

Notice number: 2026/26672

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

Section 5(1)(d) of the *Commissions of Inquiry Act 1950 (Qld)*

STATEMENT OF MARK IRVING KC

I, Mark Irving KC, do solemnly and sincerely declare that:

1. My name is Mark Irving KC.
2. Previously, I held the role of ‘Administrator’ of these relevant bodies:
 - a. Administrator of the Federal Scheme of Administration, Construction, Forestry and Maritime Employees Union, Construction & General Division (**CFMEU**) and its branches, including the Queensland Norther Territory Divisional Branch (**QLD/NT Branch**): **23 August 2024 to 1 June 2026**; and
22 May 2026
 - b. Administrator of the Construction and General Division of the Construction, Forestry, Mining and Energy Industrial Union of Employees Queensland (**CFMEUQ C&G**): **24 August 2024 to 1 July 2026**.
3. Unless otherwise set out in this statement, where I refer to ‘the **Union**’ I am intending to refer interchangeably to the CFMEU QLD/NT Branch and the CFMEUQ C&G.
4. I provide this statement in response to Notice 26672 (the **Notice**), which requires me to provide a written statement addressing a number of matters pursuant to a schedule affixed to the Notice. I have previously provided a statement in this Commission of Inquiry dated 17 November 2025 and have given evidence on 20 November 2025. I do not intend to unnecessarily repeat any matters raised in either my first statement or in my sworn evidence.

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RESIGNATION AS ADMINISTRATOR

5. On 27 April 2026 I wrote to Murray Furlong, General Manager, Fair Work Commission, advising him that I would be resigning my position as Administrator of the CFMEU, effective 1 June 2026. Annexed to this statement at **Annexure 01** is a copy of the Report of Mr Furlong in respect of my resignation and the appointment of Mr Michael Crosby AM as Administrator of the CFMEU.
6. Similarly, Mr Crosby has been appointed Administrator of the CFMEUQ. Annexed to this statement at **Annexure 02** is a copy of the letter from Deputy Premier Bleijie appointing Mr Crosby AM as administrator of the CFMEUQ.
7. Where I have set out matters in this statement, they relate to those matters of which I am aware or became aware of during my time as Administrator. Owing to my change in position, there are matters to which I may not be able to provide the most up to date evidence or information in respect of.

COVERAGE

8. The resolution of disputes of all manner by the former leadership (the **pre Administration leadership**) was flawed in a manner of common ways. This Queensland Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry (the **QCI**) has received evidence of the tactics of coercion, intimidation, menacing conduct and in some cases, violence engaged in by the former leadership. That model of gross misbehaviour was applied in relations with employers, employer groups, regulators, government representatives and other unions. The flaw is the model of behaviour repeated in many settings like variations on a theme. Coverage disputes were the *occasion of* such gross misconduct, rather than the *cause of* it. The tactics of coercion, intimidation, menacing conduct and in some cases violence which the QCI has received evidence of arising in the context of disputes about coverage is the same type of gross misconduct that arises outside

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of coverage disputes in dealing with employers, employer groups, regulators, government representatives.

9. Coverage disputes are not foreign to the Union. They are not insoluble. They can be fixed by addressing the underlying culture at the Union as well as developing and implementing mechanisms to deal with problems related to ongoing coverage disputes. The Union is doing both. The resolution of demarcation problems requires the Union, and other union parties, to collaboratively approach the resolution in good faith.
10. The previous culture that existed at the Union prior to the Administration, was one that permitted and engaged in lawlessness, and the use of threatening and abusive conduct. One of the ways that that threatening and abusive conduct was evidenced, was through the Union's interactions with other trade unions, including other unionists, their representatives and leaders in the movement.
11. The culture of violence that existed in the Union in Queensland at the time permeated throughout each of the ways that the Union and its leadership interacted with other industry participants. The arrogance and CFMEU exceptionalism and willingness to engage in intimidation and coercion was a tactic employed against employers, employer representatives, other union participants, regulators and the union movement as a whole. It was a deeply flawed, culturally perverted, approach which was encouraged by the former leadership. To describe such tactics as a 'campaign' against the AWU diminishes the problem, and misunderstands the problem as a broad cultural problem which infected the entire approach of the previous leadership to not just the AWU but also employers, and regulators. The Administration is committed to changing the culture which permitted such tactics to exist. This commission has heard evidence in respect of the changing culture actually experienced by industry participants under the banner of the Administration.

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Resolution of 'coverage issues'

12. The resolution of coverage issues involves a number of considerations:

- a. Cultural change within the Union, so that above all else, any dispute as to coverage is dealt with in a mature, respectful and lawful manner;
- b. A process which unions promptly, effectively and in a binding way resolve demarcation disputes which respects the rights of the CFMEU and its members, and the rights of other unions and their members, without industrial disruption.

Cultural Change

13. The full extent of the cultural change in the Union, and the means by which it is being achieved, is best dealt with in evidence from the Administrator. I have dealt with it in part in paragraphs 2, 3, 10-13, and 26-28 of the Third Bi-Annual Report of the CFMEU Administrator. In line with my commitment in response to the Watson public report of 17 June 2025 (the **Watson Public Report**), I met with and apologised to many of the persons affected by the misconduct suffered at the hands of the former leadership. This included other members of the union movement, and regulators.

14. The ongoing cultural change at the Union is being implemented and forms the foundation of the rebuilding of the Union. That is necessary to the *internal* processes designed to effect widespread cultural change at the Union, which will have a positive impact on the way in which the Union will approach any coverage disputes.

Means by which coverage specifically is to be addressed

15. In addition to the necessary cultural change, the process for addressing coverage disputes with other unions and their members, during my time as Administrator, was subject to a review. I noted my commitment to this review, initially, in my response to the Watson Public Report:

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15. As detailed in the CFMEU Strategic Plan, a key principle that underpins the work of the Union is solidarity – that the Union is bound in solidarity and unity with the members and the union movement. One of the goals identified in the Strategic Plan is for the CFMEU to be a leader in the movement. The Union condemns the attacks under the old Ravbar-Ingham leadership, which included threats and acts of violence, on other unionists, their representatives and leaders in the labour movement.

16. The CFMEU is committed to returning as a respected and respectful partner to the broader trade union movement.

17. There will be a comprehensive review of all the Union's demarcation issues. The Union will only represent those who it is lawfully entitled to represent. There will be a process developed for a prompt, effective and binding mechanism to resolve demarcation issues in a manner that reflects and respects the rights of the CFMEU and its members, and the rights of other unions and their members, without industrial disruption.¹

16. More recently, in the Third Bi-Annual Report,² I noted the following:

22. The resolution of long running demarcation problems will be a priority for the Administration over the course of 2026. The resolution is important as a matter of principle, and is important for the industrial relation system, for the economy, for the CFMEU and its members, for other unions, for employers, and for the broader union movement. Their resolution requires all actors to come together in good faith. As detailed in the CFMEU Strategic Plan, a key principle that underpins the work of the Union is solidarity – that the CFMEU is bound in solidarity and unity with the members and the union movement. One of the goals identified in the Strategic Plan is for the CFMEU to be a leader in the movement. The Union condemns the attacks made in the past by the leadership in some Branches (particularly Queensland), which included threats and acts of violence, on other unionists, their representatives and leaders in the labour movement. The CFMEU is committed to returning as a respected and respectful partner to the broader trade union movement. This requires the CFMEU to maturely address contentions made by others about proper lines of demarcation.

23. A comprehensive review of all the Union's demarcation issues is being undertaken. The Union will only represent those who it is lawfully entitled to represent. There are processes being developed and implemented to ensure prompt, effective and binding mechanisms to resolve demarcation issues in a manner that reflects and respects the rights of the CFMEU and its members, and the rights of other unions and their members, without industrial disruption. The results need to be enduring, and ensure that any settlement robustly survives for decades.

24. This new approach has already borne fruit. In relation to one long running demarcation sore the CFMEU Construction Division has engaged a former member of the Fair Work Commission to arbitrate a dispute. All sides agreed to accept the outcome. This has resulted in a process where hundreds of members are being transferred from the Construction Division in accordance with the determination made. Once finalised, the outcome will be publicised so all stakeholders know where the lines of demarcation are drawn.

25. However, to resolve disputes requires both sides to sit down in good faith and deeply engage with the other parties' arguments. It takes two to tango. A process whereby one party simply regurgitates historical grievances may perform a cathartic function, but doesn't in itself develop a prompt, effective and binding mechanism to

¹ See QCI Exhibit MI-1 tendered on 20 November 2025, Annexure 'MI-05' at page 197 of Exhibit MI-1.

² See QCI Exhibit COG-3 tendered on 19 March 2026.

resolve demarcation issues. The CFMEU will continue to professionally, diligently and maturely work with all willing unions, whatever their historical beefs, to work towards solutions. The Administration provides a once in a generation chance to sort these issues out finally, lawfully and effectively. It would be tragedy for the union movement, and the construction industry, for that opportunity to be squandered due to provincial grudges, or to gain some fleeting temporary advantage.

17. I note that in paragraph [24] above, I identified a 'long running demarcation sore' that had already 'borne fruit'. There, I refer to a process involving a demarcation dispute between the CFMEU manufacturing division and construction and general division. A similar approach has been adopted in respect of the resolution of demarcation disputes with the AWU. The general process that has been agreed upon between the AWU and the CFMEU is as follows:

- a. The AWU and the CFMEU have reached an agreement to resolve demarcation issues, particularly associated with civil construction. The agreement applies across Australia, including Queensland;
- b. Under the agreement former Fair Work Commissioner Julius Roe has been engaged, by the agreement of the AWU and CFMEU, to act as arbitrator;
- c. The process has commenced. At the time of writing submissions have been filed by both parties about coverage of stadiums in Queensland. In NSW, there is a further tranche of civil construction projects that have been the subject of submissions from the CFMEU (the AWU submissions are pending).

18. The demarcation agreement is a significant project, with significant scope. The agreement binds both parties. It is a massive step towards resolving a dispute that has lasted for more than 40 years.

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19. I highlight this process to demonstrate the lawful, effective and mature way in which both unions will come to a binding resolution of disputes that have endured for a generation, and demonstrates the type of change that the Administration has worked, and continues to work, hard to implement.

Previous ‘coverage issues’

20. Returning to the issue of misconduct and coverage disputes, it appears to me that broadly speaking, there are three broad ‘issues’ related to *misconduct* in respect of coverage disputes:

- a. First, those circumstances in which the CFMEU has asserted coverage over, and recruited persons, who are plainly beyond the eligibility rules of the CFMEU. That is a form of misconduct as it involves a breach of the rules, howsoever the recruitment occurs.
- b. Second, where the CFMEU asserts coverage over persons and recruits persons who are beyond its eligibility rules, and does so by means of coercion, intimidation or menacing conduct. Those circumstances are also misconduct.
- c. Third, those circumstances in which the CFMEU has coverage, and the AWU has overlapping coverage, but where recruitment is by means of coercion, intimidation or menacing conduct. Those circumstances, due to the unlawful methods rather than legitimate methods being used, are also misconduct.

21. A number of examples of the *type* of misconduct connected with what might broadly be described as a ‘coverage issue’ with, particularly, the AWU, are set out in the Public Watson Report into Violence in the CFMEU. I understand there has been evidence before the QCI so far as it relates to unlawful and improper conduct in respect of bullying,

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intimidation and violence arising from 'coverage issues'. I condemn all such unlawful, threatening, violent or bullying behaviour.

RELATIONSHIPS WITH THE AWU

22. When I commenced as Administrator, it was readily apparent that the relationship between the CFMEU and the AWU was toxic. This toxicity was also apparent between the CFMEU and many other members of the union movement in Queensland, as well as between the CFMEU and employers, regulators and other industry bodies.

23. I commissioned Mr Watson SC to engage in the investigation that he has previously given evidence in this Commission about. He was asked to speak to employers, regulators, police, and other unions, including the AWU.

24. Having had Mr Watson investigate complaints and concerns raised by other union movement members, including from the AWU, I have:

- a. listened to the stories of the violence and misconduct that other union movement members, including the AWU, were subjected to;
- b. offered apologies to those affected by the previous leadership; and
- c. have engaged those relevant staff, including Mr Jared Abbott, to seek to establish, repair and maintain working relationships with the AWU. By way of example, I annex as **Annexure 04**, correspondence between Mr Abbott and Ms Stacey Schinnerl of 26 November 2025. The Administration has met with AWU representatives across Australia on multiple occasions, for dozens of hours, working through demarcation and related issues.
- d. implemented and engaged in the process noted above at [17] in respect of the demarcation disputes.

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25. The repairing of the relationship with the AWU is a process which will take time. I have condemned the conduct permitted by the former leadership. Further, during my time as Administrator, I sought to ensure that the Union behaves in a way that befits a proper union, including by reference to our interactions and behaviour with and towards the AWU.

PERSONAL PAYMENT ORDERS

My attitude towards the payment of personal payment orders

26. When a Union commits a wrong via one of its employees then sometimes a court will order that the union pay a penalty, the employee pay a penalty, and the union not indemnify the employee. One of the purposes of personal payment orders, and the prohibition of indemnification by the CFMEU, is to ensure members' funds are not used to pay for the penalty imposed on the employee and to ensure that leaders of the organisations ultimately responsible for the wrong do not misuse their powers to ensure the penalty imposed on the employee is paid by the Union. Upon my appointment as Administrator, I learned that the state registered union had a practice of paying the personal payment orders imposed by the court on certain employees (either of the CFMEU, the CFMEUQ or both). Upon learning of that practice I had a number of concerns. First, I doubted whether the practice was lawful. Second, I considered the practice subverted the purposes of personal payment orders. Third, I was concerned the Union had engaged in a contempt of court. The Union had, across Australia, been found to have engaged in 1163 contraventions by courts in the five years leading up to the Administration. Lawless conduct on that scale, with apparent indifference to the consequences, undermined the rule of law. One of my concerns was that the practice was an unlawful subterfuge to undermine the role of courts in enforcing the law. I took steps, identified below, to address these concerns.

27. My concern about the *legality* of the practice was separate to my concern about its *appropriateness*. Regardless of the legality of the practice, I did not consider that it was an

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appropriate practice. It was an attempt to circumvent the spirit of the order that had been made which was clearly to ensure members' funds were not used to pay a penalty imposed by the court. Though the CFMEU and the CFMEUQ were separate legal entities, they shared the same members and the same leadership.

My approach to dealing with the payment of personal payment orders

28. The approach of the Administration is that under no circumstances would the Union engage in such a subterfuge of court orders. The Administration's role is in part to return the Union to be an effective and lawful institution and to act in accordance with the rule of law. That involves respecting court orders. Further in Queensland, the statutory remit was to ensure that the Union acts both lawfully and 'appropriately'.

29. Although no occasion has arisen during my term as Administrator where any member was subject to a personal payment order, in the event that such a circumstance arose, the position is that under no circumstances would the Union in any of its forms have made any payment for such an order (even indirectly).

Review of legal advice and possibility of recovery

30. The previous practice was apparently based on at least 2 advices: one from Paul Freeman QC who was instructed by Hall Payne and another from John Agius SC. In some of the annexed minutes it is apparent that Hall Payne also attended committee meetings from time to time and gave advice on the matter. I sought further advice from Mr Solomon-Bridge, Barrister. I considered that if the practice was unlawful that steps should be taken to rectify the position. Mr Solomon-Bridge in essence, confirmed the earlier advice from Paul Freeman QC. At that point, I decided not to take further steps to rectify the position, other than to change the practice. My decision to decline to take further steps was based on the fact that two sets of advice (now with the Agius SC advice I am aware of three) had

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confirmed the practice was lawful. Further, it would not be acting in good faith to commence proceedings contrary to advice.

