755	164,581	-	303,336	291,541

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9 Property, plant and equipment

	2023 $	2022 $
Land and Building at cost		
At cost	**1,173,626**	1,173,626
Accumulated depreciation	**(141,387)**	(124,421)
Total buildings	**1,032,239**	1,049,205
Motor vehicles		
At cost	**5,507**	5,507
Accumulated depreciation	**(5,507)**	(5,507)
Office equipment		
At cost	**425,102**	423,508
Accumulated depreciation	**(414,220)**	(399,524)
Total office equipment	**10,882**	23,984
Total property, plant and equipment	**1,043,121**	1,073,189

10 Trade and other payables

Trade payables	**393,113**	154,839
GST payable	**(22,950)**	4,537
Other payables	**29,272**	39,950
Related party payables	**159,230**	159,230
Total trade and other payables	**558,665**	358,556

11 Employee Benefits

Current		
Short term benefits	**401,818**	300,265
Long service leave	**172,708**	135,975
Total current employee benefits	**574,526**	436,240
Non-Current		
Long service leave	**8,206**	5,322

12 Members' Guarantee

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of $ 10 each towards meeting any outstandings and obligations of the Company. At 30 June 2023 the number of members was 3 (2022: 3).

13 Key Management Personnel Remuneration

The remuneration paid to key management personnel of the Company is $ 129,889 (2022: $ 122,206).

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	2023 $	2022 $
14 Cash Flow Information		
(a) Reconciliation of cash		
Cash at the end of the financial year is reconciled to items in the statement of financial position as follows:		
Cash and cash equivalents	**2,218,837**	1,658,423
Total	**2,218,837**	1,658,423
(b) Reconciliation of result for the year to cashflows from operating activities		
Reconciliation of net income to net cash provided by operating activities:		
Profit for the year	**545,049**	(23,387)
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- amortisation	**111,501**	110,213
- depreciation	**31,662**	34,998
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries:		
- (increase)/decrease in trade and other receivables	**16,642**	(62,517)
- increase/(decrease) in trade and other payables	**200,109**	116,305
- increase/(decrease) in employee benefits	**141,170**	80,605
Cashflow from operations	**1,046,133**	256,217

	2023 $	2022 $
15 Remuneration of Auditors		
Remuneration of the auditor of the Company, Mazars Assurance Pty Ltd, for:		
- Auditing or reviewing the financial statements	**13,500**	12,950

16 Related Parties

(a) The Company's main related parties are as follows:

Key management personnel - refer to Note 13.

Other related parties include entities that are controlled or significantly influenced by those key management personnel.

(b) Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

The following transactions occurred with related parties (Connect Assess Australia Ltd "CAAL"):

			Balance outstanding	
	Purchases from CAAL	Sales to CAAL	Owed to CAAL	Owed by CAAL
	$	$	$	$
Connect Assess Australia Limited	-	598,103	159,230	961,733

17 Contingencies

In the opinion of the directors, the Company did not have any contingencies at 30 June 2023 (30 June 2022:None).

18 Events Occurring After the Reporting Date

There are no other matters or circumstances since the end of the financial year which significantly affect or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years.

19 Company Details

The registered and principal office of the company is:
The Construction Training Centre
460-492 Beaudesert Road
SALISBURY QLD 4107

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Future Skills Limited

ABN 24 135 816 698

Directors' Declaration

The directors have determined that the Company is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 to the financial statements. The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 6 to 22, are in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Act* 2012 and:

   (a) comply with Australian Accounting Standards to the extent detailed in Note 1; and

   (b) give a true and fair view of the financial position as at 30 June 2023 and of the performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.

2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013, a resolution of the Board of Directors of the entity.

[redacted]

Richard Williams

Director

Brisbane 26 October 2023

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mazars

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Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report of Future Skills Limited, which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Future Skills Limited is in accordance with the *Australian Charities and Not-for-profits Commission Act* 2012, including:

(a) giving a true and fair view of the Company's financial position as at 30 June 2023 and of its performance for the year ended on that date; and

(b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

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 Company in accordance with the auditor independence requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and 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.

Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Company to meet the requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

mazars

Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as management determines 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, management is responsible for assessing the the Company'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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibility for the Audit of the Financial Report

Our objectives are 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 Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

mazars

Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

- Conclude on the appropriateness of the directors' 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 Company'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 Company 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.

We communicate with the directors 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 also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

[redacted]

Mazars Assurance Pty Limited
Authorised Audit Company:338599

[redacted]

Michael Georghiou
Director

Brisbane, 18 October 2023

Future Skills Limited

ABN 24 135 816 698

Financial Statements

For the Year Ended 30 June 2024

Future Skills Limited

ABN 24 135 816 698

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For the Year Ended 30 June 2024

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Future Skills Limited

ABN 24 135 816 698

Directors' Report

The directors present their report on Future Skills Limited for the financial year ended 30 June 2024.

General information

The names of the directors in office at any time during, or since the end of, the year are:

Names

Gordon Abbott (Chairman)	
Kirby Leeke	
Richard Williams	
Ronald Madden	Passed away 19/12/2023
Patrica Rogers	Appointed 20/02/2024

The directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The principal activities of Future Skills Limited during the financial year were providing post-trade, Work Health and Safety training and assessment services within the electrical, power, building, construction and related industries. Future Skills Limited is a Registered Training Organisation delivering training across Queensland (QLD).

No significant changes in the Company's state of affairs occurred during the financial year.

