

DECLARATION

CORRECTING MEMBERSHIP FIGURES CONTAINED IN INFORMATION LODGED BY THE **NATIONAL RETAIL ASSOCIATION LIMITED** REGARDING FINANCIAL REPORTING

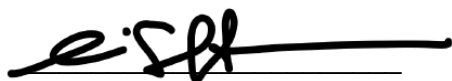
I, TIMOTHY SCHAAFSMA, Level 3, 67 St Pauls Terrace, Spring Hill declare that:

1. I am the Chairperson of the National Retail Association Limited, an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (the **RO Act**) and am authorised to make this declaration.
2. For the financial years 2018, 2019, 2020, 2021, 2022, the organisation lodged information with the Registered Organisations Commission (**ROC**) in relation to the financial affairs of the organisation, including for the purposes of lodging financial reports and of seeking certificates under section 269 of the RO Act in relation to financial reporting for particular years. Among that information were the apparent membership figures for those years.
3. In conjunction with an Inquiry by the ROC under section 330 of the RO Act, the organisation undertook an investigation of its membership – including membership figures reported in those documents – and found the following variances with the figures previously reported:

As at 30 June	2018	2019	2020	2021	2022
Previously declared	5,610	5,936	5,715	5,485	6,697
Corrected	4910	5278	5125	4048	5343
Variance	700	658	590	1437	1354

4. I declare that the 'corrected' number listed above for each of the named years is the correct membership figures as at 30 June in that year.

Signed:



Tim Schaafsma
Chairperson

Dated:

23 /12 / 2022



Australian Government
Registered Organisations Commission

7 April 2022

Mark Brodie
Chairman
National Retail Association Limited, Union of Employers

Sent via email: info@nra.net.au

Dear Mark Brodie,

Section 269 application for certificate stating financial affairs of reporting unit are encompassed by financial affairs of associated State body for year ended 30 June 2021 (FR2021/241)

I refer to the application lodged pursuant to section 269 of the *Fair Work (Registered Organisations) Act 2009 (RO Act)* in respect of the National Retail Association Limited, Union of Employers (the **reporting unit**) for the financial year ended 30 June 2021. The application was lodged with the Registered Organisations Commission (the **ROC**) on 24 November 2021.

I have granted the application. The certificate is attached however I make the following comments in relation to the reporting unit's application.

The application lodged by the reporting unit on 24 November 2021 was not signed by an officer of the reporting unit and subsequently an amended application, signed by you, was provided to the ROC on 23 December 2021.

The ROC also identified during the assessment of the application that:

- the reporting unit's State-registered entity, the National Retail Association Limited (the **Association**), financial report stated that it has been prepared in accordance with the RO Act instead of the *Industrial Relations Act 2016 (Qld)* (the **State legislation**);
- reports that are required under the RO Act but not the State legislation were included in the lodgement, that is, a certificate by a prescribed designated office, a subsection 255(2A) report, and a officer's declaration statement; and
- a loans, grants and donations statement purporting to be that of the reporting unit, which contained donations exceeding \$1,000, was lodged with the ROC on 27 September 2021.

After the ROC's enquiries with the reporting unit on 2 December 2021, the reporting unit confirmed that the financial report lodged was that of the Associations and in future years that reference will only be made to the State legislation and will contain only the reports required under that legislation. The reporting unit confirmed the relevant information and subsequently lodged a 'nil' loans, grants and donations statement on 29 March 2022.

Please ensure that in future years that the financial report refers to the correct legislation and that it is prepared in accordance with the relevant State legislation.

If you wish to discuss this matter, please contact Madeleine Hurrell (03) 9603 0988 or by email at Madeleine.Hurrell@roc.gov.au.

Yours sincerely

A handwritten signature in dark ink, appearing to be 'CE', followed by a small dash.

Chris Enright
Executive Director
Registered Organisations Commission



Australian Government

Registered Organisations Commission

CERTIFICATE

Fair Work (Registered Organisations) Act 2009

s.269(2)(a)—Reporting unit's financial affairs encompassed by associated State body

National Retail Association Limited, Union of Employers
(FR2021/241)

MR ENRIGHT

MELBOURNE, 7 APRIL 2022

Reporting unit's financial affairs encompassed by associated State body

[1] On 24 November 2021 an application was made under s.269(2)(a) of the *Fair Work (Registered Organisations) Act 2009* (the Act) by the National Retail Association Limited, Union of Employers (the reporting unit) for a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of (the Association), an associated State body, in respect of the financial year ending 30 June 2021.

[2] On 24 November 2021, the reporting unit lodged a copy of the audited accounts of the Association with the Registered Organisations Commission.

[3] I am satisfied that the Association:

- is registered under the Act, a prescribed State Act; and
- is, or purports to be, composed of substantially the same members as the reporting unit; and
- has, or purports to have, officers who are substantially the same as designated officers in relation to the reporting unit; and
- is an associated State body.

[4] I am further satisfied that:

- the Association has in accordance with prescribed State legislation, prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members and lodged the accounts with the relevant State authority;
- any members of the reporting unit who are not also members of the Association have been provided with copies of the accounts at substantially the same time as the members of the reporting unit who are members of the Association; and
- a report under s.254 of the Act has been prepared in respect of those activities of the reporting unit and has been provided to the members of the reporting unit with copies of the accounts.