Previous payments made and matters identified in the notice

31. In respect to the practice adopted prior to my appointment, I understand that payments would be made by the CFMEUQ to the member as a ‘financial hardship donation’ per rule B70 of the Part B Rules. This was done pursuant to advice from Hall Payne that this did not constitute a breach of the relevant court orders, on the basis that the orders prohibited the *national* CFMEU body making the payment, rather than the CFMEUQ.

32. In order to answer the questions posed to me by the Notice, I have had the following table prepared for me which summarises material available to the Union based on materials in **Annexure 05.**

Payment order	Requested by	In writing?	Approved by	Document
Beau Seiffert \$30,000 (half not to be covered by CFMEU)	Beau Seiffert	Yes	State executive	220913 Seiffert letter to Ravbar for financial hardship 220914 CFMEUQ Minutes CFMEUQ Financial Statements March 2023 signed (pg59)
Beau Seiffert \$24,000	Beau Seiffert (in minutes)	No	State executive	230206 CFMEUQ Minutes CFMEUQ Financial Statements March 2023 signed (pg59)
Blake Hynes \$12,000	Blake Hynes (in minutes)	Yes	State executive	230206 Hynes letter to Executive for financial hardship 230206 CFMEUQ Minutes CFMEUQ Financial Statements March 2023 signed (pg59)
Michael Ravbar \$7,000	N/A	No	State executive	230329 CFMEUQ Minutes CFMEUQ Financial Statements March 2023 signed (pg59) –

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Payment order	Requested by	In writing?	Approved by	Document
				called a general donation
Blake Hynes \$12,000	N/A	No	State executive per rule B70 of the Part B rules	230329 CFMEUQ Minutes CFMEUQ Financial Statements March 2023 signed (pg59) – called a general donation
Kurt Pauls \$30,000	N/A	No	State executive per rule B70 of the Part B rules	230530 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Beau Seiffert \$25,000	N/A	No	State executive per rule B70 of the Part B rules	230530 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Te Albert \$3,500	N/A	No	State executive per rule B70 of the Part B rules	230530 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Blake Hynes \$15,000	N/A	No	State executive per rule B70 of the Part B rules	230530 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Luke Gibson \$7,000	N/A	No	State executive per rule B70 of the Part B rules	230530 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Matthew Parfitt (surname possibly Clark) \$10,000	N/A	No	State executive per rule B70 of the Part B rules	230530 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Royce Kupsch \$3,500	N/A	No	State executive per rule B70 of the Part B rules	230530 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Michael Ravbar \$9,320	N/A	No	State executive per rule B70 of the Part B rules	230811 CFMEUQ Minutes CFMEUQ Financial Statements March 2024 signed (pg58)
Andrew Blakely \$7,000	Minutes reflect agreement to set up Cross River	No	State executive approving the Cross	240724 CFMEUQ Minutes

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Payment order	Requested by	In writing?	Approved by	Document
	Rail Hardship Fund – no indication that payment made		River Rail Hardship Fund	
Luke Gibson \$7,000	Minutes reflect agreement to set up Cross River Rail Hardship Fund – no indication that payment made	No	State executive approving the Cross River Rail Hardship Fund	240724 CFMEUQ Minutes

YOUTH CREW

33. In my role as Administrator I have gathered limited information regarding the ‘Youth Crew’ and cannot comment on each of those matters identified in the Notice.

34. However, I note:

- a. The Youth Crew does not have formal status within the Union’s rules;
- b. A number of allegations of violence and unlawful activity by the ‘Youth Crew’ were set out in the Watson Report;
- c. As part of the Administration’s response to the Watson Report, and in general keeping with the legislative mandates afforded to the Administration, the Administration has effected significant cultural change within the Union. That cultural change, among other things, was directed at negating the type of culture that permitted the violent acts allegedly perpetrated by the Youth Crew to exist;
- d. The changes involve changes to how the Union engages with employers, employer groups, regulators, governments, other unions and other industry partners.

35. While I had cause to consider whether the Youth Crew should be disbanded, I considered that the Youth Crew can, like other parts of the Union, be used as an instrument for change.

That is, the Youth Crew should be seen as an opportunity to instil a culture within the young

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activists within the Union who are the next generation of leaders reflecting the values the Administration considers should be the foundation of ethically based, principled unionism.

36. Since the removal of persons by both the Scheme and the Administration there have been, to the best of my knowledge, no complaints regarding the Youth Crew, nor any allegations of the kind previously seen for example in the Watson Report.

The contents of this statutory declaration are true, except where they are stated on the basis on information and belief, in which case they are true to the best of my knowledge. I understand that a person who makes a declaration that the person knows is false in a material particular commits an offence.

This statement was:

- (a) made in the form of an electronic document;
- (b) electronically signed;
- (c) made, signed and witnessed under Part 6A of the *Oaths Act 1867* (Qld).

Taken and declared at Melbourne in)
Victoria on 19 August 2026 before me:)
)

Signed by:
Mark Inving kl
58F5D8DB731046C...

Signature of declarant

Mark Irving KC

DocuSigned by:

 068D1D9CB690467

Signature of witness
Solicitor

Nicholas Ivan Perica
Australian legal practitioner

Gordon Legal
Level 5, 500 Bourke Street
MELBOURNE VIC 3000

I am a special witness pursuant to s 12 of the *Oaths Act 1867* (Qld).

This declaration was made, signed and witnessed under Part 6A of the *Oaths Act 1867* (Qld). I understand the requirements for witnessing a document by audio visual link and have complied with those requirements.

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**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

Notice number: 2026/26672

ANNEXURE SHEET

This is the document referred to as ‘Annexure 01’ in the Statement of Mark Irving KC declared
in Melbourne on 19 August 2026

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Fair Work
Commission

Report on the appointment of the Administrator of the CFMEU C&G Division

Murray Furlong
Fair Work Commission General Manager

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Fair Work
Commission

Report on the appointment of the Administrator of the CFMEU C&G Division

This report explains the process that I have taken in relation to the appointment of a new Administrator to the CFMEU Construction and General Division (C&G Division) following the resignation of the previous Administrator, Mr Mark Irving KC.

I have determined that the person who is most suited to lead the C&G Division through this next critical phase is Mr Michael Crosby AM.

I have signed and sealed instruments that terminate the appointment of Mark Irving as Administrator and appoint Mr Crosby. There is also an instrument determining Mr Crosby's remuneration. These instruments reflect the timing of Mr Irving's resignation at midnight, commencement of 22 May 2026 and subsequent appointment of Mr Crosby with effect on and from 12.01am 22 May 2026. I thank Mr Irving for his dedicated service and note that he will continue to serve the C&G Division in a Senior Counsel role.

I welcome Mr Crosby as the incoming Administrator and I look forward to working closely with him and those from his office.

Background

Pursuant to section 323C(1) of the RO Act, I was required to appoint a person to be the Administrator of the Scheme as soon as practicable after a scheme of administration (Scheme) in respect of the C&G Division was determined under subsection 323B(1) of the RO Act.

Pursuant to an instrument of appointment made on 23 August 2024, I appointed Mark Irving as the Administrator.

On Monday 27 April 2026, I received a letter from Mr Irving advising his intention to resign as the Administrator effective on 1 June 2026.

I subsequently received a letter from Mr Irving expressing that he would resign as the Administrator effective on midnight, commencement of 22 May 2026.

Pursuant to section 323C(2) of the RO Act, and clause 2 of the Scheme, if the Administrator advises me, in writing, that he resigns from the appointment, I may, in writing, terminate the appointment of the Administrator and appoint another person as the Administrator. I have accepted Mr Irving's resignation and have terminated his appointment.

Description of and criteria for the role

I am required under clause 2(3) of the Scheme to be satisfied that the person I appoint as Administrator is qualified having regard to the person's knowledge and experience.

In determining who to appoint, I have had regard to the:

- RO Act, particularly the Parliament's intention contained in section 5 and Part 2A of Chapter 11 as it relates to the Administration of the C&G Division and its branches
- *Fair Work (Registered Organisations) (CFMEU Construction and General Division Administration) Determination 2024* (Determination)
- Scheme, which forms Annexure A to the Determination
- [Rules](#) of the C&G Division (incorporating alterations of 21 June 2024 [R2024/53]) and the [Rules](#) of the CFMEU (incorporating alterations of 17 April 2026 made by order of the Federal Court of Australia in action VID1464/2025)
- [CFMEU Strategic Plan 2025-2028](#)
- various reports commissioned by the Administrator from Mr Geoffrey Watson SC relating to conduct in Queensland Northern Territory, New South Wales and Victoria-Tasmania Divisional Branches, and the reports commissioned from Mr Chris Kummerow in relation to the South Australian Divisional Branch
- Administrator's Reports to Parliament¹ made for the purposes of section 323T of the RO Act, and

¹ [First Bi-Annual Report of the CFMEU Administrator](#); [Second Bi-Annual Report of the CFMEU Administrator](#); [Third Bi-Annual Report of the CFMEU Administrator](#); [The Construction and General Division Administrator Financial Statements for the 6 month period ended](#)

- Fair Work Commission's [Compliance & Enforcement Policy](#).

I have also had regard to Mr Irving's assessment of the ongoing work that will be required of the next Administrator. In his letter to me of 27 April 2026, he stated:

The Administration has now entered into a new phase: the rebuild of the Construction Division of the CFMEU, as I detailed in my last bi-annual report to the Federal Minister under s 323T of the Act. The Union is changing its personnel. It is changing its culture. It is regaining its position in civil society. It is changing how it engages with employers, employer groups, regulators, governments, other unions and other industry partners. This rebuilding phase is the most important stage of Administration. As I said when I took this role, construction workers deserve a strong and effective union.

Whilst we have achieved a great deal, there is much more to do. As I noted in my last bi-annual report, the rebuild phase requires a different approach by the Administration and a different set of skills within the Administration. It is imperative that the Administration have the right people in the right roles at this crucial time. The best person to lead the Administration in this phase should be an experienced union professional who has a fundamental commitment to union values and who can drive the necessary culture change and other reforms.

While I have made my decision on the next Administrator independently, I have given appropriate weight to the views of Mr Irving and his lived experience as to the challenges that will face the new Administrator, and the skills and knowledge necessary to lead the C&G Division through the next phase in the Administration.

In his letter of 27 April 2026, Mr Irving also stated:

Michael Crosby is, in my opinion, the best person to lead the Administration going forward. Given my imminent departure, I have delegated to him a range of powers to ensure a smooth transition. For over 40 years he has led national unions in Australia and has been a leading figure in trade union training, organising and union modernisation across Australia, Europe and the

[22 February 2025](#) and [The Construction and General Division Administrator Financial Statements for the 6 month period ended 22 August 2025](#).

USA. He has been the Branch Executive Officer of the NSW Branch for the last 10 months during the Administration. He has been a key player over that period in helping to shape the Administration and implement its strategic plan. In my view he has the skills, experience and courage to do the job.

In my engagements with Mr Irving following receipt of his letter, I made it clear that it fell to me to appoint a new Administrator. I told Mr Irving that while I would consider Mr Crosby as a potential candidate for the role, I intended to consult widely and invite other nominations for consideration. In doing so I would seek the views of relevant stakeholders as to the suitability of any persons to undertake the role.

Process I have undertaken

To assist my consideration of this matter, I sought the views of registered organisations, peak councils, industry participants and other relevant stakeholders in identifying a suitable person.

As I have indicated consistently throughout the Administration, all major participants in the building and construction industry must actively contribute to eradicate inappropriate and illegal conduct. The community cannot expect a lawful CFMEU to rise from the Administration if the factors in the industry which incentivise and commercialise improper or illegal behaviours are not addressed and if other industry participants, including employers, continue to benefit from unlawful behaviour.

On 29 April 2026 I wrote to key stakeholder organisations inviting them to attend a consultation with me in which I intended to seek their views on:

- the critical skills and experience of an Administrator
- the valuable behaviours or capabilities in an Administrator
- any persons with requisite experience and attributes they would like me to consider, and
- any important changes they believed should occur before the end of the Administration.

I conducted consultation meetings with the following parties:

- Australian Council of Trade Unions
- Australian Chamber of Commerce and Industry
- Australian Industry Group
- Australian Workers' Union
- Electrical Trades Union

- Australian Manufacturing Workers' Union
- Master Builders Association
- Civil Contractors Federation
- Australian Constructors Association
- Fair Work Ombudsman
- CFMEU C&G Division Executive Officers in each branch under administration and the Secretary of the Western Australian Divisional Branch, and
- Mark Irving.

The Plumbing and Pipe Trades Employees Union, the Property Council of Australia and the Secretariat of the National Construction Industry Forum were also invited to participate in a consultation meeting but did not take up the opportunity.

I have subsequently also held discussions with many other stakeholders, including other regulators, former union officials, public servants and State Ministers as my deliberations have progressed.

During consultation meetings I indicated that the purpose was to inform myself by gathering information through wide consultation, having regard to the following key principles:

- returning the C&G Division into lawful operation with a high level of good governance and voluntary compliance with the law
- effective functioning of the C&G Division, including advocating for and providing support and assistance to its members, and
- working with other industry participants, including Tier 1 builders, funders, major contractors, employer associations and other unions, law enforcement agencies and regulators, in addition to Commonwealth, State and Territory Governments, to reform the industry and ensure that there is no place for criminal influences and corrupt practices, for the benefit of the Australian community more broadly.

During the discussions, I made it clear that I understood that I was not going to be able to satisfy everyone in making my decision. However, I posed a series of questions to each stakeholder and

sought nominations for persons they considered might be appropriate candidates. The feedback provided during the meetings was taken in confidence to ensure that each party could speak freely.

Feedback from stakeholders: Key requirements for the Administrator

Aggregating the key themes arising from the stakeholder feedback I received has enabled me to identify a range of attributes they considered were important in the next Administrator. They included identifying a person who:

- can continue to ensure the integrity of the administration and establish the C&G Division as a legitimate, functional and ethical part of the Australian community and the building and construction industry
- has experience and success in managing cultural change within complex organisations; who can create change processes and provide leadership about why changes are required - to members, officers and employees within the union
- is experienced in leading transformational change internally and externally; who can drive change across the industry and who has the trust and respect of external industry stakeholders
- has the courage to call out wrongdoing wherever it may exist, including from within the C&G Division, and the capacity to deal with problems constructively, transparently and in a timely manner when they arise
- has a demonstrated history of integrity, with a reputation as an honest problem solver; who has a strategic mindset, capable of engaging with organisers, employees and external parties
- has experience of successfully running a large and complex organisation; who could identify and develop the calibre of the people necessary to leading the union into the future
- understands the building and construction industry, with the capacity to identify and understand the extent of the issues that exist in the industry and ability to listen to a range of different perspectives, and

- is an experienced official within the union movement, and can inspire confidence in members, organisers, employees and external parties, but who is not captured by the union.

The above qualities do not represent the universal views of the stakeholders with whom I engaged. However, the above feedback, received from a cross section of stakeholders within the industry and the CFMEU, is a useful guide to identify the desirable attributes of the Administrator, noting that no one person may meet all of the expectations of all industry stakeholders.