Objectives

The Company's objectives are to:

- Provide vocational and other relevant training, education and development for electrical union members, other employees within the electrical industry and members of the public;

- Provision of training and services in:

(a) reclassification

(b) skills audits

(c) curriculum development

(d) articulation and career path progression and

(e) training and assistance in the job placement of retrenched workers within the electrical industry.

- The encouragement and training towards improvements of work health and safe work practices in the electrical, building and construction industries.

- The undertaking of research and development into skills needs trends and projects to support the further development of training products that will support the needs of the electrical industry, union members and other employees in the electrical industry and members of the public.

- The development and provision of education, training and development resources to support quality industry training and assessment.

- To seek funding, contributions and grants and use those moneys for the benefit of electrical union members and/or other employees within the electrical industry.

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Future Skills Limited

ABN 24 135 816 698

Directors' Report

General information (continued)

Objectives (continued)

To achieve these objectives, the company has adopted the following strategies:

- The company strives to attract and retain quality staff who are committed to training and developing skills within the electrical, building and construction industries. The entity believes that attracting and retaining quality staff will assist with the success of the entity in both the short and long term.
- Staff are committed to creating new and maintaining existing training courses relevant to the needs of the electrical, building and construction industries.
- The Company's staff strive to meet consistent standards of best practice and provide clear expectations of professional accountabilities and responsibilities to all stakeholders.

Performance measures

Future Skills is using the Balanced Scorecard model to measure and monitor the implementation and effectiveness in the following perspectives:

- Financial
- Business process
- Customer
- Learning and growth

Methods of performance measurement are addressed in detail in the above perspectives which provide a way to see if our vision and strategy is working, enabling us to focus employees' attention on what matters most to success, allow measurement of accomplishments, not just the work that is performed. The key performance indicators are valid and verifiable to provide the information needed to align employee performance plans with organisational goals.

Members guarantee

Future Skills Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each members and any person or association who ceased to be a member in the year prior to the winding up, is limited to $ 10 for members, subject to the provisions of the company's constitution.

At 30 June 2024 the collective liability of members was $ 30 (2023: $ 30).

Operating results and review of operations for the year

Operating results

The profit of the Company after providing for income tax amounted to $ 834,257 (2023: $ 545,049).

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Future Skills Limited

ABN 24 135 816 698

Directors' Report

Information on Directors

Richard Williams

Qualifications	Electrical Fitter and Mechanic
Experience	Current Director of: Connect Assess Australia Limited Future Skills Management & Consulting Pty Ltd Queensland Building Construction Commission (ended 30 November 2022)

Gordon Abbott (Chairman)

Qualifications	Electrical Fitter and Mechanic
Experience	Current director of: Connect Assess Australia Limited Future Skills Management & Consulting Pty Ltd Trainer / Facilitator Safety Officer Justice of the Peace (Qual)

Kirby Leeke

Qualifications	Fellow of Chartered Accountants Australia and New Zealand Registered Tax Agent
Experience	Company Secretary of Future Skills Management & Consulting Pty Ltd Owner & Director - Amco Management Pty Ltd Current Director of Connect Assess Australia Limited Operated own public accounting practice for 40 years

Ronald Madden

Qualifications	Electrical Workers and Contractors Certificate of Competency- Electrical Linesman
Experience	Position of State Organiser of the Electrical Trade Union of Australia QLD branch in 1977 Member of the Electrical Industry Safety Advisory Committee (EISAC) Research and Training Officer with Safework QLD in 1994 Current director of: Future Skills Management & Consulting Pty Ltd

Patrica Rogers

Qualifications	Bachelor of Business Cert IV Training and Assessment Certificate of Completion: Understanding Financial Statements: An Introduction Governance Training for Not-for-Profit Directors (AICD)
Experience	Current Director of Connect Assess Australia Limited Industrial Officer ETU (ended July 2022)

Future Skills Limited

ABN 24 135 816 698

Directors' Report

Meetings of Directors

During the financial year, 5 meetings of directors were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Richard Williams	5	5
Gordon Abbott	5	5
Kirby Leeke	5	5
Ronald Madden	3	3
Patrica Rogers	2	2

The Company does not have any sub committees of the Board.

Indemnification and insurance of officers and auditors

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of Future Skills Limited.

Matters or circumstances arising after the end of the year

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

Environmental matters

The Company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory.

Auditor's independence declaration

The lead auditor's independence declaration in accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* , for the year ended 30 June 2024 has been received and can be found on page of the financial report.

Signed in accordance with a resolution of the Directors:

[redacted]

Richard Williams

Director

Brisbane 24 October 2024

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Brisbane Qld 4001
Australia
Tel +61 7 3218 3900
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Future Skills Limited

ABN 24 135 816 698

Auditor's Independence Declaration to the Directors of Future Skills Limited

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of Future Skills Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been:

(i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act* 2012 in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Forvis Mazars Assurance Pty Limited
Authorised Audit Company:338599

[redacted]

Michael Georghiou
Director

Brisbane, 24 October 2024

Future Skills Limited

ABN 24 135 816 698

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2024

		2024	2023
		$	$
Revenue	2	**3,452,977**	3,111,074
Other income		**36,312**	414
Employee benefits expense	3	**(972,504)**	(943,510)
Depreciation and amortisation expense		**(135,747)**	(143,163)
Travel & entertainment		**(6,014)**	(13,665)
Advertising expense		**(48,808)**	(10,344)
Legal & accounting expense		**(18,085)**	(11,343)
Other operating expenses	4	**(1,469,351)**	(1,435,996)
Finance costs		**(4,523)**	(8,418)
Total comprehensive profit for the year attributable to the members of the company		**834,257**	545,049

The accompanying notes form part of these financial statements.