[5] I am satisfied that the financial affairs of the reporting unit in respect of the financial year ending 30 June 2021, are encompassed by the financial affairs of the Association and I certify accordingly under s.269(2)(a) of the Act.



DELEGATE OF THE COMMISSIONER

Printed by authority of the Commonwealth Government Printer

15 December 2021

Commissioner Bielecki
Registered Organisations Commissioner
Registered Organisations Commission
GPO Box 2983
Melbourne VIC 3001

By email: regorgs@roc.gov.au

Dear Commissioner,

The National Retail Association Limited, Union of Employers – Financial Report for the Financial Year Ending 30 June 2021.

The National Retail Association Limited, Union of Employers (**the reporting unit**) makes application pursuant to s.269 of the *Fair Work (Registered Organisations) Act 2009* (Cth) (the Act) to be taken to have satisfied Part 3 of Chapter 8 of the Act for the financial year ending 30 June 2021.

RELIEF SOUGHT

The reporting unit seeks the following relief:

- (1) that the Commissioner issue a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of the associated State body; and
- (2) that the reporting unit is taken to have satisfied section 269(2) of the Act.

GROUNDINGS AND REASONS

Section 269 of the Act applies to the reporting unit on the following bases:

- (1) The National Retail Association Limited, Union of Employers (**the associated state body**) is registered as an industrial organisation under a prescribed State Act in accordance with s.269(1)(a) of the Act, specifically:
 - (a) the associated state body is registered as an industrial organisation under the *Industrial Relations Act 2016* (Qld); and
 - (b) the *Industrial Relations Act 2016* (Qld) is the successor to the *Industrial Relations Act 1999* (Qld) under which the associated state body was also registered; and



- (c) the *Industrial Relations Act 1999* (Qld) is a prescribed State Act for the purposes of section 269(1)(a) pursuant to regulation 163(1) of the *Fair Work (Registered Organisations) Regulations 2009* (Cth) (**the Regulations**).

(2) The associated state body is composed wholly of the same members as the reporting unit.

(3) The officers of the associated state body are wholly the same as the officers of the reporting unit.

(4) The financial affairs of the reporting unit are encompassed by the financial affairs of the associated state body.

The reporting unit has satisfied section 269(2)(b) on the following bases:

(1) the associated state body has, in accordance with the *Industrial Relations Act 2016* (Qld) prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members and lodged the audited accounts with the Queensland Industrial Relations Commission;

- (a) the audited accounts were lodged with the Queensland Industrial Relations Commission on 24 November 2021;

(2) a copy of the audited accounts has been lodged with the Registered Organisations Commission;

- (a) such copy of the audited accounts is lodged alongside this application;

(3) all the members of the reporting unit who are not also members of the associated state body have, at substantially the same time, been provided a copy of the audited accounts of the associated state body;

- (a) all members of the reporting unit were given notice of a general meeting, together with access to copies of the audited accounts, by direct email and public notice on the reporting unit's website on 28 October 2021, with said general meeting taking place on 19 November 2021;

(4) an operating report under section 254 of the Act has been prepared and provided to members of the reporting unit with the copies of the audited accounts;

- (a) in accordance with the *Industrial Relations Act 2016* (Qld), an operating report including items required by section 254 of the Act is included in the audited accounts lodged with the Queensland Industrial Relations Commission and alongside this application.



The reporting unit submits that based on the grounds and reasons stated herein and the supporting documentation, the branch satisfies section 269 of the Act and consequently seeks the relief as sought.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Mark Brodie". The signature is fluid and cursive, with a long horizontal stroke extending from the bottom of the name.

Mark Brodie
Chairman
National Retail Association Limited, Union of Employers

**National Retail Association Limited, Union of Employers
Financial Statements for the year ended
30 June 2021**

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

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National Retail Association Limited, Union of Employers
Financial Statements for the year ended
30 June 2021

DECLARATION BY DIRECTORS

The Directors of the National Retail Association Limited, Union of Employers, declare that:

(1) The financial statements, comprising the statement of comprehensive income, statement of financial position, statement of cash flows, statement of changes in equity, and accompanying notes, are in accordance with the *Corporations Act 2001* (Cth), and:

(a) comply with the Australian Accounting Standards and the *Corporations Regulations 2001* (Cth); and

(b) give a true and fair view of the group's financial position as at 30 June 2021 and of its performance for the year ended on that date.