I thank each of the parties who were willing to consult with me on this important matter and who have assisted to shape the expectations that I have for the next Administrator.

Nominations for the position of Administrator and engagement with candidates

I invited nominations from stakeholders for persons who were considered appropriate and held the necessary qualifications and experience for the role of Administrator. In total, 14 possible candidates were raised with me for my consideration.

I have carefully considered the suggestions. Whilst I do not intend to disclose the names of those nominated, they include a range of eminent individuals including current and former union officials, industry leaders, politicians, judges and other statutory appointees.

I contacted a range of nominated individuals that I considered may have the necessary background to perform the role. The purposes of my initial enquiries were to canvass their interest and suitability to be appointed. Some of those who declined to be considered separately expressed opinions as to the qualities required and the appropriateness of other candidates for the role. I have taken those matters into account.

Key skills, experience and behaviours

Having regard to the collective feedback I received during the above engagements, I identified a range of key skills, experience and behaviours that I considered to be critical to the selection of a new Administrator:

- personal qualities including integrity, honesty, trustworthiness and good judgement, and exhibiting a high level of independence. The courage, ethics and undaunted drive to return the C&G Division and its branches to lawful operations for the benefit of its members.
- recognition of the importance of the C&G Division within the building and construction industry and its significant and rich history. Creating a future C&G Division that draws upon these values and its rich history for the benefits of working Australians.
- experience and understanding of the practices of unions in general, and the construction industry in particular, and the requirement to continue the critical day-to-day services of the C&G Division advocating for its members. The C&G Division must advocate strongly and appropriately for its members in a lawful and respectful manner having regard among other things to safety, industrial laws, the principles of freedom of association, representation rights, and basic human dignity.
- experience in change management and developing a culture of good governance, lawful operation and democratic control in the best industrial interests of its members.
- capacity to review and reform the structures, rules, education, training and governance practices relating to the operation of the C&G Division to ensure that it has contemporary systems and values and genuinely returns democratic control to its grassroots members. A recognition that non-compliance, failures of governance and criminal influences can have systemic underpinnings and establish processes, policies and a speak up culture that create resilience and actively prevents individual officers establishing autocratic practices and exercising unchecked power.
- willingness to engage with all construction industry participants driven by an appreciation of mutual interest in a strong, commercial and lawful industry. Creating genuinely positive relationships that are transparent and honest, without promoting adversarial or aggressive practices. Understanding that collaborative relationships and strong advocacy may from time to time involve conflicting views, opinions and positions. Experience with open dialogue and engagement through regular meetings or reports within a wider industry cohort.
- capacity to model leadership to the executive officers, staff and delegates of the C&G Division. Ability to foster transparency in decision making, accountability and the capacity to identify and upskill the next generation of leaders that will ensure the future lawful operation of the C&G Division for the benefit of its members.
- willingness to work collaboratively and effectively with other unions, including other building and construction unions, and the wider union movement. Working proactively to resolve demarcation and other disputes.
- experience to investigate past wrongdoing within the C&G Division and to allow this to inform good governance practices and set high standards of accountability within it. A recognition that established practices and principles of the C&G Division have been misused in the past, undermining the democratic functioning of the union.

- openness to establishing appropriate support mechanisms and processes to provide feedback and advice which support the functioning of the Administration.

Nominations of candidates and interviews with candidates

As a result of my engagements and assessment of the desirable attributes in an Administrator, I proceeded to meet with and interview the leading candidates to discuss in detail their experience and suitability for the role.

Outcome of process and selection of Mr Michael Crosby AM

I am satisfied that of the persons I approached and interviewed, Mr Crosby is the most suitable candidate. As a result of my assessment of candidates against the desirable attributes, I determined to appoint Mr Crosby as the new Administrator. Attached to this statement is a copy of Mr Crosby's biography.

Mr Crosby has held senior leadership roles within unions across a career spanning 50 years. He is recognised for work that strengthens union capability, reinforces good governance, and supports a values-driven culture. Mr Crosby was able to demonstrate a leadership approach grounded in a practical focus on what members need from their union day-to-day: effective representation, reliable support, and a strong, credible organisation that can deliver outcomes in workplaces and in the broader public interest. Mr Crosby has contributed to broader discussions about the future of work and the role of unions in a changing economy. He is the author of *Power at Work: Rebuilding the Australian Union Movement* (Federation Press, 2005), a widely referenced contribution to debate about union renewal, organising capacity, and institutional reform.

Mr Crosby has the requisite skills and experience and has shown integrity, courage and commitment to accept this appointment to serve C&G Division members at this critical time. He demonstrated that he is uncompromising when it comes to corruption and illegal behaviour. Mr Crosby has shown the qualities required to lead, reform and reinvigorate the C&G Division through this period of change and industry transformation.

Mr Crosby was able to explain his plans as to what success for the administration and the C&G Division would look like at the end of 3 years of his leadership, so that the C&G Division could be returned to the democratic control of grassroots members. He expressed an understanding of the C&G

Division's position in the ecosystem of the wider construction industry and the need for industry-wide reform and engagement. Mr Crosby demonstrated a clear vision to ensure a lasting return of the CFMEU to lawful operation.

Mr Crosby has now led the NSW Divisional Branch as its Executive Officer for about 11 months. I am confident that Mr Crosby will continue to develop his understanding of the construction industry and use the experience he has gained in NSW to address outstanding issues across the country. He understands the C&G Division's position in the ecosystem of the wider construction industry and the need for industry-wide reform and engagement to ensure a lasting change.

Mr Crosby received widespread support for his appointment to the role across the majority of my stakeholder consultations, including several employer representatives who identified him as a person of integrity that they could work constructively with. He also enjoys the strong support of Mark Irving and the Executive Officers in each of the C&G Division branches in administration.

Having regard to the above matters I have satisfied myself that Mr Michael Crosby AM is the most suitable person to fulfil the role as the Administrator of the C&G Division. I have every confidence that Mr Crosby will be able to discharge this important appointment.

Next steps

Mr Crosby will commence in the role of Administrator of the C&G Division in accordance with the Scheme, effective from 22 May 2026.

In making this appointment, I have discussed with Mr Crosby the following areas of focus:

- embedding good governance and transparency in decision making processes
- creating a speak-up culture that calls out unlawful conduct both within the CFMEU and by others in the industry wherever it occurs including underpayments, sham contracting, phoenixing, cartel conduct, organised crime, improper use of labour hire, conduct of former officials, productivity, training and development
- identifying where funders, builders, contractors, law enforcement, regulators and other parties in the industry can do more to reform the industry, noting that the CFMEU exists in an ecosystem
- resolving longstanding demarcation disputes, particularly with the AWU, and
- preventing delegates or organisers misusing WHS and Enterprise Agreement levers to drive industrial outcomes.

As outlined in my [General Manager's Statement CFMEU](#), through dedicated and specialist Commission staff, I provide education, assistance and advice to registered organisations to support them to establish and maintain positive regulatory cultures. I encourage Mr Crosby to continue to access our available supports.

Attachments

Attached to this report is:

- [Mr Crosby's biography](#)
- [Instrument of appointment](#)
- [Instrument of remuneration.](#)

COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY

Notice number: 2026/26672

ANNEXURE SHEET

This is the document referred to as ‘Annexure 0’ in the Statement of Karl Virgin KCl declared
in the Court on 12 August ’0’6

Initial
MLK

DS
NP

The Hon Jarrod Bleijie MP
Deputy Premier
Minister for State Development,
Infrastructure and Planning
Minister for Industrial Relations

DELIVERING
FOR QUEENSLAND



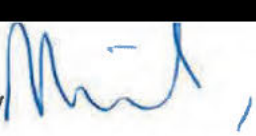
Our ref: MBN26/785 / MINC2026-1463931538-128706

30 JUN 2026

Mr Michael Crosby AM
Administrator
Construction Forestry Mining and Energy Union
Construction and General Division
[Redacted]

1 William Street
Brisbane Queensland 4000
PO Box 15009
City East Queensland 4002
Telephone: [Redacted]
Email: [Redacted]
Email: [Redacted]

ABN 65 959 415 158

Dear Mr Crosby 

Mr Mark Irving KC wrote to me on 19 June 2026 informing of his resignation as Administrator Queensland Construction Forestry Mining and Energy Union, Construction and General Division (CFMEUQ).

Mr Irving advised that you have been appointed as the Administrator under the governing Federal Act by the General Manager of the Fair Work Commission and has been appointed as the Administrator under the governing New South Wales (NSW) Act by the NSW Minister for Industrial Relations and has recommended that you are appointed as the Administrator of the Queensland State registered union.

I have determined to appoint you as the Queensland Administrator effective 1 July 2026. I will issue a variation to the *Gazetted Industrial Relations Act (CFMEUQ Construction and General Division Administration) Administration Notice 2024* (the Notice) to confirm your appointment.

I recognise the difficult task Mr Irving has undertaken and I believe there remains important reform work to do in relation to the State registered union and I note the ongoing Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry. The Crisafulli Government is committed to restoring safety and productivity to Queensland job sites and I trust you will support these processes.

I will provide you with a copy of the variation to the Notice once it is gazetted and I look forward to your positive contribution to the Administration of the CFMEUQ.

If you require any further information regarding this matter, please contact my Chief of Staff, Mr Nathan Ruhle, by email at [Redacted] or by telephone on [Redacted]

Yours sincerely 

JARROD BLEIJIE MP
DEPUTY PREMIER
Minister for State Development, Infrastructure and Planning
Minister for Industrial Relations

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

Notice number: 2026/26672

ANNEXURE SHEET

This is the document referred to as ‘Annexure 04’ in the Statement of Mark Irving KC declared
in Melbourne on 19 August 2026

Initial
MK

DS
NP

From: Jared Abbott <[REDACTED]>
Sent: Wednesday, 26 November 2025 3:53 PM
To: Stacey Schinnerl <[REDACTED]>
Cc: Paul Farrow <[REDACTED]> Mark Raguse <[REDACTED]>
Subject: RE: Letter Stacey Schinnerl AWU 261125

Hi Stacey,

I do have a missed called from an unknown number (I now suspect is Mark) from 12 November, but no voice message.

Jim Wilson has reached out to Chad, but this was apparently in relation to workers from a company where we have no members and our own organiser has said he has also been abused by the workers there when attempting to visit this site.

I have no issue with delegation; my issue is with the fact that these allegations are now circulating without our ability to investigate and if necessary, deal with the matters of concern.

For avoidance of doubt, all CFMEU staff have been instructed to engage with AWU in a respectful and productive manner.

Regards,

CFMEU

Construction & General Division
QLD/NT Divisional Branch



Jared Abbott
Branch Executive Officer
16 Campbell Street
Bowen Hills QLD 4006



I acknowledge the traditional Aboriginal owners of country throughout Australia and pay my respect to them, their culture and their Elders past, present and future.

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From: Stacey Schinnerl <[REDACTED]>
Sent: Wednesday, 26 November 2025 3:37 PM
To: Jared Abbott <[REDACTED]>

Cc: Paul Farrow <[REDACTED]> Mark Raguse <[REDACTED]>

Subject: Re: Letter Stacey Schinnerl AWU 261125

Jared,

I ask that for the time being, you engage with Mark over the BCC (Mitch Thurlow) matter. He left a voicemail message for you on the 12th November to discuss and then raised at the QCU Exec - you could have asked to speak with him briefly as you exited.

The reason I didn't progress the matter through the complaint function earlier in the year was because BCC finally put mechanisms in place to investigate the matter - which quite frankly I was content to let play out as this was probably a far more appropriate way of dealing with the complex matters at hand.

The recent escalation (reaggravation) is what I have asked Mark to raise in light of councils most recent lacklustre response.

I have also asked Northern DS Jim Wilson to reach out to Chad to discuss our concerns regarding your organiser in FNQ. I believe that contact has just happened.

I cannot be the one stop shop for everything and I'm well entitled to delegate matters when required.

In light of various matters afoot Jared, I have no capacity (and even less desire) to progress anything regarding repairing the AWU's relationship with the CFMEU right now.

Surely, as a reasonable person you can understand the current climate we are both in. I'm spending an inordinate amount of time dealing with various legal matters, organisers with complex issues and fending off daily social media attacks against our union - all because of what's happened over the last three years. At the same time, I have a large union to run.

Yesterday, I committed to Jacqueline King that I would fly to Melbourne in the New Year to sit down as requested. Paul Farrow will join me.

That's the best I will do for now.

Stacey

Stacey Schinnerl

Secretary, The Australian Workers' Union of Employees, Queensland
Branch Secretary, The Australian Workers' Union, Queensland Branch
Queensland & NT

[REDACTED]
Level 13 333 Adelaide Street Brisbane



Important Notice: This email message does not constitute formal correspondence from the AWU and is for advance information purposes only. Any correspondence will be posted to you under the signature of the Branch Secretary. All formal correspondence with the AWU must be addressed in writing to -

Stacey Schinnerl
Secretary, Queensland AWU
GPO Box 88
BRISBANE QLD 4001

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From: Stacey Davidson <[REDACTED]>
Sent: Wednesday, November 26, 2025 4:08 pm
To: Stacey Schinnerl <[REDACTED]>
Cc: Jared Abbott <[REDACTED]>
Subject: Letter Stacey Schinnerl AWU 261125

Dear Stacey,

Please find attached letter from Jared Abbott CFMEU QLD/NT Branch Executive Officer.

Thanks very much,

Stacey on behalf of

Jared

**Construction & General Division
QLD/NT Divisional Branch**

Stacey Davidson
Office Manager
16 Campbell Street
Bowen Hills QLD 4006
[REDACTED]



I acknowledge the traditional Aboriginal owners of country throughout Australia and pay my respect to them, their culture and their Elders past, present and future.

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REGIONAL OFFICES
Darwin —
Townsville —

HEAD OFFICE
16 Campbell Street
Bowen Hills QLD 4006

26 November 2025

Dear Stacey,

I am writing to you in hope of progressing a resolution to ongoing issues relating to the relationship between CFMEU QNT and AWU Queensland.

As you are aware, since coming into my role at the CFMEU, I have actively contacted you on several occasions to repair and build a relationship between the two unions. I acknowledge the actions of past leadership, and subsequently those reporting to them, were unacceptable and this has remained a significant barrier for these discussions to progress.

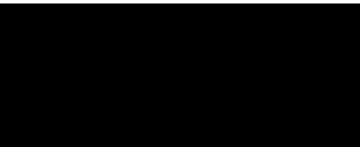
I also acknowledge that in my initial weeks after starting at CFMEU, upon raising an issue relating to one of our members, I have encouraged you to use the Integrity complaints process provided by the Administration. As explained at the time, this was due to my concern around the optics of trying to resolve complaints I had received directly from you verbally given the nature of the relationship between the unions leading to that point.

However, the dynamics that existed then have well and truly passed and I have since encouraged you to raise any issues relating to the conduct of my staff or our CFMEU members directly to me.

In the last few months, I have made numerous attempts to talk with you and/or meet with you, that have either been ignored or brushed off. While I appreciate the complexities of resolving work and personal matters related to your role, during this same period, I have been advised of different grievances you have raised about the CFMEU QNT with other parties without sufficient detail for me to be able to investigate or act upon.

I am hoping going forward a direct line of communication is reestablished between us in relation to matters of concern in the first instance.