Future Skills Limited

ABN 24 135 816 698

Statement of Financial Position

As at 30 June 2024

	Note	2024 $	2023 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	**2,762,968**	2,218,837
Trade and other receivables	6	**1,014,282**	1,011,940
Other assets	7	**32,041**	19,784
TOTAL CURRENT ASSETS		**3,809,291**	3,250,561
NON-CURRENT ASSETS			
Property, plant and equipment	9	**1,023,617**	1,043,121
Right-of-use assets	8	**212,988**	130,154
TOTAL NON-CURRENT ASSETS		**1,236,605**	1,173,275
TOTAL ASSETS		**5,045,896**	4,423,836
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	**264,807**	558,665
Employee benefits	11	**593,141**	574,526
Lease liabilities	8	**122,386**	139,917
TOTAL CURRENT LIABILITIES		**980,334**	1,273,108
NON-CURRENT LIABILITIES			
Employee benefits	11	**-**	8,206
Lease liabilities	8	**110,069**	21,286
TOTAL NON-CURRENT LIABILITIES		**110,069**	29,492
TOTAL LIABILITIES		**1,090,403**	1,302,600
NET ASSETS		**3,955,493**	3,121,236
EQUITY			
Retained earnings		**3,955,493**	3,121,236
TOTAL EQUITY		**3,955,493**	3,121,236

The accompanying notes form part of these financial statements.

Future Skills Limited

ABN 24 135 816 698

Statement of Changes in Equity
For the Year Ended 30 June 2024

2024

	Retained Earnings	Total
	$	$
Balance at 1 July 2023	**3,121,236**	**3,121,236**
Profit attributable to non-controlling interests	**834,257**	**834,257**
Balance at 30 June 2024	**3,955,493**	**3,955,493**

2023

	Retained Earnings	Total
	$	$
Balance at 1 July 2022	2,576,187	2,576,187
Profit attributable to members of the company	545,049	545,049
Balance at 30 June 2023	3,121,236	3,121,236

The accompanying notes form part of these financial statements.

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Future Skills Limited

ABN 24 135 816 698

Statement of Cash Flows
For the Year Ended 30 June 2024

	Note	2024 $	2023 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		**3,556,314**	3,179,269
Payments to suppliers and employees		**(2,917,496)**	(2,157,482)
Interest received		**34,922**	32,764
Interest paid		**(4,523)**	(8,418)
Net cash provided by operating activities	13(b)	**669,217**	1,046,133
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		**(9,639)**	(1,593)
Net cash used in investing activities		**(9,639)**	(1,593)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Payment of lease liabilities		**(118,186)**	(130,338)
Loans to related parties		**2,739**	(353,788)
Net cash used by financing activities		**(115,447)**	(484,126)
Net decrease in cash and cash equivalents held		**544,131**	560,414
Cash and cash equivalents at beginning of year		**2,218,837**	1,658,423
Cash and cash equivalents at end of financial year	13(a)	**2,762,968**	2,218,837

The accompanying notes form part of these financial statements.

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Future Skills Limited

ABN 24 135 816 698

Notes to the Financial Statements
For the Year Ended 30 June 2024

1 Summary of Significant Accounting Policies

(a) Basis of Preparation

These financial statements cover Future Skills Limited as an individual entity, incorporated and domiciled in Australia. Future Skills Limited is a company limited by guarantee.

The directors have prepared the financial statements on the basis that the not-for-profit Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

These financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless otherwise stated.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

(b) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer

2. Identify the performance obligations

3. Determine the transaction price

4. Allocate the transaction price to the performance obligations

5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

(c) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

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1 Summary of Significant Accounting Policies (continued)

(c) Cash and cash equivalents (continued)

Bank overdrafts (where applicable) also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

(d) Leases

At inception of a contract, the Company assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Company has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

(i) Right-of-use asset

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

(ii) Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded

1 Summary of Significant Accounting Policies (continued)

(d) Leases (continued)

(ii) Lease liability (continued)
in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(e) Trade and other receivables

Accounts receivable and other debtors include amounts due from any outstanding debtors. Receivables expected to be collected 12 months from the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(f) Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

(g) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

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

(h) Income Tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(i) Property, Plant and Equipment

Classes of property, plant and equipment are measured using the cost model.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of costs of dismantling and restoring the asset, where applicable.

1 Summary of Significant Accounting Policies (continued)

(i) Property, Plant and Equipment (continued)

Land and buildings

Land and buildings are measured using the cost model.

Freehold land and buildings are carried at cost.

Plant and equipment

Plant and equipment are measured using the cost model.

Plant and equipment that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all property, plant and equipment, except for freehold land is depreciated on a straight-line and reducing balance method from the date that management determines that the asset is available for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	2.5%
Computer Equipment	25-33%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

When an asset is disposed off, the gain or loss is calculated by comparing proceeds received with its carrying amount and is taken to profit or loss.

(j) Employee benefits

Short term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

Other long-term employee benefits

Provision is made for employees' long service leave and annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees.