(2) In the opinion of the Directors, there are reasonable grounds to believe that the group will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors passed on 17 September 2021 and is signed for and on behalf of the Directors by:



Mark Brodie
Chairman



Ian Winterburn
Deputy Chairman

Dated at **Spring Hill** on **17 September 2021**

National Retail Association Limited, Union of Employers
Financial Statements for the year ended
30 June 2021

National Retail Association Limited, Union of Employers

COMMITTEE OF MANAGEMENT STATEMENT

for the year ended 30 June 2021

On 17th September 2021, the Board of the National Retail Association Limited, Union of Employers, passed the following resolution in relation to the General Purpose Financial Report for the financial year ended 30 June 2021:

The Board of the National Retail Association Limited, Union of Employers, declares that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by
 - (i) the reporting guidelines made by the Industrial Registrar under section 765(1) of the *Industrial Relations Act 2016* (Qld); and/or
 - (ii) Part 11 of Chapter 12 of the *Industrial Relations Act 2016* (Qld).
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the National Retail Association Limited, Union of Employers, for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the National Retail Association Limited, Union of Employers, will be able to pay its debts as and when they are due and payable;
- (e) during the financial year to which the General Purpose Financial Report relates and since the end of that year:
 - (i) meetings of the committee of management (**the Board**) were held in accordance with the rules of the organisation, there being no other branches to the organisation;
 - (ii) the financial affairs of the organisation have been managed in accordance with the rules of the organisation, there being no other branches to the organisation;

National Retail Association Limited, Union of Employers
Financial Statements for the year ended
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National Retail Association Limited, Union of Employers

COMMITTEE OF MANAGEMENT STATEMENT

for the year ended 30 June 2021

- (i) the organisation does not consist of two or more reporting units;
- (ii) where information has been sought in any request by a member of the organisation or the Commissioner or Registrar duly made under section 787 of the *Industrial Relations Act 2016* (Qld), that information has been provided to that member, Commissioner or Registrar; and
- (iii) where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the *Industrial Relations Act 2016* (Qld), there has been compliance;

This declaration is made in accordance with a resolution of the Board of Directors/Committee of Management passed on 17 September 2021 and signed for and on behalf of the Board of Directors/Committee of Management.

Signature of designated officer:



.....
Mark Brodie, **Chairman**

Dated at **Spring Hill** on **17 September 2021**

National Retail Association Limited, Union of Employers
Financial Statements for the year ended
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National Retail Association Limited, Union of Employers

SUMMARY OF EXPENSES REQUIRED UNDER REPORTING GUIDELINES
for the year ended 30 June 2021

The Committee of Management presents the summary of expenses required under reporting guidelines for the year ended 30 June 2021.

Categories of expenditures	2021 \$	2020 \$
Remuneration and other employment-related costs and expenses	2,601,113	2,492,940
Advertising	151,078	110,424
Operating costs	1,350,162	1,073,592
Donations to political parties	48,556	21,500
Legal costs	2,073	13,787

Signature of designated officer:



.....
Mark Brodie, **Chairman**

Dated at **Spring Hill** on **17 September 2021**

National Retail Association Limited, Union of Employers
Financial Statements for the year ended
30 June 2021

National Retail Association Limited, Union of Employers

DIRECTORS' REPORT/OPERATING REPORT

for the year ended 30 June 2021

The Board of Directors/Committee of Management presents its Directors' Report/Operating Report on the National Retail Association Limited, Union of Employers, for the year ended 30 June 2021.

Directors/Committee of Management

The directors in office/members of the committee of management at the date of this report are:

Mr Mark Vincent Brodie (Chairman)

Fellow of the Australian Institute of Company Directors

Mr Ian Roger Winterburn (Deputy Chairman)

Master of Business Economics (Hon)

Bachelor of Economics UQ

Diploma in Accounting (CESA)

Mr Geoff William Hogg

CPA

Director of Broadbeach Alliance Ltd

Governor of the American Chamber of Commerce (QLD)

Mrs Kristine Maree Skippington (Resigned on 15/02/21)

Bachelor of Education

Diploma in Teaching

Cert IV Training and Assessment

Mr Timothy William Schaafsma

LLB

Solicitor (NSW)

Associate of the Chartered Institute of Secretaries

Mr Paul Dennis Greenberg

Bachelor of Arts (Psychology)

MBA

Registered Psychologist (Australia)

Member of the Australian Psychological Society

Member of the Australian Institute of Company Directors

Mr Antony Wayne Moore

Bachelor of Commerce (Accounting & Economics)

Certified Franchise Executive (CFE)

Graduate of the Australian Institute of Company Directors

Ms Dorothy Alice Barber

CEO of Universal Store

National Retail Association Limited, Union of Employers
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National Retail Association Limited, Union of Employers

DIRECTORS' REPORT/OPERATING REPORT

for the year ended 30 June 2021

Directors/Committee of Management (continued)

Ms Julie Barbara Mathers

Bachelor of Engineering BA
Master of Engineering
WSET Advanced Certificate

Directors of wholly owned subsidiary under section 50AAA of the *Corporations Act 2001* (Cth) are:

Ms Dominique Elaine Lamb
Mr Ian Roger Winterburn
Mr Mark Vincent Brodie
Miss Lindsay Ann Carroll

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Meetings Attended

Director	Number Meetings Attended as Director	Number Meetings During Period of Directorship
Mr Mark Vincent Brodie	10	10
Mr Ian Roger Winterburn	10	10
Mr Geoff William Hogg	7	10
Mrs Kristine Maree Skippington	5	5
Mr Timothy William Schaafsma	10	10
Mr Paul Dennis Greenberg	8	10
Mr Antony Wayne Moore	2	2
Ms Dorothy Alice Barbery	2	2
Ms Julie Barbara Mathers	2	2

National Retail Association Limited, Union of Employers
Financial Statements for the year ended
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National Retail Association Limited, Union of Employers

DIRECTORS' REPORT/OPERATING REPORT

for the year ended 30 June 2021

Principal Activity

The principal activity of the group for the year ended 30 June 2021 was that of an industrial association of employers.