In Solidarity,



Jared Abbott
Executive Officer

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

Notice number: 2026/26672

ANNEXURE SHEET

This is the document referred to as ‘Annexure 05’ in the Statement of Mark Irving KC declared
in Melbourne on 19 August 2026

Initial
MIK

DS
NP

From: Beau Seiffert
Sent: Tuesday, 13 September 2022 11:39:08 AM
To: Leanne Butkus
Subject:
Attachments: Request for Payment - Beau.docx

Michael,

I am writing to you as the State Secretary of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division to formalise the request I made last week for relief of my financial distress under rule B70(b).

I understand that the State Executive require details of my request so that they can consider it at a meeting to be held on 14 September 2022.

As I said last week, I need financial relief to be able to meet a \$15,000.00 payment of a penalty imposed upon me by the Federal Court in the judgment of *Australian Building and Construction Commissioner v Construction, Forestry, Maritime, Mining and Energy Union (the Titan Cranes Case)* [2022] FCA 774.

As you know I have a young family, with my wife currently only working part-time to meet the ever-increasing childcare fees. I am in the very same position financially as many other members and my family is feeling the pinch of the rising cost of living and juggling income to ensure payments of the necessities can be made. Over and above this I know that my wife and I are yet to fully experience the impact of the rising interest rates on our living expenses and other debts which makes me nervous about the future and the security of my family.

I experienced approximately \$30,000.00 in losses in the last income tax year and I will find it difficult to recover from that loss, let alone keeping up with the rising cost of living and making payment of \$15,000.00 in penalties imposed on me.

The penalty must be paid by 22 September 2022 and given how soon that is, there is no family asset that I can easily dispose of that would not be a problem for my family.

Without the payment from the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland I will be in a position of financial hardship.

I am a financial member of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland and have been for significantly longer than the required period referred to in rule B70(c).

I would ask that the members of the State Executive keep the information about my finances confidential and only use it for considering my request for assistance.

Signed: _____
Beau Seiffert

Dated:

Michael,

I am writing to you as the State Secretary of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division to formalise the request I made last week for relief of my financial distress under rule B70(b).

I understand that the State Executive require details of my request so that they can consider it at a meeting to be held on 14 September 2022.

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I experienced approximately \$30,000.00 in losses in the last income tax year and I will find it difficult to recover from that loss, let alone keeping up with the rising cost of living and making payment of \$15,000.00 in penalties imposed on me.

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I would ask that the members of the State Executive keep the information about my finances confidential and only use it for considering my request for assistance.

Signed: _____
Beau Seiffert

Dated:

**Meeting of the Construction, Forestry, Mining and Energy Union
Industrial Union of Employees, Queensland – Construction and General Division State
Executive held on Wednesday 14 September 2022 commencing at 10:50am**

Present: Michael Ravbar, Royce Kupsch, Kane Lowth, Peter Close, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 6 September 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Mark Read

Seconded: Steve Amies

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

Financial Matters

- Income and Expenditure Statement for the period ended 31 August 2022.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 August 2022.

Decision: *"That the estimated income and expenditure statement for the period ended 31 August 2022 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Gaske

Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

- (a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*
- (b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*
- (c) *State Secretary in making the Disbursements was authorised; and*
- (d) *Disbursements are authorised.*

Moved: Steve Amies

Seconded: Mark Read

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 31 August 2022.

Decision: *"That the income from dues as at 31 August 2022 be received."*

Moved: Ian McKewin

Seconded: Dallas Ezzy

- Request from member for release of financial distress

Correspondence addressed to the State Secretary from temporary organiser, Beau Seiffert regarding relief of his financial distress was tabled.

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the request. He left the room and did not participate in any discussion or decision in relation to the request.

The President and Assistant State Secretary, Kane Lowth spoke to the request.

The State Divisional Executive notes the following:

1. On about 16 June 2022, Justice Logan in *Australian Building and Construction Commissioner v Construction, Forestry, Maritime, Mining and Energy Union (the Titan Cranes Case)* [2022] FCA 774 declared that Beau Seiffert contravened section 52(c) of the *Building and Construction Industry (Improving Productivity) Act 2016* (Cth).
2. As a result, the Federal Court ordered that Beau pay a penalty of \$30,000.00 and in respect of 50% of that penalty, Beau must not:
 - (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) to pay to him, or his financial benefit, any money or financial benefit referable to the payment of the penalty; and
 - (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. Beau must comply with the order and, to enable him to do so, he has requested financial assistance from the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**). The request has been provided to all

members of the State Divisional Executive on the condition that each member keep the information disclosed by Beau as to his financial affairs confidential.

4. The State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:
 - (a) advancing the interests of members;
 - (b) advancing the living and working conditions of workers and their families;
 - (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and
 - (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.
5. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

B70. DONATIONS/LOANS/GRANTS

- (a) *The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
- (b) *Payments may be made for the purpose of relieving members who are in distress.*
- (c) *No member who has been less than 3 months in the State Division will be eligible for assistance.*
- (d) *Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
- (e) *Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding \$1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
 - (i) *that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
 - (ii) *in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,*
and has approved the making of the loan, grant or donation.

6. Beau is a member of the State Union and has been for significantly longer than the three months required. Beau has made a request for a payment by the State Union to relieve him of the distress caused by the financial hardship that would be imposed upon him by the payment of 50% of the penalty. Beau has set out the particulars of this financial hardship to enable the State Divisional Executive to make a decision.
7. The State Union is well known for looking after members who require its assistance. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.
8. The State Union is a division of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (CFMEUQ), which is a separate legal entity to the CFMMEU. The CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court.
9. The State Secretary has sought legal advice from Hall Payne Lawyers in relation to the effect of the Federal Court order on the operations of the State Union.
10. Hall Payne Lawyers have confirmed that *'...the CFMEUQ is a separate legal entity and was not a party to the Titan Cranes Case and, as a consequence, the Federal Court could not impose such*

an order on the CFMEUQ (nor, on our understanding of the findings, was such an order intended)...’.

11. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.
12. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.
13. The State Secretary has decided to abstain from both deliberation of the request and voting to approve/reject the request.

Hall Payne Lawyers, Dale Blackmore addressed Executive members regarding the request and took questions from the floor.

Decision: *“The State Divisional Executive, noting the report given and the request for financial assistance under rule B70 of the Part B Rules, directs the State Secretary to make a donation to Beau Seiffert of \$15,000 in order to relieve him of the distress caused by the financial hardship that would be imposed upon him by the payment of 50% of the penalty”.*

Moved: Ian McKewin

Seconded: Keith Murphy

There being no further business the meeting closed at 11:35am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

21/11/22

**Meeting of the Construction, Forestry, Mining and Energy Union
Industrial Union of Employees, Queensland – Construction and General Division State
Executive held on Monday 6 February 2023 commencing at 1:30pm**

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Kane Lowth, Steve Amies, Steve Gaske, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 10 January 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy

Seconded: Mark Read

Governance

- Disclosures

The Chair called for disclosures from members:

The Assistant State Secretary, Jade Ingham tabled and spoke to a declaration in regard to a protracted dispute with his insurer about whether he is covered by his insurance policy; demolition and repairs to his family home, incidental costs of his family home being unliveable and issues with contractors engaged by his insurer to perform work on their behalf. The Assistant State Secretary gave a detailed report on the background and timeline of the dispute.

The State Secretary supplemented the report and advised Executive that the union has received legal advice in regards to domestic procurement.

- Material Personal Interests

The material personal interest standing notices were reviewed.

No revisions were declared by State Executive members.

- Conflict of Interest

State Secretary, Michael Ravbar declared a conflict in regards to an agenda item (ReachOut) in general business as he is participating in the fundraiser.

Financial Matters

- Income and Expenditure Statement for the period ended 31 January 2023.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 January 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 31 January 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Mark Read Seconded: Steve Gaske

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

- (a) determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*
- (b) State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*
- (c) State Secretary in making the Disbursements was authorised; and*
- (d) Disbursements are authorised.*

Moved: Mark Read Seconded: Ian McKewin

- Income from Dues

The State Secretary tabled and reported on the income from dues as 31 January 2023.

Decision: *"That the income from dues as at 31 January 2023 be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Personal Payment Orders

Correspondence addressed to the State Secretary from temporary organisers, Beau Seiffert and Blake Hynes in regard to request for financial assistance was tabled.

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests. He left the room and did not participate in any discussion or decision in relation to the request.

The President and Assistant State Secretary, Jade Ingham spoke to the request.

Dale Blackmore, Hall Payne Lawyers was in attendance and addressed Executive members on Personal Payment Orders and the State Divisional Executive noted the following:

1. On 30 January 2023, Justice Collier in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union* [2023] FCA 36 declared that Beau Seiffert and Blake Hynes

contravened section 500 of the *Fair Work Act 2009* (Cth). As a result, the Federal Court ordered that Beau pay a penalty of \$24,000.00 and Blake pay a penalty of \$12,000.

2. In respect of those penalties, Beau and Blake must not:
 - (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and
 - (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. Beau and Blake must comply with the orders and, to enable them to do so, they have requested financial assistance from the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**). The request has been provided to all members of the State Divisional Executive on the condition that each member keep the information disclosed by Beau and Blake confidential.
4. The State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:
 - (a) advancing the interests of members;
 - (b) advancing the living and working conditions of workers and their families;
 - (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and
 - (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.
5. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

B70. DONATIONS/LOANS/GRANTS

- (a) The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
 - (b) Payments may be made for the purpose of relieving members who are in distress.*
 - (c) No member who has been less than 3 months in the State Division will be eligible for assistance.*
 - (d) Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
 - (e) Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding \$1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
 - (i) that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
 - (ii) in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory, and has approved the making of the loan, grant or donation.*
6. Beau and Blake are members of the State Union and have been for significantly longer than the three months required. Beau and Blake have made requests for a payment by the State Union to relieve them of the distress caused by the penalty. Beau and Blake have set out the particulars of this distress to enable the State Divisional Executive to make a decision.

- Health and Safety Review

The State Secretary reported that the government taskforce to review the WHS legislation finished its public consultations and report in December. The State Secretary also gave an update on the unions national campaign to ban silica called stop this killer stone campaign.

- Procurement (Policy and Compliance)

The State Secretary updated Executive members regarding the Government Procurement policies and BPIC. He advised that it was progressing some areas but in other areas there were still challenges with the implementation across some Government departments.

- Cross River Rail

The State Secretary reported that the union will continue with the campaign against CPB. He advised that the project is behind schedule and the costs have blown out between 4-6 billion.

- Voice to Parliament

The State Secretary gave a detailed report on what activities the union is doing to support a referendum to get the Voice to Parliament up at the end of the year. He advised that the union's initial focus is to educate and raise awareness of why this referendum is important and needs to be successful.

- Governments Qld/NT

The State Secretary reported that the union would be particularly active against the State Labor Governments in regard to a number of outstanding issues that they have not honoured or have failed to implement.

- Organising

The State Secretary reported on new temporary organiser additions. He advised that Hoani Edwards will be an onsite organiser at the Gold Coast and Ryan Whakaruru is the new organiser for offsite. He further reported that the union is still have difficulties finding an organiser for Townsville.

The Assistant State Secretary supplemented the report.

- Roles/Areas

The Assistant State Secretary reported on changes to organiser areas. He advised that there have been significant changes to organiser areas and responsibilities.

Decision: "That the reports be received."

Moved: Ian McKewin

Seconded: Keith Murphy

Administration Matters

- IT matters

The State Secretary reported that the union has almost finalised a huge investment and capital outlay in the upgrade to the union's membership system.

- Computer software upgrades

The State Secretary reported that all the computer software upgrades have been completed and that the union will also be upgrading landline phones.

Decision: *"That the reports be received."*

Moved: Steve Gaske

Seconded: Ian McKewin

General Business

- Starlight Super Swim Challenge
- Mater International Women's Day Fun Run
- ReachOut

- Starlight Super Swim Challenge

The State Secretary reported that organisers Dylan Howard, Dennis Mitchell and Matthew Vonhoff have a team participating in the starlight super swim challenge to raise much needed funds for sick kids.

Decision: *"That the report be received and that the State Executive endorse a donation of \$2500 to organisers Dylan Howard, Dennis Mitchell and Matthew Vonhoff participating in the starlight super swim challenge fundraiser raising funds for sick kids."*

- Mater International Women's Day Fun Run

The State Secretary reported that the union has organised a team of approximately 35 participants in the Mater International Women's Day Fun being held on Sunday 12 March 2023 to raise funds to support women with breast cancer.

Decision: *"That the report be received and that the State Executive endorse a donation of \$5000 to the CFMEU team participating in the International Women's Day Fun Run raising funds to support women with breast cancer."*

- ReachOut

The State Secretary declared a conflict of interest due to his participation in the ReachOut fundraising challenge. He did not participate in any discussion or decision in relation to the fundraising initiative.

The Assistant State Secretary advised that the State Secretary will be participating in the ReachOut fundraising initiative to raise money to prevent youth suicide.

Decision: *"That the report be received and that the State Executive endorse a donation of \$2500 to the State Secretary for the Reachout fundraising initiative to prevent youth suicide."*

Moved: Ian McKewin

Seconded: Keith Murphy

General Business

There being no further business the meeting closed at 3:22pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

[Redacted Signature]

Date: 29-3-2023

From: Blake Hynes
Sent: Monday, 6 February 2023 10:18:26 AM
To: Blake Hynes
Subject: Fwd: Draft
Attachments: Request for Donation - Blake Hynes.docx

----- Forwarded message -----

From: Dale Blackmore <[REDACTED]>
Date: Fri, 3 Feb 2023 at 4:10 pm
Subject: RE: Draft
To: Blake Hynes <[REDACTED]>

See attached.

Chat Monday morning.

Dale Blackmore | Senior Associate

Hall Payne Lawyers



www.hallpayne.com.au

We acknowledge and respect the Aboriginal and Torres Strait Islander people as the Traditional Owners of this country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to all Traditional Owners and to their Elders past, present and emerging.

From: Blake Hynes <[REDACTED]>
Sent: Friday, 3 February 2023 4:09 PM
To: Dale Blackmore <[REDACTED]>
Subject: Re: Draft

Yeah mate

On Fri, 3 Feb 2023 at 4:08 pm, Dale Blackmore <[REDACTED]> wrote:

Blake,

Can you confirm that this is the right email, and I will send the draft over to you.

Dale Blackmore | Senior Associate

Hall Payne Lawyers



www.hallpayne.com.au

We acknowledge and respect the Aboriginal and Torres Strait Islander people as the Traditional Owners of this country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to all Traditional Owners and to their Elders past, present and emerging.

[Evolve:24d9cc8a-5ef2-4718-a382-1047c6e8a2c4]

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3 February 2023

To the State Executive,

I am a member of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division and have been for a number of years.

I write to inform you of distress caused by the imposition of a penalty of \$12,000.00 in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union* [2023] FCA 36.

The amount of the penalty does make me anxious about my finances. I have the ordinary day to day living expenses, including mortgage repayments, household expenses, insurances and the like.

Whilst I have some savings, I have earmarked a portion of that for emergency or unexpected expenses. The rest has taken me some time to save, and I would like to use that money for the reasons that encouraged me to save.

During the hearing, I requested that the Federal Court give me 90 days to make the payment of the penalty if it was to be imposed on me. Without reason this request was rejected, and I am required to pay within 28 days.

That the Federal Court has imposed that penalty, and then required me to make payment of that penalty in such a short time, causes me great concern and I am hoping that it is something that the State Executive will assist me with.

I ask that you take into consideration my circumstances and approve a payment of \$12,000.00 so that I can pay the penalty without causing further distress.