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1 Summary of Significant Accounting Policies (continued)

(j) Employee benefits (continued)

Other long-term employee benefits (continued)

The company's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

(k) Financial instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

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1 Summary of Significant Accounting Policies (continued)

(k) Financial instruments (continued)

Financial assets (continued)

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.

The Company uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or

- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Trade receivables and contract assets

Impairment of trade receivables and contract assets have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and contract asset and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

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1 Summary of Significant Accounting Policies (continued)

(k) Financial instruments (continued)

Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables, bank and other loans and lease liabilities.

(l) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is an evidence of an impairment indicator for non-financial assets.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

(m) Critical accounting estimates and judgements

The directors made estimates and judgments during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes including the probability of employees taking leave within certain timeframes.

(n) Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

(o) Adoption of new and revised accounting standards

The Company has adopted all standards which become effective for the first time at 30 June 2024, the adoption of these standards has not caused any material adjustments to the reported financial performance of the Company.

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2 Revenue and Other Income

	2024 $	2023 $
Sales revenue		
- Provision of services	**3,387,286**	3,007,693
- Rental revenue received	**30,769**	70,617
- Other interest received	**34,922**	32,764
Total Revenue	**3,452,977**	3,111,074

3 Result for the Year

The result for the year includes the following specific expenses

Expenses		
Depreciation	**135,747**	143,163
Employee benefits	**972,504**	943,510
Finance costs	**4,523**	8,418
	1,112,774	1,095,091

4 General and Administrative Expenses

Dues and subscription	**25,020**	21,590
Training assessment expenses	**1,234,438**	1,228,180
Staff training	**3,914**	5,580
Telephone	**13,695**	11,271
Other expenses	**191,519**	169,323
Total other expenses	**1,468,586**	1,435,944

5 Cash and cash equivalents

Cash at bank and in hand	**517,468**	506,319
Short-term bank deposits	**2,245,500**	1,712,518
Total cash and cash equivalents	**2,762,968**	2,218,837

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		2024 $	2023 $
6	**Trade and other receivables**		
	Trade receivables	**55,288**	50,207
	Related party receivables	**958,994**	961,733
	Total current trade and other receivables	**1,014,282**	1,011,940
7	**Other assets**		
	Prepayments	**6,063**	13,824
	Accrued income	**25,978**	5,901
	Undeposited funds	**-**	59
	Total other assets	**32,041**	19,784

8 Leases

Company as a lessee

The Company has leases over a range of assets including property and office equipment.

The Company has chosen not to apply AASB 16 to leases of intangible assets.

Information relating to the leases in place and associated balances and transactions are provided below.

Terms and conditions of leases

Property

The Company leases office space at 460-492 Beaudesert Road, Salisbury for its corporate office and training facility, the lease is for 2 years with option to extend for 2 years exercised.

Property lease contains an annual pricing mechanism based on fixed 3% increase at each anniversary of the lease inception.

Office equipment

The Company leases a printer, the lease payments are fixed during the lease term.

Right-of-use assets

	Buildings $	Office Equipment $	Total $
Year ended 30 June 2024			
Balance at beginning of year	**105,584**	**24,570**	**130,154**
Depreciation charge	**(97,461)**	**(14,040)**	**(111,501)**

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8 Leases (continued)

	Buildings	Office Equipment	Total
	$	$	$
Additions to right-of-use assets	**194,335**	**-**	**194,335**
Balance at end of year	**202,458**	**10,530**	**212,988**

	Buildings	Office Equipment	Total
	$	$	$
Year ended 30 June 2023			
Balance at beginning of year	203,045	38,610	241,655
Depreciation charge	(97,461)	(14,040)	(111,501)
Balance at end of year	105,584	24,570	130,154

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year	1 - 5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Statement Of Financial Position
	$	$	$	$	$
2024					
Lease liabilities	**119,635**	**91,959**	**-**	**211,594**	**232,455**
2023					
Lease liabilities	143,256	21,324	-	164,580	161,203

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9 Property, plant and equipment

	2024 $	2023 $
Land and Building at cost		
At cost	**1,173,626**	1,173,626
Accumulated depreciation	**(158,347)**	(141,387)
Total buildings	**1,015,279**	1,032,239
Motor vehicles		
At cost	**5,507**	5,507
Accumulated depreciation	**(5,507)**	(5,507)
Office equipment		
At cost	**434,742**	425,102
Accumulated depreciation	**(426,404)**	(414,220)
Total office equipment	**8,338**	10,882
Total property, plant and equipment	**1,023,617**	1,043,121

10 Trade and other payables

Trade payables	**12,200**	393,113
GST payable	**61,613**	(22,950)
Other payables	**31,764**	29,272
Related party payables	**159,230**	159,230
Total trade and other payables	**264,807**	558,665

11 Employee Benefits

Current		
Short term benefits	**408,778**	401,818
Long service leave	**184,363**	172,708
Total current employee benefits	**593,141**	574,526
Non-Current		
Long service leave	**-**	8,206

12 Members' Guarantee

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of $ 10 each towards meeting any outstandings and obligations of the Company. At 30 June 2024 the number of members was 3 (2023: 3).