Result

The operations of the group for the year ended 30 June 2021 resulted in a surplus of \$114,144 (2020 Surplus: \$98,638).

Review of Operations

The National Retail Association Limited, Union of Employers (the 'Association') conducts, on behalf of its members, a range of value adding services focusing on delivering expert and professional advice to retailers and other members of all shapes and sizes.

As an industry organisation, the Association is committed to ensuring the ongoing success of its members and maximizing opportunities for business growth and development. In every respect, the Association is focused on providing its members with the information, knowledge and skills necessary to operate more effectively in a dynamic and competitive environment.

State of Affairs

No significant changes in the entity's state of affairs occurred during the financial year.

Events Subsequent to Balance Date

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

National Retail Association Limited, Union of Employers
Financial Statements for the year ended
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National Retail Association Limited, Union of Employers

DIRECTORS' REPORT/OPERATING REPORT

for the year ended 30 June 2021

Directors' Benefits

No director of the group has received or become entitled to receive any benefit by reason of a contract made by the group or any related corporation with a director, or with a firm of which the director is a member, or with a group in which the director has a substantial interest.

Indemnification and Insurance of Directors and Officers

Insurance premiums

The group has paid insurance premiums in respect of directors' and officers' liability, for current and former directors and officers of the group.

Proceedings

No person has applied for leave of the Court to bring proceedings on behalf of the group or intervene in any proceedings to which the group is a party for the purpose of taking responsibility on behalf of the group for all or any part of those proceedings.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 19.

Liability of Members if group is wound-up

In the event of the group being wound-up, the liability of each member is limited to \$10.00. The total liability of all members as at the year ended 30 June 2021 is \$54,850

Right of members to resign

All members have the right to resign from the National Retail Association, Union of Employers, under section 726 of the *Industrial Relations Act 2016* (Qld) (**IR Act**) and Rule 14 of the rules of the organisation.

Members may resign their membership by the provision of written notice, stating that the member resigns from the organisation, addressed and delivered to the National Retail Association (Rule 14.1, section 726(2) IR Act).

The address for such notices is:

National Retail Association
PO Box 48
Spring Hill QLD 4004

A resignation takes effect on the date specified in the notice or, if no date is specified, on the date the notice is received.

National Retail Association Limited, Union of Employers
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National Retail Association Limited, Union of Employers

DIRECTORS' REPORT/OPERATING REPORT

for the year ended 30 June 2021

Right of members to resign (continued)

Officers or members who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position

To the best of the organisation's knowledge and understanding, no officer or member of the organisation is a trustee of a superannuation fund or director of a company that is a superannuation fund trustee where being an officer or member of a registered organisation is a criterion for holding such a position.

Number of members

5,485 members

Number of employees

27 employees

Names of committee of management members and period positions held during the financial year

Name of Officer	Period position held during the financial year
Mark Vincent Brodie	01/07/20 – 30/06/2021
Ian Roger Winterburn	01/07/20 – 30/06/2021
Geoff William Hogg	01/07/20 – 30/06/2021
Kristine Maree Skippington	01/07/20 – 15/02/2021
Timothy William Schaafsma	01/07/20 – 30/06/2021
Paul Dennis Greenburg	01/07/20 – 30/06/2021
Antony Wayne Moore	21/05/21 – 30/06/2021
Dorothy Alice Barbary	21/05/21 – 30/06/2021
Julie Barbara Mathers	21/05/21 – 30/06/2021

**National Retail Association Limited, Union of Employers
Financial Statements for the year ended
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National Retail Association Limited, Union of Employers

DIRECTORS' REPORT/OPERATING REPORT

for the year ended 30 June 2021

Officer and Related Party Disclosure Statement and Remuneration Register

The officer and related party disclosure statement is set out at page 13. It includes the remuneration register.

Register of loans, grants and donations

In accordance with section 764(2)(f) of the *Industrial Relations Act 2016* (Qld), the register of loans, grants and donations required to be maintained pursuant to section 748 of that Act is presented on page 15.

Prepared and signed by the designated officers in accordance with a resolution of the Board of Directors/Committee of Management passed on 17 September 2021.

Signature of designated officer:


.....
Mark Brodie, **Chairman**

Signature of designated officer:


.....
Ian Winterburn, **Deputy Chairman**

Dated at **Spring Hill** on **17 September 2021**

National Retail Association Limited, Union of Employers
Financial Statements for the year ended
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OFFICER AND RELATED PARTY DISCLOSURE STATEMENT

I, Mark Brodie, being the Chairman of the National Retail Association Limited, Union of Employers, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	National Retail Association Limited, Union of Employers	Branch name	N/A
Financial year start date	01/07/2020	Financial year end date	30/06/2021

Top five rankings of officers – relevant remuneration and non-cash benefits

How many officers do you have who receive remuneration?	<i>Please circle</i>	0	1	2	3	4	5	5+
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When all officers in the National Retail Association Limited, Union of Employers, are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