Regards,

Blake Hynes

3 February 2023

To the State Executive,

I am a member of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division and have been for a number of years.

I write to inform you of distress caused by the imposition of a penalty of \$12,000.00 in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union* [2023] FCA 36.

The amount of the penalty does make me anxious about my finances. I have the ordinary day to day living expenses, including mortgage repayments, household expenses, insurances and the like.

Whilst I have some savings, I have earmarked a portion of that for emergency or unexpected expenses. The rest has taken me some time to save, and I would like to use that money for the reasons that encouraged me to save.

During the hearing, I requested that the Federal Court give me 90 days to make the payment of the penalty if it was to be imposed on me. Without reason this request was rejected, and I am required to pay within 28 days.

That the Federal Court has imposed that penalty, and then required me to make payment of that penalty in such a short time, causes me great concern and I am hoping that it is something that the State Executive will assist me with.

I ask that you take into consideration my circumstances and approve a payment of \$12,000.00 so that I can pay the penalty without causing further distress.

Regards,

Blake Hynes

From: Hemal Patel
Sent: Thursday, 9 February 2023 10:47:42 AM
To: Blake Hynes
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD

Construction & General

Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006

Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Blake Hynes (Financial Hardship)

A payment has been remitted to your account as follows:

12,000.00

Bank Name:
BSB Number:
Account Number:
Account Name: Blake Hynes (Financial Hardship)

Payment Reference: BH FINANCIAL HARDSHIP
Payment Date: 9/02/2023

Details:

Invoice Number	Payment Amount
BH FINANCIAL HARDSHIP	12,000.00
Total	12,000.00

From: Hemal Patel
Sent: Thursday, 9 February 2023 10:47:46 AM
To: Beau Seiffert
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

If you have received this message in error, please notify us by return email. The information in this email may be confidential and/or legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorised. If you are not the intended recipient, any disclosure, copying, distribution or use of the communications is strictly prohibited.

CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Beau Seiffert (Financial Hardship)

A payment has been remitted to your account as follows:

24,000.00

Bank Name:
BSB Number:
Account Number:
Account Name: Beau Seiffert (Financial Hardship)

Payment Reference: BS FINANCIAL HARDSHIP
Payment Date: 9/02/2023

Details:

Invoice Number	Payment Amount
BS FINANCIAL HARDSHIP	24,000.00
Total	24,000.00

**Meeting of the Construction, Forestry, Mining and Energy Union
Industrial Union of Employees, Queensland – Construction and General Division State
Executive held on Wednesday 29 March 2023 commencing at 1:00pm**

Present: Michael Raybar, Jade Ingham, Royce Kupsch, Steve Amies, Steve Gaske, Mark Read, Ian McKewin, Keith Murphy, Peter Close, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezzy, Kane Lowth

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 6 February 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin

Seconded: Steve Gaske

Governance

- Disclosures

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 28 February 2023.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 28 February 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 28 February 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Peter Close

Seconded: Mark Read

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

- (a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*
- (b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*
- (c) *State Secretary in making the Disbursements was authorised; and*
- (d) *Disbursements are authorised.*

Moved: Steve Amies

Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as 15 March 2023.

Decision: *"That the income from dues as at 15 March 2023 be received."*

Moved: Mark Read

Seconded: Keith Murphy

- Townsville Property and Campbell Street Property Development

The State Secretary gave an update on the recent purchase and renovations to the Townsville property at 402 Flinders Street, Townsville and advised Executive members that the union has shown an interest in the doggy day care property next door at Bowen Hills and if the union is successful in obtaining the property that it will be converted in a massive meeting space to accommodate the growth of HSR and delegate meetings.

The State Secretary reported that the union will be renovating the office to include a union merchandise shop.

The State Secretary gave a further update on the Campbell Street Property Development and advised that the union has received a letter of offer from CDL.

Decision: *"That the report be received."*

Moved: Mark Read

Seconded: Peter Close

National Rally

The State Secretary reported on the national rally to abandon the Fair Work Ombudsman as workers deserve a regulator which deals with key issues affecting them. He advised that the rally will be held on Wednesday 5 April at 11:00am, at Queens Gardens followed by a march to Waterfront Place. He further advised that there will also be a rally in Cairns on Grafton Street.

Decision: *"That the report be received."*

Moved: Ian McKewin

Seconded: Steve Gaske

Campaigns

- AWU

The State Secretary gave an update on the AWU campaign and advised that the campaign has the support of other CFMEU branches.

The Assistant State Secretary supplemented the report.

- EBA (Building)

The Assistant State Secretary gave an update on the Building EBA including timeframes for endorsement from members. A lengthy discussion occurred amongst Executive members regarding the new EBA.

- QBuild

The State Secretary gave an update on the Qbuild campaign and advised that the union was successful in its campaign and that the Qld Government has approved extra funding for additional tradespersons and apprentices with a plan to rebuild QBuild.

- BPIC

The State Secretary gave an update on ongoing issues in regard to BPIC within certain government departments.

- Health and Safety Review

The State Secretary reported that the Health and Safety Review has not had any progress since the taskforce completed its consultations and report in December.

Decision: *"That the reports be received."*

Moved: Steve Amies

Seconded: Peter Close

General Business

- NAWIC

The State Secretary reported on public comments made last year from the National Association of Women in Construction (NAWIC) outlining its concerns in relation to the Albanese's government's announcement to abolish the ABCC. He advised that the union has been seeking an apology which the union received in writing over the weekend.

- Solidarity action with striking French Workers

Executive member Steve Amies spoke about a rally that has been scheduled in support of the workers in France that have waged a historic struggle against the Macron government's most recent neo-liberal reforms. He advised that the rally is scheduled for Tuesday 4 April 2023 at 12:00pm.

- CFMEU scholarship

The State Secretary spoke to Executive members in regards to the decision arising out of the 2022 delegates convention in regards to a CFMEU scholarship. The CFMEU State Secretary recommended that member Joseph Stark be put forward to be offered a CFMEU scholarship.

Decision: *"That the reports be received and that the CFMEU Executive endorse that member Joe be offered a CFMEU scholarship to the value of \$10,000 - \$15,000."*

Moved: Steve Gaske

Seconded: Jade Ingham

- Personal Payment Orders

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests as he has a personal interest in the decision. He left the room and did not participate in any discussion or decision in relation to the request.

That the State Divisional Executive notes the following:

1. On 30 January 2023, Justice Collier in *Fair Work Ombudsman v Albert & Ors* [2023] FCA 220 declared that Michael Ravbar and Blake Hynes contravened section 500 of the *Fair Work Act 2009* (Cth). As a result, the Federal Court ordered that Michael pay a penalty of \$7,000.00 and Blake pay a penalty of \$12,000.
2. In respect of those penalties, Michael and Blake must not:
 - (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and
 - (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. Michael and Blake must comply with the orders.
4. Having been made aware of these orders, the State Assistant Secretary of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (State Union) sought advice from Hall Payne Lawyers.
5. Hall Payne Lawyers has confirmed that:
 - (a) the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (CFMEUQ) is a separate legal entity to the CFMMEU;
 - (b) the CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court; and
 - (c) consequently, the Federal Court could not impose such an order on the CFMEUQ (nor, on their understanding of the findings, was such an order intended).
6. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.
7. The State Assistant Secretary has confirmed that the State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:
 - (a) advancing the interests of members;

- (b) advancing the living and working conditions of workers and their families;
- (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and
- (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

8. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

B70. DONATIONS/LOANS/GRANTS

- (a) *The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
- (b) *Payments may be made for the purpose of relieving members who are in distress.*
- (c) *No member who has been less than 3 months in the State Division will be eligible for assistance.*
- (d) *Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
- (e) *Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding \$1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
 - (i) *that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
 - (ii) *in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,*
and has approved the making of the loan, grant or donation.

9. Michael and Blake are members of the State Union, and the State Union is well known for looking after members. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.
10. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.
11. Michael is absent from both deliberation of the request and voting to approve/reject the request as he has a personal interest in the decision.

Decision: The State Divisional Executive, noting the report given and that it has the power under rule B70 of the Part B Rules, directs the State Assistant Secretary to make a donation to:

- (e) *Michael Raybar of \$7,000; and*
- (f) *Blake Hynes of \$12,000.*

Moved: Keith Murphy

Seconded: Steve Amies

There being no further business the meeting closed at 2:58pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair:



Date: 30-05-23

From: Hemal Patel
Sent: Friday, 31 March 2023 3:21:50 PM
To: Blake Hynes
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Blake Hynes (Financial Hardship)

A payment has been remitted to your account as follows:

12,000.00

Bank Name:
BSB Number:
Account Number:
Account Name: Blake Hynes (Financial Hardship)

Payment Reference: DONATION 29/3/23
Payment Date: 31/03/2023

Details:

Invoice Number	Payment Amount
DONATION 29/3/23	12,000.00
Total	12,000.00

From: Hemal Patel
Sent: Friday, 31 March 2023 3:14:25 PM
To: Michael Ravbar
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Michael Ravbar

A payment has been remitted to your account as follows:

7,087.00

Bank Name: ANZ
BSB Number:
Account Number:
Account Name: Michael Ravbar

Payment Reference: DONATION
Payment Date: 31/03/2023

Details:

Invoice Number	Payment Amount
DONATION	7,000.00
ENV 27/3/23	87.00
Total	7,087.00

**Meeting of the Construction, Forestry, Mining and Energy Union
Industrial Union of Employees, Queensland – Construction and General Division State
Executive held on Tuesday 30 May 2023 commencing at 2:00pm**

Present: Michael Ravbar, Royce Kupsch, Kane Lowth, Dallas Ezzy, Steve Amies, Steve Gaske, Mark Read, Ian McKewin, Jacqui Collie (Minute Secretary)

Apologies: Peter Close, Jade Ingham, Keith Murphy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Wednesday 29 March and Friday 5 May 2023 were presented to the Executive.

Decision: "That the previous minutes are a true and correct record."

Moved: Mark Read Seconded: Steve Amies

Governance

Disclosures

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

Income and Expenditure Statement for the period ended 30 April 2023

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 April 2023.

Decision: "That the estimated income and expenditure statement for the period ended 30 April 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."

Moved: Mark Read Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

- (a) determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*
- (b) State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*
- (c) State Secretary in making the Disbursements was authorised; and*
- (d) Disbursements are authorised.*

Moved: Steve Amies

Seconded: Steve Gaske

Financial Statements for the year ended 31 March 2023

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2022.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31 March 2022 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the Committee of Management*

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".

Moved: Ian McKewin

Seconded: Mark Read

- Income from Dues

The State Secretary tabled and reported on the income from dues as 15 May 2023.

Decision: *"That the income from dues as at 15 May 2023 be received."*

Moved: Steve Amies

Seconded: Dallas Ezzy

- Union Property

The State Secretary gave an update on union property including the recent purchase at 21 Jeays Street which is due to be settled on 26 June 2023. He also reported that negotiations are still occurring with the doggy day care property next door.

- Personal Payment Orders

The State Secretary and President determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests.

Assistant State Secretary, Kane Lowth spoke to the request.

The State Divisional Executive notes the following:

1. On 23 October 2019 and 16 March 2023, Justice Collier in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union (The Bruce Highway Caloundra to Sunshine Upgrade Case)(No 2)* [2019] FCA 1737 and in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union (The Bruce Highway Caloundra to Sunshine Upgrade Case)(No 3)* [2023] FCA 219:
 - (a) declared that Kurt Pauls contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Kurt pay a penalty of \$30,000.00;
 - (b) declared that Beau Seiffert contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Beau pay a penalty of \$25,000.00;
 - (c) declared that Te Albert contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Te pay a penalty of \$3,500.00;
 - (d) declared that Blake Hynes contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Blake pay a penalty of \$15,000.00;
 - (e) declared that Luke Gibson contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Luke pay a penalty of \$7,000.00;
 - (f) declared that Matthew Parfitt contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Matthew pay a penalty of \$10,000.00; and
 - (g) declared that Royce Kupsch contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Royce pay a penalty of \$3,500.00.
2. In respect of each of those penalties, the officials must not:
 - (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and
 - (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. The officials must comply with the orders.
4. The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**) have advice from Hall Payne Lawyers, confirming that:
 - (a) the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**CFMEUQ**) is a separate legal entity to the CFMMEU;
 - (b) the CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court; and
 - (c) consequently, the Federal Court could not impose such an order on the CFMEUQ (nor, on their understanding of the findings, was such an order intended).
5. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.
6. The State Assistant Secretary has confirmed that the State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:
 - (a) advancing the interests of members;

- (b) advancing the living and working conditions of workers and their families;
- (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and
- (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

7. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

B70. DONATIONS/LOANS/GRANTS

- (a) *The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
- (b) *Payments may be made for the purpose of relieving members who are in distress.*
- (c) *No member who has been less than 3 months in the State Division will be eligible for assistance.*
- (d) *Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
- (e) *Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding \$1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
 - (i) *that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
 - (ii) *in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory, and has approved the making of the loan, grant or donation.*

8. Each of the officials are members of the State Union, and the State Union is well known for looking after members. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.

9. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.

10. Michael and Royce were absent from both deliberation of the request and voting to approve/reject the request.

Deliberations

Decision: The State Divisional Executive, noting the report given and that it has the power under rule B70 of the Part B Rules, directs the State Secretary to make a donation to:

- (e) *Kurt Pauls of \$30,000.00;*
- (f) *Beau Seiffert of \$25,000.00;*
- (g) *Te Albert of \$3,500.00;*
- (h) *Blake Hynes of \$15,000.00;*
- (i) *Luke Gibson of \$7,000.00;*
- (j) *Matthew Parfitt of \$10,000.00; and*

(k) Royce Kupsch of \$3,500.00.

Moved: Steve Amies

Seconded: Ian McKewin

Campaigns

- AWU

The State Secretary gave an update on the campaign and the Assistant State Secretary supplemented the report.

- EBA Building

The State Secretary spoke about the EBA Campaign and the mass meetings in regard to the log of claims and the member's endorsement. The Assistant State Secretaries supplemented the report.

- TMR

The State Secretary reported on a number of TMR issues regarding its old and new EBA. The State Secretary also spoke about TMR's non-compliance of BPIC and advised that these issues have been raised with the Government. The Assistant State Secretary, Kane Lowth supplemented the report and spoke about TMR wage theft issues.

- Health and Safety Review

The State Secretary reported on the recommendations from the Health and Safety Review. He advised Executive members that even though there were some improvements, other recommendations were disappointing and that there were a lot of recommendations from the blue-collar unions that were not adopted. He advised Executive that the union will keep campaigning and lobbying the government to ensure that our proposals are accepted and that we achieve better outcomes for our members.

- Developer Licencing

The State Secretary advised Executive members that the final report from the Developer Licencing Review had been released. The State Secretary further advised Executive members that the government will now conduct a regulatory impact statement.

Decision: "That the reports be received."

Moved: Steve Amies

Seconded: Ian McKewin

ALP State Conference Mackay

The State Secretary advised that the union is sending a delegation to the ALP state conference that is being held in Mackay from 2 – 4 June 2023 and that the union has submitted over 20 amendments to the ALP platform plus a few motions.

Decision: *"That the report be received."*

Moved: Mark Read

Seconded: Dallas Ezzy

General Business

- Donation request

The State Secretary tabled a donation request from member Samantha Lumsden. He advised that Samantha and Barb Philp (both members) are participating in the Cancer Council Mystery Box Rally to raise funds for the Cancer Council. A discussion occurred amongst Executive members regarding the request.