	2024	2023
	$	$

13 Cash Flow Information

(a) Reconciliation of cash

Cash at the end of the financial year is reconciled to items in the statement of financial position as follows:

Cash and cash equivalents	**2,762,968**	2,218,837
Total	**2,762,968**	2,218,837

(b) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

Profit for the year	**834,257**	545,049
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- amortisation	**106,603**	111,501
- depreciation	**29,144**	31,662
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries:		
- (increase)/decrease in trade and other receivables	**(17,338)**	16,642
- increase/(decrease) in trade and other payables	**(293,858)**	200,109
- increase/(decrease) in employee benefits	**10,409**	141,170
Cashflow from operations	**669,217**	1,046,133

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	2024	2023
	$	$
14 Remuneration of Auditors		
Remuneration of the auditor of the Company, Forvis Mazars Assurance Pty Ltd, for:		
- Auditing or reviewing the financial statements	**14,500**	13,500

15 Related Parties

(a) The Company's main related parties are as follows:

Key management personnel - refer to Note 15.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

(b) Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

The following transactions occurred with related parties (Connect Assess Australia Limited "CAAL"):

			Balance outstanding	
	Purchases from CAAL	Sales to CAAL	Owed to CAAL	Owed by CAAL
	$	$	$	$
Connect Assess Australia Limited	-	598,103	159,230	961,733

16 Contingencies

In the opinion of the directors, the Company did not have any contingencies at 30 June 2024 (30 June 2023:None).

17 Events Occurring After the Reporting Date

There are no other matters or circumstances since the end of the financial year which significantly affect or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years.

18 Company Details

The registered and principal office of the company is:
The Construction Training Centre
460-492 Beaudesert Road
SALISBURY QLD 4107

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Future Skills Limited

ABN 24 135 816 698

Directors' Declaration

The directors have determined that the Company is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 to the financial statements. The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 6 to 22, are in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Act* 2012 and:

   (a) comply with Australian Accounting Standards to the extent detailed in Note 1; and

   (b) give a true and fair view of the financial position as at 30 June 2024 and of the performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.

2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013, a resolution of the Board of Directors of the entity.

[redacted]

Richard Williams

Director

Brisbane 24 October 2024

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forvis mazars

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Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report of Future Skills Limited, which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Future Skills Limited is in accordance with the *Australian Charities and Not-for-profits Commission Act* 2012, including:

(a) giving a true and fair view of the Company's financial position as at 30 June 2024 and of its performance for the year ended on that date; and

(b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

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 Company in accordance with the auditor independence requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and 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.

Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Company to meet the requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as management determines 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, management is responsible for assessing the the Company'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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibility for the Audit of the Financial Report

Our objectives are 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:

Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

- 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 Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' 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 Company'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 Company 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.

We communicate with the directors 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 also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Forvis Mazars Assurance Pty Limited
Authorised Audit Company:338599

[redacted]

Michael Georghiou
Director

Brisbane, 24 October 2024

Future Skills Limited

ABN 24 135 816 698

Financial Statements

For the Year Ended 30 June 2025

Future Skills Limited

ABN 24 135 816 698

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For the Year Ended 30 June 2025

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Future Skills Limited

ABN 24 135 816 698

Directors' Report

The directors present their report on Future Skills Limited for the financial year ended 30 June 2025.

General information

Directors

The names of the directors in office at any time during, or since the end of, the year are:

Names	Position
Gordon Abbott	Chairman
Kirby Leeke	
Richard Williams	
Patricia Rogers	

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The principal activities of Future Skills Limited during the financial year were providing post-trade, Work Health and Safety training and assessment services within the electrical, power, building, construction and related industries. Future Skills Limited is a Registered Training Organisation delivering training across Queensland (QLD).

No significant changes in the Company's state of affairs occurred during the financial year.

Objectives

The company's objectives are to:

- Provide vocational and other relevant training, education and development for electrical union members, other employees within the electrical industry and members of the public;

- Provision of training and services in:

(a) reclassification

(b) skills audits

(c) curriculum development

(d) articulation and career path progression and

(e) training and assistance in the job placement of retrenched workers within the electrical industry.

- The encouragement and training towards improvements of work health and safe work practices in the electrical, building and construction industries.

- The undertaking of research and development into skills needs trends and projects to support the further development of training products that will support the needs of the electrical industry, union members and other employees in the electrical industry and members of the public.

- The development and provision of education, training and development resources to support quality industry training and assessment.

- To seek funding, contributions and grants and use those moneys for the benefit of electrical union members and/or other employees within the electrical industry.

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Directors' Report

General information (continued)

Objectives (continued)

To achieve these objectives, the company has adopted the following strategies:

- The company strives to attract and retain quality staff who are committed to training and developing skills within the electrical, building and construction industries. The entity believes that attracting and retaining quality staff will assist with the success of the entity in both the short and long term.
- Staff are committed to creating new and maintaining existing training courses relevant to the needs of the electrical, building and construction industries.
- The Company's staff strive to meet consistent standards of best practice and provide clear expectations of professional accountabilities and responsibilities to all stakeholders.

Performance measures

Future Skills is using the Balanced Scorecard model to measure and monitor the implementation and effectiveness in the following perspectives:

- Financial
- Business process
- Customer
- Learning and growth

Methods of performance measurement are addressed in detail in the above perspectives which provide a way to see if our vision and strategy is working, enabling us to focus employees' attention on what matters most to success, allow measurement of accomplishments, not just the work that is performed. The key performance indicators are valid and verifiable to provide the information needed to align employee performance plans with organisational goals.

Members' guarantee

Future Skills Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to $30 for members that are corporations and NIL for all other members, subject to the provisions of the company's constitution.

At 30 June 2025 the collective liability of members was $30 (2024: $30).

Operating results and review of operations for the year

Operating results

The profit of the Company after providing for income tax amounted to $998,642 (2024: $834,257).