Full Name	Office (e.g. Secretary)	Actual amount of relevant remuneration	Value of relevant non-cash benefits	Form of relevant non-cash benefits (e.g. car)
1. Mark Vincent Brodie	Chairman	\$100,000	\$Nil	Nil
2. Ian Roger Winterburn	Deputy Chairman	\$30,000	\$Nil	Nil
3. Paul Dennis Greenberg	Director	\$22,000	\$Nil	Nil

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OFFICER AND RELATED PARTY DISCLOSURE STATEMENT

Full Name	Office (e.g. Secretary)	Actual amount of relevant remuneration	Value of relevant non-cash benefits	Form of relevant non- cash benefits (e.g. car)
4. Timothy William Schaafsma	Director	\$20,000	\$Nil	Nil
5. Kristine Maree Skippington	Director	\$13,333	\$Nil	Nil

Payments to related parties and declared persons or bodies

During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below.

Date	Name	Nature of relationship (e.g. company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
N/A				\$	

I declare that the officers listed in this ORP statement are those whose relevant remuneration places them in the top five rankings of officers.

Signed (by the officer making the declaration):



Mark Brodie, Chairman

Dated: **17 September 2021**

National Retail Association Limited, Union of Employers
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REGISTER OF LOANS, GRANTS AND DONATIONS EXCEEDING \$1,000 MADE BY ORGANISATION

LOANS

Name of Recipient of Loan	Address	Amount	Purpose for which loan required	Security given in relation to loan	Arrangements for repayment of loan
N/A					

GRANTS

Name of Recipient of Grant	Address	Amount	Purpose of Grant
N/A			

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REGISTER OF LOANS, GRANTS AND DONATIONS EXCEEDING \$1,000 MADE BY ORGANISATION

DONATIONS

Name of recipient of donations	Address	Amount	Purpose of grant
Liberal National Party of QLD	66-68 Bowen Street, Spring Hill QLD 4004	\$20,000	Support for LNP QLD
Australian Labor Party QLD	1/16 Peel Street, South Brisbane QLD 4101	\$4,000	Attendance at dinner
Australian Labor Party QLD	1/16 Peel Street, South Brisbane QLD 4101	\$1,800	Attendance at dinner QLD Labor South Brisbane
Australian Labor Party QLD	1/16 Peel Street, South Brisbane QLD 4101	\$1,200	Attendance at dinner
Australian Labor Party	1/16 Peel Street, South Brisbane QLD 4101	\$3,360	Attendance at ALP post-Budget lunch
Liberal National Party of QLD	66-68 Bowen Street, Spring Hill QLD 4004	\$11,760	In kind donation cocktail event
Liberal National Party of QLD	66-68 Bowen Street, Spring Hill QLD 4004	\$5,805	In kind donation dinner event

**National Retail Association Limited, Union of Employers
Financial Statements for the year ended
30 June 2021**

National Retail Association Limited, Union of Employers

OFFICER DECLARATION STATEMENT

I, Mark Vincent Brodie, being the Chairman of National Retail Association Limited, Union of Employers, declare that the following activities did not occur during the reporting period ending 30 June 2021.

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive capitation fees or any other revenue amount from another reporting unit
- receive revenue via compulsory levies
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expense to another reporting unit
- pay affiliation fees to other entity
- pay compulsory levies
- pay a grant that was \$1,000 or less
- pay a grant that exceeded \$1,000
- pay leave and other entitlements to holders of office
- pay separation and redundancy to holders of office
- pay other employee expenses to holders of office
- pay other employee expenses to employees (other than holders of office)
- pay legal costs relating to litigation
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- have a receivable with other reporting unit(s)
- have a payable with other reporting unit(s)
- have a payable to an employer for that employer making payroll deductions of membership subscriptions

National Retail Association Limited, Union of Employers
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National Retail Association Limited, Union of Employers

OFFICER DECLARATION STATEMENT

- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- have a annual leave provision in respect of holders of office
- have a long service leave provision in respect of holders of office
- have a separation and redundancy provision in respect of holders of office
- have other employee provisions in respect of holders of office
- have a separation and redundancy provision in respect of employees (other than holders of office)
- have other employee provisions in respect of employees (other than holders of office)
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- provide cash flows to another reporting unit and/or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

Signature of designated officer:



.....
Mark Brodie, **Chairman**

Dated at **Spring Hill** on **17 September 2021**

**National Retail Association Limited, Union of Employers
Financial Statements for the year ended
30 June 2021**

Auditor's Independence Declaration



Tel: +61 7 3237 5999
Fax: +61 7 3221 9227
www.bdo.com.au

Level 10, 12 Creek St
Brisbane QLD 4000
GPO Box 457 Brisbane QLD 4001
Australia

DECLARATION OF INDEPENDENCE BY L G MYLONAS TO THE DIRECTORS OF NATIONAL RETAIL ASSOCIATION, UNION OF EMPLOYERS

As lead auditor of National Retail Association, Union of Employers for the year ended 30 June 2021, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read 'L G Mylonas', is written over a light blue rectangular background.