Decision: *"That the report be received and that the State Executive endorse the donation request from members Samantha Lumsden and Barbara Philip of \$2,720 to raise funds for the Cancer Council."*

Moved: Ian McKewin

Seconded: Steve Amies

- Sponsorship Request

The State Secretary tabled a sponsorship request from Palm Beach Currumbin football club and a discussion occurred amongst Executive members regarding the details of the sponsorship.

Decision: *"That the report be received and that the State Executive ratify the sponsorship request of \$4,000 from Palm Beach Currumbin Football Club."*

Moved: Steve Gaske

Seconded: Dallas Ezzy

- Donation Request

Executive member Ian McKewin spoke about a request from member Kahu Paewai whose son was diagnosed with Duchenne Muscular Dystrophy (DMD). A discussion occurred amongst Executive members regarding seeking clarity around the request.

Decision: *"That the report be received and that the request be tabled at the next State Executive meeting."*

Moved: Mark Read

Seconded: Ian McKewin

There being no further business the meeting closed at 3:29pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 19-6-23.

From: Hemal Patel
Sent: Wednesday, 31 May 2023 8:37:53 AM
To: Luke Gibson
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Luke Gibson

A payment has been remitted to your account as follows:

7,000.00

Bank Name: WPAC
BSB Number:
Account Number:
Account Name: Luke Gibson

Payment Reference: DONATION 30/5/23
Payment Date: 31/05/2023

Details:

Invoice Number	Payment Amount
DONATION 30/5/23	7,000.00
Total	7,000.00

From: Hemal Patel
Sent: Wednesday, 31 May 2023 8:37:57 AM
To: Blake Hynes
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Blake Hynes (Financial Hardship)

A payment has been remitted to your account as follows:

15,000.00

Bank Name:
BSB Number:
Account Number:
Account Name: Blake Hynes (Financial Hardship)

Payment Reference: DONATION 30/5/23
Payment Date: 31/05/2023

Details:

Invoice Number	Payment Amount
DONATION 30/5/23	15,000.00
Total	15,000.00

From: Hemal Patel
Sent: Wednesday, 31 May 2023 8:38:00 AM
To: Royce Kupsch
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Royce Kupsch

A payment has been remitted to your account as follows:

3,500.00

Bank Name: St George Bank
BSB Number:
Account Number:
Account Name: Royce Kupsch

Payment Reference: DONATION 30/5/23
Payment Date: 31/05/2023

Details:

Invoice Number	Payment Amount
DONATION 30/5/23	3,500.00
Total	3,500.00

From: Hemal Patel
Sent: Wednesday, 31 May 2023 8:38:04 AM
To: [REDACTED]
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Matthew Clark

A payment has been remitted to your account as follows:

10,000.00

Bank Name:
BSB Number:
Account Number:
Account Name: Matthew Parfitt

Payment Reference: DONATION 30/5/23
Payment Date: 31/05/2023

Details:

Invoice Number	Payment Amount
DONATION 30/5/23	10,000.00
Total	10,000.00

From: Hemal Patel
Sent: Wednesday, 31 May 2023 8:38:07 AM
To: [REDACTED]
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Kurt Pauls

A payment has been remitted to your account as follows:

30,000.00

Bank Name: Suncorp
BSB Number:
Account Number:
Account Name: Kurt Pauls

Payment Reference: DONATION 30/5/23
Payment Date: 31/05/2023

Details:

Invoice Number	Payment Amount
DONATION 30/5/23	30,000.00
Total	30,000.00

From: Hemal Patel
Sent: Wednesday, 31 May 2023 8:38:11 AM
To: Beau Seiffert
Subject: EFT REMITTANCE
Attachments: ELPAY01.pdf

Attention: Accounts Receivable

Attached please find EFT Remittance advice.

CFMEU QLD
Construction & General
Head Office: 16 Campbell Street, BOWEN HILLS QLD 4006
Ph: [REDACTED] F: [REDACTED] E: [REDACTED]

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CFMEUQ

16 Campbell Street
Bowen Hills Queensland 4006
Australia

EFT Remittance Advice

Beau Seiffert (Financial Hardship)

A payment has been remitted to your account as follows:

25,000.00

Bank Name:
BSB Number:
Account Number:
Account Name: Beau Seiffert (Financial Hardship)

Payment Reference: DONATION 30/5/23
Payment Date: 31/05/2023

Details:

Invoice Number	Payment Amount
DONATION 30/5/23	25,000.00
Total	25,000.00

**Meeting of the Construction, Forestry, Mining and Energy Union
Industrial Union of Employees, Queensland – Construction and General Division State
Executive held on Friday 11 August 2023 commencing at 9:30am**

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Lowth, Keith Murphy, Steve Amies, Ian McKewin, Mark Read, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Peter Close, Dallas Ezzy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 19 June 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Amies

Seconded: Keith Murphy

Governance

- Disclosures

The Chair called for disclosures from members.

Governance

The Chair called for disclosures from members:

The Assistant State Secretary, Jade Ingham tabled and gave an update to a declaration in regards to a protracted dispute with his insurer and repairs to his family home, The Assistant State Secretary gave a detailed report on the background and timeline of the works and advised Executive members that the works have been completed. Evidence of payment to the contractor was provided by the Assistant State Secretary to the State Executive.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

State Secretary, Michael Ravbar declared a conflict in regards to the agenda item (General Business) in relation to the ADSS Race Day.

Financial Matters

- Income and Expenditure Statement for the period ended 31 July 2023

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 July 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 31 July 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Ian McKewin

Seconded: Mark Read

Decision:

- Income from Dues

The State Secretary tabled and reported on the income from dues as 31 July 2023.

Decision: *"That the income from dues as at 31 July 2023 be received."*

Moved: Keith Murphy

Seconded: Steve Gaske

- Proposed Union Dues 2024

The State Secretary spoke to the tabled proposed union dues for 2024 and a discussion occurred amongst Executive members.

Decision: *"That the proposed union dues for 2024 be endorsed."*

Moved: Mark Read

Seconded: Steve Amies

- Personal Payment Orders

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests as he has a personal interest in the decision. He left the room and did not participate in any discussion or decision in relation to the request.

The State Divisional Executive notes the following:

1. On 27 July 2023, Judge Vasta in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union (BBQ Case)* [2023] FedCFamC2G 668 declared that Michael Ravbar contravened the *Fair Work Act 2009* (Cth) on two occasions and, as a result, ordered that he pay two penalties totalling \$9,320.00;
2. In respect of each of those penalties, Mr Ravbar must not:
 - (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and
 - (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. Mr Ravbar must comply with the orders.

4. The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**) has received advice from Hall Payne Lawyers, confirming that:
 - (a) the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**CFMEUQ**) is a separate legal entity to the CFMMEU;
 - (b) the CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court; and
 - (c) consequently, the Federal Court could not impose such an order on the CFMEUQ (nor, on their understanding of the findings, was such an order intended).
5. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.
6. The State Assistant Secretary has confirmed that the State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:
 - (a) advancing the interests of members;
 - (b) advancing the living and working conditions of workers and their families;
 - (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and
 - (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.
7. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

B70. DONATIONS/LOANS/GRANTS

- (a) *The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
 - (b) *Payments may be made for the purpose of relieving members who are in distress.*
 - (c) *No member who has been less than 3 months in the State Division will be eligible for assistance.*
 - (d) *Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
 - (e) *Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding \$1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
 - (i) *that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
 - (ii) *in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory, and has approved the making of the loan, grant or donation.*
8. Michael is a member of the State Union, and the State Union is well known for looking after members. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.

9. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.
10. Michael is absent from both deliberation of the request and voting to approve/reject the request.

Decision: The State Divisional Executive, noting the report given and that it has the power under rule B70 of the Part B Rules, directs that a donation be made to Michael Raybar of \$9,320.

Moved: Keith Murphy

Seconded: Steve Amies

- Property Update

The State Secretary gave an update of recent property acquisitions in Jeay Street and 12 Campbell Street. He also gave an update on the Build to Rent project and how the retendering was going.

Decision: "That the report be received and that the State Executive endorse expenditure to date."

Moved: Mark Read

Seconded: Steve Gaske

Campaigns

- Super Profit Tax (Housing Policy)

The State Secretary reported on the union's Super Profits Tax campaign. The union is calling on the Federal government to introduce a new tax on exorbitant company profits in order to address the housing crisis. He further reported on the success of Zach's speech to the National Press Club.

- AWU

The State Secretary gave an update on the AWU campaign. The Assistant State Secretary gave a detailed supplementary report.

- EBA Building

The State Secretary reported that the EBA activity has been high, and the union has received a positive response to the EBA.

The Assistant State Secretary supplemented the report.

- TMR

The State Secretary reported that there are still numerous problems over the compliance of the TMR EBA and reported on other issues. He further reported that even though there is new management, issues still exist within the Department.

- Health and Safety Review

The State Secretary reported that the State Government response to the unions proposals to modernise and strengthen the health and safety laws is poor and that it is likely to campaign against the Government.

- Cross River Rail

The State Secretary reported on the activity over health and safety issues at Cross River Rail. He reported on the recent fatality of Nash on the project. He advised Executive that the union was making progress with CPB and the government to address the massive amount of problems on the job.

- Community Protest

The State Secretary reported that the community protest was successful, and the parties were reaching an agreement.

- Silica

The State Secretary reported on the silica campaign and advised that there will be a rally next week to campaign for a total ban on the product in Australia.

Decision: "That the reports be received."

Moved: Steve Amies

Seconded: Ian McKewin

Union Rules

The State Secretary gave a report on the proposed rules changes in relation to the impending demerger of the Mining and Energy Division from the CFMMEU and to the renaming of the CFMMEU to the CFMEU following the demerger.

He advised that as a consequence of those changes in the federal jurisdiction, it is necessary to make some "housekeeping" changes in the State Union's rules – CFMEUQ (Part A), that will reflect the changes.

1. *Decision: That the Divisional Executive consent to rule A37 being deleted, and the following be inserted in lieu:*

A37. COUNTERPART FEDERAL BODY ELECTION EXEMPTION

(a) For this rule the words and phrases in column A have the meaning set out opposite in column B:

<i>A</i>	<i>B</i>
CFMEU	<i>The Construction, Forestry and Maritime Employees Union</i>
MEU	<i>Mining and Energy Union</i>

- (b) The offices of the Union ('state office') that correspond with the offices of the counterpart federal body ('federal office'), due to the state office being similar to the federal office, are as follows:

<i>federal office</i>	<i>state office</i>
<i>The MEU, Qld District Branch (for this rule the 'Qld District')</i>	<i>The Mining, Energy and Ports District</i>
<i>Qld District President</i>	<i>District President</i>
<i>Qld District Senior Vice-President</i>	<i>District Executive Vice-President</i>
<i>Qld District Vice-President</i>	<i>District Vice-President</i>
<i>Qld District Secretary</i>	<i>District Secretary</i>
<i>Qld District Central Councillor</i>	<i>District Councillor</i>
<i>Qld District Board Member</i>	<i>District Representative</i>

<i>The CFMEU, C&G Division, Queensland Northern Territory Divisional Branch</i>	<i>The State Construction and General Division</i>
<i>Divisional Branch President</i>	<i>State Divisional President</i>
<i>Divisional Branch Senior Vice-President</i>	<i>State Divisional Senior Vice-President</i>
<i>Divisional Branch Vice-President</i>	<i>State Divisional Vice-President</i>
<i>Qld & NT Construction Workers Divisional Branch Vice-President</i>	<i>State Divisional Vice-President</i>
<i>Divisional Branch Secretary</i>	<i>State Secretary</i>
<i>Divisional Branch Assistant Secretary (Plasterers)</i>	<i>State Divisional Assistant Secretary (Plasterers)</i>
<i>Divisional Branch Assistant Secretary (Painters)</i>	<i>State Divisional Assistant Secretary (Painters)</i>

<i>Divisional Branch Assistant Secretary (General)</i>	<i>State Divisional Assistant Secretary (General)</i>
<i>Divisional Branch Management Committee Member — South East Queensland</i>	<i>State Divisional Council Member— South East Queensland</i>
<i>Divisional Branch Management Committee Member — Regional Queensland</i>	<i>State Divisional Council Member — Regional Queensland</i>

- (c) *The offices of the State Construction and General Division ('state office') that correspond with the offices of the counterpart federal body ('federal office'), due to the state office being similar to the federal office, are as follows:*

<i>The CFMEU, Manufacturing Division, Queensland Northern Territory Western Australian District</i>	<i>The State Construction and General Division</i>
<i>Divisional Branch President</i>	<i>State Divisional Council Member — elected by, and from, those members eligible for membership under rule A7 section A(e)</i>

- (d) *The Union Secretary:*

- (i) *will make application for exemption from holding an election as soon as practicable following the declaration of a relevant election held under the Fair Work (Registered Organisations) Act (Cth) (the 'federal election') for the counterpart federal body; and*
- (ii) *will notify the membership of the Union or of a Division, as the case may be, of the making of the application for exemption, by means of a publication circulated to the relevant members free of charge;*
- (iii) *will seek, in the making of an application for exemption, that a state office set out in sub-rule (b) be filled by a person elected in the relevant federal election to the federal office that corresponds, as provided by this rule, with the state office; and*
- (iv) *if requested by the State Secretary of the State Construction and General Division to seek an exemption under sub-rule (e), will seek, in the making of an application for exemption, that the state office set out in sub-rule (c) be filled by a person elected in the relevant federal election to the federal office that corresponds, as provided by this rule, with the state office.*

(e) *The State Executive of the State Construction and General Division may:*

- (i) *determine that an exemption will be sought in respect of the state office set out in sub-rule (c); and*
- (ii) *if making a determination under paragraph (i), direct the State Secretary to request that the Union Secretary seek the application under sub-rule (d).*
- (f) *In the event of the exemption not being granted, or being only partially granted, the Union Secretary will as soon as practicable proceed to file the prescribed material required to be filed in relation to the holding of an election, or a relevant election, as the case may be, pursuant to these Union rules.*
- (g) *Without limitation to sub-rule (d), the Secretary of a Division may request that the Union Secretary take such steps as may be required in accordance with these Part A rules to make application for an exemption from election ballot.*
- (h) *A Secretary of a Division will do the things reasonably required by the Union Secretary to assist the Union Secretary in making the application for exemption from election ballot.*
- (i) *In the event of the exemption not being granted, or being only partially granted, a Secretary of a Division will promptly request the Union Secretary file the prescribed material required to be filed in relation to the holding of an election, or a relevant election, as the case may be, pursuant to the Part B or C rules and the Union Secretary will promptly file that material.*
- (j) *The positions of the Mining, Energy and Ports District (the 'state position') that correspond with the positions of the counterpart federal body (the 'federal position'), due to the state positions being similar to the federal positions, are as follows:*

<i>The MEU, Qld District Branch (for this rule the 'Qld District')</i>	<i>The Mining, Energy and Port District</i>
<i>Qld District Lodge Delegates</i>	<i>District Lodge Delegates</i>
<i>Qld District Union Inspectors</i>	<i>District Union Inspectors</i>
<i>Qld District Lodge Committee Members Lodge Committee Members</i>	<i>Lodge Committee Members</i>

- (k) *The persons who fills the federal position will fill the state position set out in sub-rule (j) on, and from, the date that they are declared elected to the federal position.*
- (l) *The positions of the State Construction and General Division (the 'state position') that correspond with the positions of the counterpart federal body of the respective Division (the 'federal position'), due to the state positions being similar to the federal positions, are as follows:*

<i>The CFMEU, C&G Division, Queensland Northern Territory Divisional Branch</i>	<i>The State Construction and General Division</i>
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<i>Divisional Organisers</i>	<i>Branch</i>	<i>State Organisers</i>	<i>Divisional Organisers</i>
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- (m) *The State Executive of the State Construction and General Division may determine that the person who fills the federal position will fill the state position set out in sub-rule (l).*

2. *That the Divisional Executive consent to new rule A64 being inserted:*

A64

- (a) *For this rule the words and phrases in column A have the meaning set out opposite in column B:*

<i>A</i>	<i>B</i>
<i>Certification Date</i>	<i>the date of registration of the MEU or the certification of the change of name of the CFMMEU to the CFMEU whichever is the later</i>
<i>CFMEU</i>	<i>Construction, Forestry and Maritime Employees Union</i>
<i>CFMMEU</i>	<i>Construction, Forestry, Maritime, Mining and Energy Union</i>
<i>MEU</i>	<i>Mining and Energy Union</i>

- (b) *The purpose of this rule is to provide for the transition of the State Construction and General Division and the Mining, Energy and Ports District as respective sections of the CFMMEU to respectively becoming a section of the CFMEU and the MEU.*
- (c) *Rule A37 will have effect up to the day immediately preceding the Certification Date with references to the CFMEU and to the MEU being references to the CFMMEU.*
- (d) *Rule A37 will have effect according to its terms on, and from, the Certification Date.*

3. *That the State Secretary is requested to do all things necessary to progress the amendment of the Part A rules.*

Moved: Ian McKewin

Seconded: Steve Gaske

General Business

- ADSS Sponsorship Request

Correspondence from the Asbestos Disease Support Society requesting sponsorship for its Annual Charity Race Day was tabled.