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Future Skills Limited

ABN 24 135 816 698

Directors' Report

Information on Directors

Richard Williams	Chairman
Qualifications	Electrical Fitter and Mechanic
Experience	Current director of: - Connect Assess Australia Limited - Future Skills Management & Consulting Pty Ltd
Gordon Abbott	
Qualifications	Electrical Fitter and Mechanic
Experience	Current director of: - Connect Assess Australia Limited - Future Skills Management & Consulting Pty Ltd Trainer / Facilitator Safety Officer Justice of the Peace (Qualified)
Kirby Leeke	
Qualifications	Fellow of Chartered Accountants Australia and New Zealand Registered Tax Agent
Experience	Company Secretary of Future Skills Management & Consulting Pty Ltd Owner & Director - Amco Management Pty Ltd Current director of Connect Assess Australia Limited Operated own public accounting practice for 40 years
Patricia Rogers	
Qualifications	Bachelor of Business Cert IV Training and Assessment Certificate of Completion: Understanding Financial Statements: An Introduction Governance Training for Not-for-Profit Directors (AICD)
Experience	Current director of Connect Assess Australia Limited

Meetings of Directors

During the financial year, meetings of directors were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Richard Williams	7	7
Gordon Abbott	7	7
Kirby Leeke	7	7
Patricia Rogers	7	7

The Company does not have any sub committees of the Board.

Indemnification and insurance of officers and auditors

Future Skills Limited

ABN 24 135 816 698

Directors' Report

Indemnification and insurance of officers and auditors (continued)

To the extent permitted by law, the Company has agreed to indemnify its auditors, as part of the terms of its audit engagement agreement, against claims by third parties arising from the audit (for unspecified amount). No payment has been made to indemnify the auditor during or since the financial year.

During the financial year, the entity paid $10,115 in respect of a contract insuring current directors and officers of the company against certain liabilities. The premiums paid cover directors, executive officers and general managers.

The insurance policies outlined above do not contain details of the premiums paid in respect of individual officers of the entity.

Matters or circumstances arising after the end of the year

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

Environmental matters

The Company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory.

Auditor's independence declaration

The lead auditor's independence declaration in accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, for the year ended 30 June 2025 has been received and can be found on page 5 of the financial report.

Signed in accordance with a resolution of the Directors:

[redacted]

Richard Williams

Director

Brisbane, 30 October 2025

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Level 11, 307 Queen Street
Brisbane Qld 4000
GPO Box 2268
Brisbane Qld 4001
Australia
Tel +61 7 3218 3900
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Future Skills Limited

ABN 24 135 816 698

Auditor's Independence Declaration to the Directors of Future Skills Limited

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of Future Skills Limited for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025, there have been:

(i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act* 2012 in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Forvis Mazars Assurance Pty Limited
Authorised Audit Company:338599

[redacted]

Michael Georghiou
Director

Brisbane, 30 October 2025

Future Skills Limited

ABN 24 135 816 698

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2025

	Note	2025 $	2024 $
Revenue	2	**4,263,773**	3,418,055
Finance income		**157,632**	34,922
Other income		**30,676**	36,312
Employee benefits expense		**(1,405,904)**	(972,504)
Depreciation and amortisation expense		**(174,194)**	(135,747)
Travel & entertainment		**(3,533)**	(6,014)
Advertising expense		**(13,803)**	(48,808)
Legal & accounting expense		**(17,975)**	(18,085)
Other expenses	4	**(1,825,649)**	(1,469,351)
Finance expenses		**(12,381)**	(4,523)
Profit before income tax		**998,642**	834,257
Income tax expense		**-**	-
Profit for the year		**998,642**	834,257
Other comprehensive income for the year		**-**	-
Total comprehensive profit for the year attributed to the members of the company		**998,642**	834,257

The accompanying notes form part of these financial statements.

Future Skills Limited

ABN 24 135 816 698

Statement of Financial Position

As At 30 June 2025

	Note	2025 $	2024 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	**532,834**	2,762,968
Trade and other receivables	6	**1,302,809**	1,014,282
Other assets	8	**54,864**	32,041
TOTAL CURRENT ASSETS		**1,890,507**	3,809,291
NON-CURRENT ASSETS			
Term deposits	7	**3,108,849**	-
Property, plant and equipment	10	**-**	8,338
Investment properties	11	**1,015,279**	1,015,279
Right-of-use assets	9	**211,298**	212,988
TOTAL NON-CURRENT ASSETS		**4,335,426**	1,236,605
TOTAL ASSETS		**6,225,933**	5,045,896
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	**387,977**	264,807
Lease liabilities	9	**119,533**	122,386
Employee benefits	13	**665,033**	593,141
TOTAL CURRENT LIABILITIES		**1,172,543**	980,334
NON-CURRENT LIABILITIES			
Lease liabilities	9	**98,019**	110,069
Employee benefits	13	**1,236**	-
TOTAL NON-CURRENT LIABILITIES		**99,255**	110,069
TOTAL LIABILITIES		**1,271,798**	1,090,403
NET ASSETS		**4,954,135**	3,955,493
EQUITY			
Retained earnings		**4,954,135**	3,955,493
		4,954,135	3,955,493
TOTAL EQUITY		**4,954,135**	3,955,493

The accompanying notes form part of these financial statements.