L G Mylonas
Director

BDO Audit Pty Ltd

Brisbane, 17 September 2021

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

Statement of Comprehensive Income

	Note	Consolidated 2021 \$	Consolidated 2020 \$
Revenue from ordinary activities:			
Membership subscriptions		656,808	646,649
Events & partnerships revenue		375,338	267,059
Professional services revenue		700,272	870,965
Training services revenue		130,652	76,165
Policy services revenue		630,009	156,111
Other revenue from ordinary activities		88,808	25,485
Grants revenue		1,685,241	1,768,448
Total	2	4,267,127	3,810,882
Expenses from ordinary activities:			
Capitation fees and other expense to another reporting unit		-	-
Membership expenses		22,594	29,057
Events & partnerships expenses		99,112	100,563
Professional services expenses		3,303	73,040
Training services expenses		18,256	23,434
Policy services expenses		303,612	16,573
Expenses related to grants		328,992	320,493
Finance charges on leases		2,146	3,246
Travel allowances		6,504	23,031
Depreciation and amortisation		153,959	90,269
Employees expenses	3a	2,601,113	2,492,940
Donations to political parties	3b	48,556	21,500
Legal costs	3c	2,073	13,787
Administration and other expenses	3d	562,763	504,311
Expenses from ordinary activities		4,152,983	3,712,244

National Retail Association Limited, Union of Employers
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for the year ended 30 June 2021

Statement of Comprehensive Income

Note	Consolidated 2021 \$	Consolidated 2020 \$
Current year surplus/(deficit) before income	114,144	98,638
Income tax expense	-	-
Net current year surplus/(deficit)	114,144	98,638
Other comprehensive income for the year	-	-
Total comprehensive surplus/(deficit) for the	114,144	98,638

The accompanying notes form part of these financial statements.

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

Statement of Financial Position

	Note	Consolidated 2021 \$	Consolidated 2020 \$
Current assets			
Cash assets	4	1,638,141	1,592,842
Trade receivables	5	291,737	338,457
Other assets	6	108,800	73,401
Total current assets		2,038,678	2,004,700
Non-current assets			
Property, plant and equipment	7a	2,172,533	2,272,470
Intangibles	7b	58,853	52,095
Total non-current assets		2,231,386	2,324,565
Total assets		4,270,064	4,329,265
Current liabilities			
Trade and other payables	8	575,666	714,248
Provisions	9	144,288	158,007
Financial liabilities	10	17,530	21,554
Total current liabilities		737,484	893,809
Non-current liabilities			
Provisions	9	52,838	52,328
Financial liabilities	10	251,328	268,858
Total non-current liabilities		304,166	321,186
Total liabilities		1,041,650	1,214,995
Net assets		3,228,414	3,114,270
Equity			
Retained surplus		3,228,414	3,114,270
Total equity		3,228,414	3,114,270

The accompanying notes form part of these financial statements.

National Retail Association Limited, Union of Employers
Financial Statements
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Statement of Changes in Equity

	Retained Surplus \$	Total Equity \$
Balance at 1 July 2019	3,015,632	3,015,632
Surplus for the year	98,638	98,638
Other comprehensive income for the year	-	-
Total comprehensive income for the year	98,638	98,638
Balance at 30 June 2020	3,114,270	3,114,270
Balance at 1 July 2020	3,114,270	3,114,270
Surplus for the year	114,144	114,144
Other comprehensive income for the year	-	-
Total comprehensive income for the year	114,144	114,144
Balance at 30 June 2021	3,228,414	3,228,414

The accompanying notes form part of these financial statements.

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

Statement of Cash Flows

	Note	Consolidated 2021 \$	Consolidated 2020 \$
Cash flows from operating activities			
Receipts from customers		4,086,518	3,978,255
Interest received		4,832	23,596
Payments to suppliers and employees		(3,961,570)	(3,597,148)
Interest and finance costs paid		(2,146)	(3,246)
Net cash provided by/(used in) operating activities	15(ii)	127,634	401,457
Cash flows from investing activities			
Payment for property, plant and equipment		(25,357)	(2,201,717)
Payment for intangibles		(35,424)	(39,650)
Proceeds from sale of investment		-	-
Net cash used in investing activities		(60,781)	(2,241,367)
Cash flows from financing activities			
Proceeds from borrowings		-	250,000
Repayment of borrowings		(21,554)	(20,453)
Net cash provided by/(used in) financing activities	15(iii)	(21,554)	229,547
Net increase in cash held		45,299	(1,610,363)
Cash at the beginning of the financial year	15(i)	1,592,842	3,203,205
Cash at the end of the financial year	15(i)	1,638,141	1,592,842

The accompanying notes form part of these financial statements.

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

1 Statement of Significant Accounting Policies

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisations) Act 2009*. For the purpose of preparing the general purpose financial statements, National Retail Association Limited, Union of Employers, is a not-for-profit entity.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results of the financial position. The financial statements are presented in Australian dollars.

Financial statements of National Retail Association Limited, Union of Employers, for the year ended 30 June 2021 were authorised for issue in accordance with a resolution of the directors on 17 September 2021 and covers National Retail Association Limited, Union of Employers, as a consolidated entity consisting of National Retail Association Limited, Union of Employers, and its subsidiary as required by the Corporations Act 2001.

National Retail Association was registered as an organisation under subsection 26(1) of the *Fair Work (Registered Organisations) Act 2009* on 9 March 2018.