The State Secretary declared a conflict of interest due to his wife, Kay Ravbar being employed at the Society. He left the room and did not participate in any discussion or decision in relation to the sponsorship request.

The President spoke to the sponsorship request.

Decision: *"That the correspondence be received and that the State Executive endorse a donation of \$8000 + GST to the Asbestos Disease Support Society (+ GST) .*

Moved: Steve Amies

Seconded: Ian McKewin

- Sponsorship Request

The State Secretary tabled a request from member Noel Barrett seeking sponsorship for an under 16 Aboriginal and Torres Strait Islander Rugby League team from Townsville to travel to QMC in Redcliffe.

Decision: *"That the report be received and that the State Executive endorse a donation of \$5,000 to long term financial member Noel Barrett for an under 16 Aboriginal and Torres Strait Islander Rugby League team from Townsville to travel to QMC in Redcliffe.*

Moved: Keith Murphy

Seconded: Steve Gaske

- MIC Charity Lunch

The State Secretary tabled sponsorship request from Mates in Construction with packages available to support their fundraising lunch.

Decision: *"That the report be received and that the State Executive endorse that the union purchase a table of 10 (\$3,000 plus GST) to the Mates in Construction Charity Lunch.*

Moved: Steve Amies

Seconded: Steve Gaske

Executive member Mark Read thanked Executive members on behalf of member Kahu Paewai whose son was diagnosed with Duchenne Muscular Dystrophy (DMD) for the donation of \$2500.

Decision: *"That the report be received."*

Moved: Ian McKewin

Seconded: Jade Ingham

There being no further business the meeting closed at 11:03am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair

Date: 8-12-23.

**Special Meeting of the Construction, Forestry, Mining and Energy Union
Industrial Union of Employees, Queensland – Construction and General Division State
Executive held on Wednesday 24 July 2024 commencing at 7:00am**

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Ian McKewin, Mark Read, Steve Amies, Steve Gaske, Peter Close, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Keith Murphy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 25 June 2024 and the minutes of the meeting held on Thursday 18 July 2024 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 25 June 2024 and Thursday 18 July 2024 be adopted as a true and correct record"*

Moved: Ian McKewin

Seconded: Steve Gaske

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

Steve Amies, Executive Member declared a conflict in regard to agenda item - Financial matters in relation to the Cross River Rail Hardship Fund.

Financial Matters

- State Construction and General Division Cross River Rail Hardship Fund

Executive member, Steve Amies declared a conflict of interest due to his role as delegate at Cross River Rail. He did not participate in any discussion or decision in relation to the resolution.

The State Divisional Executive noted that members of the State Division and/or their dependants are experiencing financial hardship and/or distress as a result of their participation in industrial action.

Decision: *The State Divisional Executive resolves as follows:*

1) In this resolution:

a) Eligible Member means a person who:

- i) Is a member of the State Division for the purpose of Part B of the Union Rules; and*

- ii) *Has participated in taking industrial action and provided support at the picket at Cross River Rail Project; and*
- iii) *Is experiencing hardship and/or distress.*
- b) *All other terms have the meaning given by Part B of the Union Rules.*
- 2) *The State Division is to establish a special fund, to be known as the: "Cross River Rail Hardship Fund" (**Hardship Fund**)*
- 3) *The purpose of the Hardship Fund shall be relieving Eligible Members or any of the Eligible Member's dependants from hardship and/or distress.*
- 4) *The State Divisional Executive shall cause to have opened an account in a financial facility for the purpose of holding the monies comprising the Hardship Fund.*
- 5) *The name of such account shall be the: "Construction, Forestry, Mining & Energy Industrial Union of Employees, Queensland, Construction & General State Division – Cross River Rail Hardship Fund" account (**Hardship Fund Account**).*
- 6) *Until the Hardship Fund Account has been established, the monies comprising the Hardship Fund shall be accounted for separately to the remainder of the State Divisional Fund or such other monies as the State Division controls.*
- 7) *The State Divisional Executive authorises the transfer of monies from the Compulsory Levy Defence Fund to the Hardship Fund.*
- 8) *The State Division may invite members (whether financial or otherwise) or other persons to contribute to the Hardship Fund.*
- 9) *Contributions to the Hardship Fund may be received by any means, including direct debit, payroll deduction and authorisation to deduct.*
- 10) *The State Divisional Executive will provide such authority to establish such facilities as are necessary to receive those contributions to the Hardship Fund.*
- 11) *The State Divisional Executive may at its discretion, upon application from an Eligible Member, make a payment to that Eligible Member for the purpose of relieving the Eligible Member or any of the Eligible Member's dependants from hardship and/or distress.*
- 12) *In making its determination as to whether to make a payment pursuant to this resolution, the State Divisional Executive has full discretion as to its satisfaction in relation to the making of a payment, including whether the preconditions for doing so exist.*
- 13) *The State Divisional Executive may delegate any or all of its functions or powers under this resolution to an Officer of the State Division on any terms that it determines.*
- 14) *If the State Divisional Executive delegates any of its functions or powers under this resolution, it may provide guidance to that Officer in relation to how those functions or powers are to be exercised, including how any discretion is to be exercised.*
- 15) *The State Secretary will cause to have records kept of any payments made into or out of the Hardship Fund, as well as any other records that are required to be kept to comply with auditing or statutory requirements.*
- 16) *Provided that if the monies are not expended from the Cross River Rail Hardship Fund, once the Cross River Rail dispute concludes those monies are to be transferred to the Compulsory Levy Defence Funds.*

Moved:

Ian McKewin

Seconded:

Steve Gaske

Decision: *The State Executive approves to open a new Business Society Cheque Account for:*

Construction Forestry Mining & Energy, Industrial Union of Employees QLD State Construction & General Division
ABN: 12 898 529 251

The signatories for the new account will be:

Michael Ravbar

Jade Ingham

Steve Gaske

Keith Murphy

Moved: Dallas Ezzy

Seconded: Mark Read

- Union Property

The State Secretary gave a detailed update on our investments with a number of union properties.

Decision: *"That the report be received."*

Moved: Peter Close

Seconded: Steve Amies

Delegates Convention

The State Secretary gave an update on the delegates convention including current number of delegates registered and guest speakers scheduled from 31 July – 2 August 2024 at the RACV.

Decision: *"That the report be received."*

Moved: Peter Close

Seconded: Ian McKewin

General Business

The State Secretary tabled a sponsorship request from Townsville Walkabouts Rugby League Team.

Decision: *"That the report be received and that the State Executive endorse the sponsorship request of \$5000 for the Townsville Walkabouts Rugby League Team."*

Moved: Dallas Ezzy

Seconded: Mark Read

There being no further business the meeting closed at 7:28am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

9-8-24

18/09/2024 9:56:54AM

CFMEUQ

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G/L Transactions Listing - In Functional Currency (GLPTLS1)

Include Accounts With No Activity [No]
Include Balances and Net Changes [Yes]
Include Posting Seq. and Batch-Entry [Yes]
Page Break After Each Account [No]
From Year - Period [2020 - 01] To [2024 - 12]
Sort By [Base Account]
Sort Transactions By Date [No] [] To [59371]
From Base Account [] To [ZZZZZZZZZZZZ]
From Account Group 2024
Last Year Closed 14970
Last Posting Sequence [No]
Use Rolled Up Amounts Doc. Date

Account Number/Year/Prd.	Source	Doc. Date	Description/Reference	Posting Seq.	Batch-Entry	Debits	Credits	Net Change	Balance
Donations general > \$1k									
2021									0.00
11	AP-IN	15/02/2021	Brothers Rugby League Football Club Inc	10119	10383-1	6,000.00			
			Net Change and Ending Balance for Fiscal Period 11:					6,000.00	6,000.00
12	AP-IN	12/03/2021	Queensland Council Of Unions	10140	10404-34	2,000.00			
			Net Change and Ending Balance for Fiscal Period 12:					2,000.00	8,000.00
CLS	GL-CL	29/03/2021	CLOSING ENTRY	10187	10452-72		8,000.00		
			10000						
			Net Change and Ending Balance for Fiscal Period CLS:					-8,000.00	0.00
			Totals: Donations general > \$1k 2021			8,000.00	8,000.00	0.00	0.00

2022									
01	BK-EN	8/04/2021	CFMEU CommBiz Bluey Menon TRANSFER IN	10238	10502-1	15,000.00			
			Transfer						
01	BK-EN	9/04/2021	IMT CTUM Support BWI INTERNET TRANSFE	10251	10515-1	5,000.00			
			Transfer						
01	GL-JE	9/04/2021	Transfer payment to Arturo Menon to campaign	10246	10505-1		15,000.00		
			hCF21148						
			Net Change and Ending Balance for Fiscal Period 01:					5,000.00	5,000.00
05	AP-IN	31/08/2021	Queensland Asbestos Related Disease Support	10802	11067-13	1,600.00			
			Race Day Sponsorshio 2021						
			Net Change and Ending Balance for Fiscal Period 05:					1,600.00	6,600.00
06	AP-IN	6/09/2021	Brothers Rugby League Football Club Inc	10839	11104-36	3,500.00			
			Net Change and Ending Balance for Fiscal Period 06:					3,500.00	10,100.00

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CFMEUQ

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GL Transactions Listing - In Functional Currency (GLPTLS1)

Account Number/ Year/ Prd.	Source	Doc. Date	Description/ Reference	Posting Seq.	Batch-Entry	Debits	Credits	Net Change	Balance
07	AP-IN	12/10/2021	CFMEU Constn & General National Account	10976	11241-13	10,000.00			
			Net Change and Ending Balance for Fiscal Period 07:					10,000.00	20,100.00
CLS	GL-CL	31/03/2022	CLOSING ENTRY	11563	11829-80		20,100.00		
			10000					-20,100.00	0.00
			Net Change and Ending Balance for Fiscal Period CLS:						
			Totals: Donations general > \$1k 2022			35,100.00	35,100.00	0.00	0.00
2023									
01	AP-IN	19/04/2022	LPQ Flynn FEC Matt Burnett	11640	11905-1	15,000.00			
			Matt Burnett Flynn Campaign						
01	AP-IN	19/04/2022	Australia Labor Party Qld Wide Bay FEC	11643	11908-1	10,000.00		25,000.00	25,000.00
			Net Change and Ending Balance for Fiscal Period 01:						
02	AP-IN	3/05/2022	All Star Boxing	11789	12054-33	1,500.00			
02	AP-IN	5/05/2022	Brothers Rugby League Football Club Inc	11789	12054-34	6,000.00			
02	AP-IN	30/05/2022	Robert Scofield	11803	12068-1	10,000.00			
02	AP-IN	30/05/2022	Dean Pagatoo	11803	12068-2	10,000.00			
02	AP-IN	30/05/2022	Craig Virtue	11803	12068-3	10,000.00			
02	AP-IN	30/05/2022	Mark Virtue	11803	12068-4	10,000.00		47,500.00	72,500.00
			Net Change and Ending Balance for Fiscal Period 02:						
03	AP-IN	21/06/2022	Gregory Scott Brown	11898	12163-1	2,500.00			
03	GL-JE	27/06/2022	ccLB ST VINCENT DE PAUL QLD SOUTH BR	11921	12186-1	5,020.00			
			hCF22207						
			Net Change and Ending Balance for Fiscal Period 03:					7,520.00	80,020.00
06	AP-IN	13/09/2022	Beau Seiffert	12209	12474-21	15,000.00			
			Re: Financial Distress Payment						
			Net Change and Ending Balance for Fiscal Period 06:					15,000.00	95,020.00
08	AP-IN	22/11/2022	Ruben Lingwood Memorial Team	12451	12716-1	5,000.00			
08	GL-JE	28/11/2022	ccLB The Moverner Group Richmond AU	12458	12723-1	1,000.00			
			hCF22226						
			Net Change and Ending Balance for Fiscal Period 08:					6,000.00	101,020.00
10	AP-IN	30/01/2023	Blake Hynes (Financial Hardship)	12679	12944-1	12,000.00			
10	AP-IN	30/01/2023	Beau Seiffert (Financial Hardship)	12679	12944-2	24,000.00			
			Net Change and Ending Balance for Fiscal Period 10:					36,000.00	137,020.00
11	AP-IN	15/02/2023	Brisbane Aboriginal Sovereign Embassy	12719	12984-1	12,000.00			
11	GL-JE	8/03/2023	ccLB STARLIGHT.ORG.AU NAREMBURN	12778	13043-1	2,500.00			
			hCF23238						
11	GL-JE	8/03/2023	ccLB MATER FOUNDATION NEWSTEAD	12778	13043-1	5,000.00			

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CFMEUQ

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G/L Transactions Listing - In Functional Currency (GLPTLS1)