Future Skills Limited

ABN 24 135 816 698

Statement of Changes in Equity
For the Year Ended 30 June 2025

2025

	Retained Earnings	Total
	$	$
Balance at 1 July 2024	**3,955,493**	**3,955,493**
Profit attributable to members of the company	**998,642**	**998,642**
Balance at 30 June 2025	**4,954,135**	**4,954,135**

2024

	Retained Earnings	Total
	$	$
Balance at 1 July 2023	3,121,236	3,121,236
Profit attributable to members of the company	834,257	834,257
Balance at 30 June 2024	3,955,493	3,955,493

The accompanying notes form part of these financial statements.

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Future Skills Limited

ABN 24 135 816 698

Statement of Cash Flows
For the Year Ended 30 June 2025

	Note	2025 $	2024 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		**3,983,099**	3,556,314
Payments to suppliers and employees		**(2,907,432)**	(2,917,496)
Interest paid		**(12,381)**	(4,523)
Interest received		**157,632**	34,922
Net cash provided by operating activities		**1,220,918**	669,217
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of financial assets		**(3,108,849)**	-
Purchase of property, plant and equipment		**(174,194)**	(9,639)
Net cash used in investing activities		**(3,283,043)**	(9,639)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Repayment of lease liabilities		**(168,009)**	(118,186)
Loans from related parties		**-**	2,739
Net cash provided used in financing activities		**(168,009)**	(115,447)
Net (decrease) / (increase) in cash and cash equivalents held		**(2,230,134)**	544,131
Cash and cash equivalents at beginning of year		**2,762,968**	2,218,837
Cash and cash equivalents at end of financial year	5	**532,834**	2,762,968

The accompanying notes form part of these financial statements.

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Future Skills Limited

ABN 24 135 816 698

Notes to the Financial Statements
For the Year Ended 30 June 2025

1 Summary of Significant Accounting Policies

(a) Basis of Preparation

These financial statements cover Future Skills Limited as an individual entity, incorporated and domiciled in Australia. Future Skills Limited is a company limited by guarantee.

The directors have prepared the financial statements on the basis that the not-for-profit Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

These financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless otherwise stated.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

(b) Revenue and other income

Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of control of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

(c) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and subject to an insignificant risk of change in value.

(d) Leases

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

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1 Summary of Significant Accounting Policies (continued)

(d) Leases (continued)

The right-of-use asset is measured using the cost model, depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(e) Trade and other receivables

Accounts receivable and other debtors include amounts due from any outstanding debtors. Receivables expected to be collected 12 months from the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets

(f) Trade and other payables

Where assets are given up to extinguish the principal repayments and all future interest payments of a debt any differences in the carrying values of assets foregone and the liability extinguished are brought to account in the profit. Costs incurred in establishing the defeasance are expenses in the period that the defeasance occurs.

(g) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

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

(h) Income Tax

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

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1 Summary of Significant Accounting Policies (continued)

(i) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of costs of dismantling and restoring the asset, where applicable.

Items of property, plant and equipment acquired for significantly less than fair value have been recorded at the acquisition date fair value.

Plant and equipment that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Company, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	2.5%
Computer Software	25-33%

(j) Investment property

Investment property is carried at fair value, determined annually by independent valuers. Changes to fair value are recorded in the statement of profit or loss and other comprehensive income as other income/expenses.

(k) Employee benefits

Defined contribution schemes

Obligations for contributions to defined contribution superannuation plans are recognised as an employee benefit expense in profit or loss in the periods in which services are provided by employees.

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1 Summary of Significant Accounting Policies (continued)

(l) Financial instruments

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost

Amortised cost

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Financial liabilities

The financial liabilities of the Company comprise trade payables and other related party loans and lease liabilities.

(m) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

(n) Critical accounting estimates and judgements

The directors made estimates and judgments during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes including the probability of employees taking leave within certain timeframes.

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1 Summary of Significant Accounting Policies (continued)

(o) Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

(p) Adoption of new and revised accounting standards

The Company has adopted all standards which became effective for the first time at 30 June 2025, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Company or refer to Note for details of the changes due to standards adopted.

2 Revenue and Other Income

	2025	2024
	$	$
Sales revenue		
- Provision of services	**4,222,902**	3,387,286
- Rental revenue received	**40,871**	30,769
Total Revenue	**4,263,773**	3,418,055

3 Result for the Year

The result for the year includes the following specific expenses

Expenses		
Depreciation	**174,194**	135,747
Employee benefits	**1,405,904**	972,504
Finance costs	**12,381**	4,523
	1,592,479	1,112,774

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			2025	2024
			$	$
4	**Other operating expenses**			
	Dues and subscription		**31,192**	25,020
	Training assessment expenses		**1,591,652**	1,234,438
	Telephone		**16,677**	13,695
	Other expenses		**186,128**	195,433
	Total other expenses		**1,825,649**	1,468,586
5	**Cash and cash equivalents**			
	Cash at bank and in hand		**276,855**	517,468
	Short-term deposits		**255,979**	2,245,500
			532,834	2,762,968
6	**Trade and other receivables**			
		Note		
	CURRENT			
	Trade receivables		**146,387**	55,288
	Related party receivables	17	**1,156,422**	958,994
	Total current trade and other receivables		**1,302,809**	1,014,282

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

7	**Financial assets at fair value through profit or loss**		
	NON-CURRENT		
	Term deposits	**3,108,849**	-
	Total	**3,108,849**	-
8	**Other assets**		
	CURRENT		
	Prepayments	**6,248**	6,063
	Accrued income	**48,616**	25,978
		54,864	32,041

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9 Leases

Company as a lessee

The Company has leases over a range of assets including property and IT equipment.