Impact of standards issued but not yet applied by the entity

AASB 2020-1 – Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current

This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. For example, the amendments clarify that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period. This Standard applies to annual reporting periods beginning on or after 1 January 2022. Earlier application is permitted.

**National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

1 Statement of Significant Accounting Policies (continued)

a) Revenue

Revenue from contracts with customers

The National Retail Association Ltd, Union of Employers, applies AASB 15 to recognise revenue when an agreement is enforceable and contains performance obligations to transfer goods or services that are sufficiently specific to determine when the obligation has been satisfied. For an arrangement that is not within the scope of AASB 15, and not otherwise within the scope of other standards, it would be treated as contribution income under AASB 1058 (for example a cash donation without conditions).

Revenue from contracts with customers is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Group: identifies the contract with a customer; identifies the performance obligations; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service ; and recognises revenue as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Grants

Revenue from grants received under enforceable agreements, where there are sufficiently specific performance obligations imposed, is deferred in the statement of financial position as a 'contract liability' until the obligations are satisfied. If the performance obligations are not sufficiently specific, revenue will be recognised immediately under AASB 1058 when the company obtains control of the cash.

If conditions are attached to the grant which must be satisfied before the company is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a 'contract liability' until those conditions are satisfied.

Membership subscriptions

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 National Retail Association Ltd, Union of Employers.

The National Retail Association Ltd, Union of Employers, recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the National Retail Association Ltd, Union of Employers, promise to stand ready to provide assistance and support to the member as required.

When the service transfers to the customer (member services), the National Retail Association Ltd, Union of Employers, recognises revenue at the amount of the transaction price that was allocated to that performance obligation. For member subscriptions paid annually in advance, the National Retail Association Ltd, Union of Employers, 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.

Rendering of Services

Revenue is recognised when the service is provided.

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

1 Statement of Significant Accounting Policies (continued)

Interest

Interest revenue is recognised as interest accrued using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

All revenue is stated net of the amount of goods and services tax (GST).

b) Principles of consolidation

The consolidated financial statements comprise the financial statements of National Retail Association Limited and its subsidiary National Retail Association Legal Limited (Incorporated 20 June 2014) at 30 June 2021 ("the group").

Subsidiaries are entities (including structured entities) over which the group has control. The group has control over an entity when the group is exposed to, or has rights to, variable returns from its involvement with the entity, and has the ability to use its power to affect those returns. Subsidiaries are consolidated from the date on which control is transferred to the group and are deconsolidated from the date that control ceases.

All intergroup balances and transactions, including unrealised profits arising from intragroup transactions have been eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred.

Non-controlling interests in the results and equity of subsidiaries are shown separately in the consolidated statement of profit or loss and other comprehensive income and statement of financial position respectively. Total comprehensive income is attributable to owners of National Retail Association Limited, Union of Employers, and non-controlling interests even if this results in the non-controlling interests having a debit balance.

c) Financial assets

A contract asset is recognised when the National Retail Association Ltd, Union of Employers, right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the National Retail Association Ltd, Union of Employers, 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.

National Retail Association Limited, Union of Employers
Financial Statements
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

1 Statement of Significant Accounting Policies (continued)

Expected credit losses

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses at each reporting date.

d) Income tax

The group is exempt from income tax as a registered union of employers under the Income Tax Assessment Act 1936 as amended.

e) Property, plant and equipment

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

The carrying amount of property, plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Depreciation

Depreciation is calculated on a straight line and diminishing value basis so as to write off the net cost or revalued amount of each item of property, plant and equipment over its expected useful life to the group. Estimates of remaining useful lives are made on a regular basis for all assets, with annual reassessments for major items. Rates charged were as follows:

	Straight Line
Buildings & Refurbishments	1½ % - 2½ %
Furniture & Fitting	7½ % - 10 %
Plant & Equipment	7 % - 33 %
Computer Equipment	33%
Computer Software	20%

f) Right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

1 Statement of Significant Accounting Policies (continued)

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the entity expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any re-measurement of lease liabilities.

The entity has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

g) Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the entity's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

h) 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.

i) Comparative Figures

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

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

1 Statement of Significant Accounting Policies (continued)

j) Critical Accounting Judgments and Estimates

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

Key estimates

Useful life of assets

Upon acquisition of a new asset the entity uses available information to determine an appropriate useful life used in the calculation of depreciation. For significant assets, an annual reassessment is performed to assess the reasonableness of their useful life.

Revenue recognition – Grants

The entity assess each successful grant application to determine whether recognition under *AASB 15 Revenue from Contracts with Customers* or *AASB 1058 Income of Not-For-Profit Entities* is most appropriate.

The following process is performed in analysing each grant:

- Does the transaction occur in a contract with a customer that creates enforceable rights and obligations
- Does the contract include sufficiently specific performance obligations

If the criteria above are met and the fund's purpose are not to acquire or construct a non-financial asset *AASB 15 Revenue from Contracts with Customers* is applied. If one of the above criteria is not met then *AASB 1058 Income of Not-For-Profit Entities* will be applied.