Account Number/Year/Prd.	Source	Doc. Date	Description/Reference	Posting Seq.	Batch-Entry	Debits	Credits	Net Change	Balance
11	GL-JE	9/03/2023	hCF23238 Transfer Movember donation to correct donator	12790	13055-1		1,000.00		
			hCF23241						
12	AP-IN	29/03/2023	Net Change and Ending Balance for Fiscal Period 11: Blake Hynes (Financial Hardship)	12860	13125-2	12,000.00		18,500.00	155,520.00
12	AP-IN	29/03/2023	Donation per State Exec Resolution Michael Ravbar	12860	13125-11	7,000.00			
12	GL-JE	29/03/2023	Donation per State Exec Resolution ccLB REACHOUT AUSTRALIA PYRMONT	12855	13120-1	2,500.00			
			hCF23242						
CLS	GL-CL	31/03/2023	Net Change and Ending Balance for Fiscal Period 12: CLOSING ENTRY	12879	13144-75		177,020.00	21,500.00	177,020.00
			10000					-177,020.00	0.00
Net Change and Ending Balance for Fiscal Period CLS:									
Totals: Donations general > \$1k 2023						178,020.00	178,020.00	0.00	0.00
2024									
02	AP-IN	30/05/2023	Kurt Pauls	13114	13380-1	30,000.00			
02	AP-IN	30/05/2023	Beau Seiffert (Financial Hardship)	13114	13380-2	25,000.00			
02	AP-IN	30/05/2023	Blake Hynes (Financial Hardship)	13114	13380-3	15,000.00			
02	AP-IN	30/05/2023	Luke Gibson	13114	13380-4	7,000.00			
02	AP-IN	30/05/2023	Matthew Clark	13114	13380-5	10,000.00			
02	AP-IN	30/05/2023	Royce Kupsch	13114	13380-6	3,500.00			
02	AP-IN	30/05/2023	Marty Te Albert	13118	13384-1	3,500.00			
02	GL-JE	5/06/2023	Correct donation to The Centre of Women	13143	13409-1	5,000.00			
			hCF23259						
Net Change and Ending Balance for Fiscal Period 02:								99,000.00	99,000.00
03	AP-IN	13/06/2023	Box Rallies Pty Ltd	13185	13451-18	1,250.00			
03	AP-IN	14/06/2023	Box Rallies Donation - Cancer Council	13185	13451-19	1,250.00			
03	AP-IN	22/06/2023	Box Rallies Donation Cancer Council	13207	13473-33	2,500.00			
			Kahu Paewai						
04	AP-IN	25/07/2023	Net Change and Ending Balance for Fiscal Period 03: Mates In Construction	13336	13602-17	1,100.00		5,000.00	104,000.00
06	AP-IN	21/09/2023	Net Change and Ending Balance for Fiscal Period 04: Joseph Stark	13536	13803-4	5,000.00		1,100.00	105,100.00
06	AP-IN	26/09/2023	Michael Ravbar	13573	13840-15	9,320.00			

18/09/2024 9:56:54AM
G/L Transactions Listing - In Functional Currency (GLPTLS1)

CFMEUQ

Account Number/ Year/ Prd.	Source	Doc. Date	Description/ Reference	Posting Seq.	Batch-Entry	Debits	Credits	Net Change	Balance
Donation as per CFMEUQ State Exec									
2021	11	AP-IN	19/02/2024		14368-1	5,000.00		14,320.00	119,420.00
Net Change and Ending Balance for Fiscal Period 06:									
			Joseph Stark	14100					
Net Change and Ending Balance for Fiscal Period 11:									
Totals: Donations general > \$1k 2024									
						124,420.00	0.00	124,420.00	124,420.00
Donations general < \$1k									
2021	12	AP-IN	18/03/2021		10421-1	200.00			0.00
Net Change and Ending Balance for Fiscal Period 12:									
			CLOSING ENTRY	10187			200.00	200.00	200.00
			10000						
Net Change and Ending Balance for Fiscal Period CLS:									
Totals: Donations general < \$1k 2021									
						200.00	200.00	0.00	0.00
2022	05	AP-IN	18/08/2021		11029-38	250.00			250.00
Net Change and Ending Balance for Fiscal Period 05:									
			The Big Ride for Palestine - Australia	10869		500.00		250.00	250.00
			ccLB UNION AID ABROAD-APHED SYDNEY	10907		500.00			
			hCF21170						
Net Change and Ending Balance for Fiscal Period 06:									
			ccLB The Movember Group Richmond AU	11136		900.36		1,000.00	1,250.00
			hCF21177						
Net Change and Ending Balance for Fiscal Period 08:									
			ccLB RIVER MEMORABILIA BOTANY	11549				900.36	2,150.36
			hCF22191			1,000.00			
Net Change and Ending Balance for Fiscal Period 12:									
			CLOSING ENTRY	11563			3,150.36	1,000.00	3,150.36
			10000						
Net Change and Ending Balance for Fiscal Period CLS:									
								-3,150.36	0.00
Totals: Donations general < \$1k 2022									
						3,150.36	3,150.36	0.00	0.00
2023	04	AP-IN	21/07/2022		12280-7	500.00			500.00
Net Change and Ending Balance for Fiscal Period 04:									

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Page 5

G/L Transactions Listing - In Functional Currency (GLPTLS1)

Account Number/Year/Prd.	Source	Doc. Date	Description/Reference	Posting Seq.	Batch-Entry	Debits	Credits	Net Change	Balance
05	AP-IN	18/08/2022	Mates In Construction	12114	12379-20	1,000.00			
			Net Change and Ending Balance for Fiscal Period 05:						
11	GL-JE	9/03/2023	Transfer Movember donation to correct donator hCF23241	12790	13055-1	1,000.00		1,000.00	1,500.00
			Net Change and Ending Balance for Fiscal Period 11:						
CLS	GL-CL	31/03/2023	CLOSING ENTRY 10000	12879	13144-76		2,500.00	1,000.00	2,500.00
			Net Change and Ending Balance for Fiscal Period CLS:					-2,500.00	0.00
			Totals: Donations general < \$1k 2023			2,500.00	2,500.00	0.00	0.00
2024									
03	GL-JE	27/06/2023	ccLB ST VINCENT DE PAUL QLD SOUTH BR hCF23261	13218	13484-1	820.00			
			Net Change and Ending Balance for Fiscal Period 03:					820.00	820.00
06	GL-JE	27/09/2023	ccLB MS QUEENSLAND EVENTS MILTON hCF23271	13567	13834-1	750.00			
			Net Change and Ending Balance for Fiscal Period 06:					750.00	1,570.00
09	GL-JE	9/01/2024	ccLB The Movember Group Richmond AUS Doi hCF24283	13926	14194-1	900.36			
			Net Change and Ending Balance for Fiscal Period 09:					900.36	2,470.36
11	AP-IN	26/02/2024	All France 14121	14121	14389-1	900.00		900.00	3,370.36
			Net Change and Ending Balance for Fiscal Period 11:					900.00	3,370.36
12	GL-JE	27/03/2024	ccMR ZLR*SSAH02 Brisbane AUS S hCF24300	14241	14509-1	200.00			
			Net Change and Ending Balance for Fiscal Period 12:					200.00	3,570.36
			Totals: Donations general < \$1k 2024			3,570.36	0.00	3,570.36	3,570.36
			Report Totals:			354,960.72	226,970.36	127,990.36	127,990.36

2 accounts printed

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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:



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:

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

	Notes	Asset revaluation reserves \$	Retained Earnings Compulsory Levy Defence Fund \$	General Fund \$	Total equity \$
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

		31 March 2023	31 March 2022
	Notes	\$	\$
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 3	Income
Note 4	Expenses
Note 5	Assets
Note 6	Liabilities
Note 7	Cash flow
Note 8	Related party disclosures
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Note 10	Contingent liabilities, assets and commitments
Note 11	Remuneration of auditors
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**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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%

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

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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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

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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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

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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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

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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.

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FOR THE YEAR ENDED 31 MARCH 2023

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

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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)	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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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

Superannuation

Leave and other entitlements

*Separation and redundancies

Other employee expenses

Subtotal employee expenses holders of office

688,107 767,208

77,012 83,862

(4,435) (4,724)

25,689 27,123

6,089 6,429

792,462 879,898

Employees other than office holders:

Wages and salaries

Superannuation

Leave and other entitlements

*Separation and redundancies

Other employee expenses

Subtotal employee expenses employees other than office holders

5,180,208 4,650,784

794,611 705,607

226,165 222,077

201,859 181,647

54,625 50,306

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

Total capitation fees

892,527 791,721

892,527 791,721

Note 4C: Affiliation fees

Australian Labor Party Queensland Branch

Building and Wood Workers' International

Building Labour History Association

Total affiliation fees

79,645 79,482

17,735 15,144

- 100

97,380 94,726

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

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)

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
--------	--------

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 4 EXPENSES (CONTINUED)

	31 March 2023	31 March 2022
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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	<u>1,657,152</u>	<u>2,173,789</u>

Note 4I: Audit fees

External audit expense	27,463	26,218
Other services	-	-
Total audit fees	<u>27,463</u>	<u>26,218</u>

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	<u>521,338</u>	<u>531,922</u>

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	<u>2,660,043</u>	<u>2,030,837</u>

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

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	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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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:

	\$4,000,000
	\$2,000,000
	\$ 75,000
	\$ 675,000
	\$ 300,000
	\$ 275,000
	\$ 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
	Michael Galvin	1779	Hymans Property
	Michael Galvin	1779	Hymans Property
	Emma Jackson	44637	Valuations NT
	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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 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:

	\$ 680,000
	\$ 365,000
	\$ 470,000
	\$ 360,000
	\$ 360,000

The valuations were performed by the following valuers:

Investment Property	Valuer	Registration Number	Valuation Company
	Emma Jackson	44637	Valuations NT
	Emma Jackson	44637	Valuations NT
	Clancy Miller	107205	Acumentis
	Michael Galvin	1779	Hymans Property
	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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

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	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
<i>Non-current</i>		
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
<i>Wages collected on behalf of members:</i>		
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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

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

Employees provisions comprises of:

Current

Provision for annual leave	823,999	749,337
Provision for long service leave	498,892	571,642
	<u>1,322,891</u>	<u>1,320,979</u>

Non-current

Provision for long service leave	604,690	595,663
Total employee provisions	<u>604,690</u>	<u>1,916,642</u>

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	<u>1,927,581</u>	<u>1,916,642</u>

Office Holders:

Annual leave	87,787	108,492
Long service leave	423,978	546,750
Separations and redundancies	-	-
Other	-	-

Subtotal employee provisions—office holders	<u>511,765</u>	<u>655,242</u>
--	----------------	----------------

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	<u>1,415,816</u>	<u>1,261,400</u>
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Total employee provisions	<u>1,927,581</u>	<u>1,916,642</u>
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**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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
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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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NOTE 7 CASH FLOW

31 March	31 March
2023	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).

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

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 \$
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	-

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

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 (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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

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 (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	<u>690,018</u>	<u>749,477</u>
Post-employment benefits:		
Superannuation	77,012	83,862
Redundancy fund	25,689	27,123
Total post-employment benefits	<u>102,701</u>	<u>110,985</u>
Other long-term benefits:		
Long-service leave	(257)	19,436
Total other long-term benefits	<u>(257)</u>	<u>19,436</u>
Termination benefits		
Total	<u>792,462</u>	<u>879,898</u>

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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	<u>7,426</u>	<u>96,531</u>
Lease liabilities		
Current	7,827	91,975
Non-current	-	7,827
Total	<u>7,827</u>	<u>99,802</u>

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 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
	<u>91,347</u>	<u>94,833</u>

Statement of Cash Flows

Total cash outflow for leases	<u>99,144</u>	<u>98,674</u>
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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	<u>13,822</u>	<u>127,857</u>

(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).

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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).

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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 data. 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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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	Royce Kupsch	Jade Ingham	Kane Lowth	Total
	State Branch Secretary	State Branch President	Assistant State Branch Secretary	Assistant State Branch Secretary	
	\$	\$	\$	\$	\$
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
	<u>261,189</u>	<u>79,665</u>	<u>216,681</u>	<u>234,927</u>	<u>792,462</u>

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 Kupsch	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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

PKF Brisbane Audit ABN 33 873 151 348

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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.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



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)	
Facsimile number	
Email	

I certify that the information contained in this statement and its attachments is true and complete.

Signature		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

Donations

Name of recipient of donation	Address	Amount	Purpose of donation
LPQ Flynn FEC Matt Burnett		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		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

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
QUEENSLAND STATE CONSTRUCTION & GENERAL DIVISION**

COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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COMMITTEE OF MANAGEMENT OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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 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: ...

Date: 28 May 2024

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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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	621,338
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,
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STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Asset revaluation reserves \$	Retained Earnings Compulsory Levy Defence Fund \$	General Fund \$	Total equity \$
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,
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STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

		31 March 2024	31 March 2023
	Notes	\$	\$
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,
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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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%

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 3 INCOME

31 March	31 March
2024	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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 3 INCOME

31 March	31 March
2024	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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 3 INCOME	31 March 2024 \$	31 March 2023 \$
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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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 4 EXPENSES (CONTINUED)	31 March 2024 \$	31 March 2023 \$
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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
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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
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Amortisation

Intangibles	-	-
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Total amortisation	-	-
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Total depreciation and amortisation	345,457	336,647
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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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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	149,288
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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 5 ASSETS	31 March 2024 \$	31 March 2023 \$
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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	-	-

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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:

	\$4,000,000
	\$2,000,000
	\$ 75,000
	\$ 675,000
	\$ 300,000
	\$ 275,000
	\$ 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
	Michael Galvin	1779	Hymans Property
	Michael Galvin	1779	Hymans Property
	Emma Jackson	44637	Valuations NT
	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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 6 LIABILITIES

31 March	31 March
2024	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	-	-
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Total non-current trade and other payables

-	-
---	---

Total trade and other payables

1,036,089	842,192
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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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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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

Employees provisions comprises of:

Current

Provision for annual leave	898,916	823,999
Provision for long service leave	561,155	498,892
	<u>1,460,071</u>	<u>1,322,891</u>

Non-current

Provision for long service leave	741,429	604,690
Total employee provisions	<u>741,429</u>	<u>604,690</u>

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	<u>2,201,500</u>	<u>1,927,581</u>

Office Holders:

Annual leave	88,063	87,787
Long service leave	443,803	423,978
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions—office holders	<u>531,866</u>	<u>511,765</u>

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	<u>1,669,634</u>	<u>1,415,816</u>
Total employee provisions	<u>2,201,500</u>	<u>1,927,581</u>

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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
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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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 7 CASH FLOW

31 March	31 March
2024	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).

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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	-

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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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 Raybar (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	<u>634,665</u>	<u>690,018</u>
Post-employment benefits:		
Superannuation	70,408	77,012
Redundancy fund	21,032	25,689
Total post-employment benefits	<u>91,440</u>	<u>102,701</u>
Other long-term benefits:		
Long-service leave	19,825	(257)
Total other long-term benefits	<u>19,825</u>	<u>(257)</u>
Termination benefits		
Total	<u>745,930</u>	<u>792,462</u>

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 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
	<u>7,451</u>	<u>91,347</u>

Statement of Cash Flows

Total cash outflow for leases	<u>11,230</u>	<u>99,144</u>
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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	<u>225,581</u>	<u>13,822</u>

(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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

NOTE 11 REMUNERATION OF AUDITORS	31 March	31 March
	2024	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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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).

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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 data. 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

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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	Royce Kupsch	Jade Ingham	Kane Lowth	Total
	State Branch Secretary	State Branch President	Assistant State Branch Secretary	Assistant State Branch Secretary	
	\$	\$	\$	\$	\$
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
	<u>276,297</u>	<u>-</u>	<u>238,821</u>	<u>230,812</u>	<u>745,930</u>

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 Kupsch	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.

**CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES,
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.



PKF Brisbane Audit
ABN 33 873 151 348
Level 2, 66Eagle Street
Brisbane, QLD 4000
Australia

pkf.com.au

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.



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



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)	
Facsimile number	
Email	

I certify that the information contained in this statement and its attachments is true and complete.

Signature		Date	28/05/2024
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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
Kurt Pauls		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		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.