Property

The Company leases office space at 460-492 Beaudesert Road, Salisbury for its corporate office and training facility, the lease is for 2 years with option to extend for 2 years exercised. Property lease contains an annual pricing mechanism based on fixed 3% increase at each anniversary of the lease inception.

Office equipment

The Company leases a printer and the lease payments are fixed during the lease term. The lease for the new printer expires in July 2029.

Right-of-use assets

	Buildings	Office Equipment	Total
	$	$	$
Year ended 30 June 2025			
Balance at the beginning of year	**202,458**	**10,530**	**212,988**
Additions during the year	**-**	**155,148**	**155,148**
Depreciation charge	**(115,787)**	**(41,051)**	**(156,838)**
Balance at end of year	**86,671**	**124,627**	**211,298**

	Buildings	Office Equipment	Total
	$	$	$
Year ended 30 June 2024			
Balance at beginning of year	221,925	44,460	266,385
Depreciation charge	(19,467)	(33,930)	(53,397)
Balance at end of year	202,458	10,530	212,988

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	2025	2024
	$	$

9 Leases (continued)

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year	1 - 5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Statement Of Financial Position
	$	$	$	$	$
2025					
Lease liabilities	**125,906**	**104,673**	**-**	**230,579**	**217,552**
2024					
Lease liabilities	130,165	91,958	-	222,123	232,455

10 Property Plant and Equipment

MOTOR VEHICLES		
At cost	**-**	5,507
Accumulated depreciation	**-**	(5,507)
OFFICE EQUIPMENT		
At cost	**443,419**	434,742
Accumulated depreciation	**(443,419)**	(426,404)
Total office equipment	**-**	8,338

11 Investment Properties

Future Skills Limited has a property located at Moorooka 152 Ipswich Road. The asset was initially recorded at cost and then the Company adopted a Fair Value measurement in 2013.

Investment property	**1,015,279**	1,015,279

12 Trade and other payables

	Note		
CURRENT			
Trade payables		**101,841**	12,200
GST payable		**70,273**	61,613
Other payables		**65,863**	31,764
Related party payables	17	**150,000**	159,230
		387,977	264,807

	2025	2024
	$	$

12 Trade and other payables (continued)

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

13 Employee Benefits

Current liabilities		
Long service leave	**200,101**	184,363
Provision for employee benefits	**464,932**	408,778
	665,033	593,141
Non-current liabilities		
Long service leave	**1,236**	-
	1,236	-

14 Members' Guarantee

The Company is incorporated under the *Corporations Act 2001* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the Company. At 30 June 2025 the number of members was 3 (2024: 3).

15 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is $109,789 (2024: $136,981).

16 Remuneration of Auditors

Remuneration of the auditor (Forvis Mazars Assurance Pty Ltd for:)		
- Audit	**15,500**	14,500
Total	**15,500**	14,500

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17 Related Parties

(a) The Company's main related parties are as follows:

Key management personnel - refer to Note 15.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

(b) Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

The following transactions occurred with related parties (Connect Assess Australia Limited "CAAL"):

			Balance outstanding	
	Purchases from CAAL	Sales to CAAL	Owed to CAAL	Owed by CAAL
	$	$	$	$
Connect Assess Australia Limited	-	1,152,115	150,000	1,156,422

18 Contingencies

Contingent Liabilities

Future Skills Limited had the following contingent liabilities at the end of the reporting period:

Security deposit guarantee of $200,000 with the Commonwealth Bank.

19 Events Occurring After the Reporting Date

The financial report was authorised for issue on 30 October 2025 by the board of directors.

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

20 Company Details

The registered office and principal place of business of the company is:

Future Skills Limited
Suite 1.1, 460-492 Beaudesert Road
Salisbury, QLD
Brisbane 4107

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Future Skills Limited

ABN 24 135 816 698

Directors' Declaration

The directors have determined that the Company is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 of the financial statements. In the directors' opinion:

1. the financial statements and notes, as set out on pages 7 to 19, are in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Act 2012* and:

   (a) comply with Australian Accounting Standards to the extent detailed in Note 1; and

   (b) give a true and fair view of the financial position as at 30 June 2025 and of the performance for the year ended on that date of is in accordance with the accounting policy described in Note 1 of the financial statements.

2. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulations 2022, with a resolution of the Board of Directors.

Director [redacted].....

Richard Williams

Dated this 30th day of OCTOBER 2025

forvis mazars

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Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report of Future Skills Limited, which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of material accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Future Skills Limited is in accordance with the *Australian Charities and Not-for-profits Commission Act* 2012, including:

(a) giving a true and fair view of the Company's financial position as at 30 June 2025 and of its performance for the year ended on that date; and

(b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

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 Company in accordance with the auditor independence requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including independence standards)* (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

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Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Company to meet the requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as management determines 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, management is responsible for assessing the Company'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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

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Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

Auditor's Responsibility

Our objectives are 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 Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' 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 Company'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 Company to cease to continue as a going concern.

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Future Skills Limited

ABN 24 135 816 698

Independent Audit Report to the members of Future Skills Limited

- 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.

We communicate with the directors 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 also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Forvis Mazars Assurance Pty Limited
Authorised Audit Company:338599

[redacted]

Michael Georghiou
Director

Brisbane, 30 October 2025