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

	Consolidated 2021 \$	Consolidated 2020 \$
2 Revenue		
<i>Operating activities</i>		
Subscriptions	656,808	646,649
<i>Other Revenue</i>		
Events & Partnerships Revenue	375,338	267,059
Professional Services	700,271	870,966
Training Services	130,652	76,165
Policy Services	630,009	156,111
Grants Revenue	1,685,241	1,768,448
Other revenue		
Interest - deposits	4,832	23,596
Other	83,976	1,888
Total	4,267,127	3,810,882
3 Expenses		
3a Employee expenses		
Holders of office:		
– Wages and salaries	187,731	189,397
– Superannuation	2,603	2,603
Subtotal employee expenses holders of office	190,334	192,000
Employees other than office holders:		
– Wages and salaries	2,161,401	1,965,281
– Superannuation	201,312	191,562
– Payroll tax	53,818	43,030
– Leave and other entitlements	(5,752)	101,067
Subtotal employee expenses employees other than office holder	2,410,779	2,300,940
Total	2,601,113	2,492,940

National Retail Association Limited, Union of Employers
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

	Consolidated 2021 \$	Consolidated 2020 \$
3b Donations to political parties		
Total expensed that were \$1,000 or less	631	1,500
Total expensed that exceeded \$1,000	47,925	20,000
Total	48,556	21,500
3c Legal costs		
Litigation	-	-
Other legal costs	2,073	13,787
Total	2,073	13,787
3d Administration expenses		
Marketing expenses	32,245	11,368
Office/building expenses	51,875	30,727
Accounting and audit fees	31,335	22,915
Conference and meeting expenses	3,071	26,433
Consultancy	-	1,445
Donations (other)	751	2,004
Insurance	45,394	43,859
Promotions	118,833	99,056
Rent	-	3,534
Staff expenses	42,689	31,932
Technology expenses	59,349	61,520
Doubtful debts	(228)	(2,644)
Bad debts written off	18,381	7,750
Other	159,068	164,412
Total	562,763	504,311
4 Cash and cash equivalents		
Bank accounts	1,112,187	1,565,407
Term deposits	525,000	25,000
Petty cash	954	2,435
Total	1,638,141	1,592,842

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

	Consolidated 2021 \$	Consolidated 2020 \$
5 Trade and other receivables		
Trade receivables:		
Debtors	145,299	308,179
Less: Provision for expected credit loss	(1,750)	(8,478)
Contract assets	148,188	38,756
Total	291,737	338,457
6 Other current assets		
Prepayments	108,800	73,102
Deposits	-	299
Total	108,800	73,401
7 (a) Property, Plant and Equipment		
Plant and equipment	516,687	491,330
Less: Accumulated Depreciation	(66,814)	(18,871)
	449,873	472,459
Land and buildings	1,680,221	1,680,221
Less: Accumulated Depreciation	(39,038)	(9,648)
	1,641,183	1,670,573
Computer hardware	105,165	105,165
Less: Accumulated Depreciation	(41,403)	(15,018)
	63,762	90,147
Right of use assets	60,865	60,865
Less: Accumulated Depreciation	(43,150)	(21,574)
	17,715	39,291
Total	2,172,533	2,272,470

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

7 (b) Intangibles

Website Development	34,800	34,800
Less: Accumulated Amortisation	(30,933)	(19,333)
	<u>3,867</u>	<u>15,467</u>
CRM upgrade	85,609	50,185
Less: Accumulated Amortisation	(30,623)	(13,557)
	<u>54,986</u>	<u>36,628</u>
Total	<u>58,853</u>	<u>52,095</u>

7 (c) Movements in carrying amounts

Reconciliations of the carrying amounts of each class of property, plant and equipment between the beginning and end of the current financial year are set out as follows:

	Plant and equipment	Land and buildings	Computer hardware	Right of use assets	Total
Balance at 30 June 2020	472,459	1,670,573	90,147	39,291	2,272,470
Additions	25,357	-	-	-	25,357
Depreciation Expense	(47,943)	(29,390)	(26,385)	(21,576)	(125,294)
Carrying amount at 30 June 2021	449,873	1,641,183	63,762	17,715	2,172,533

	Plant and equipment	Land and buildings	Computer hardware	Right of use assets	Total
Balance at 30 June 2019	-	-	74,999	-	74,999
Additions	491,330	1,680,221	30,166	60,865	2,262,582
Depreciation Expense	(18,871)	(9,648)	(15,018)	(21,574)	(65,111)
Carrying amount at 30 June 2020	472,459	1,670,573	90,147	39,291	2,272,470

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

	Consolidated 2021 \$	Consolidated 2020 \$
8 Trade and other payables		
<i>Current</i>		
Trade Creditors	62,353	86,941
Revenue in Advance	352,660	546,486
GST Payable	99,377	72,540
Other Payables	61,276	8,281
	<u>575,666</u>	<u>714,248</u>
Payables to other reporting unit	-	-
Total	575,666	714,248
9 Provisions		
<i>Current</i>		
Provision for employee benefits	144,288	158,007
Employee Dismissal Provision	-	-
	<u>144,288</u>	<u>158,007</u>
<i>Non-Current</i>		
Provision for employee benefits	52,838	52,328
	<u>52,838</u>	<u>52,328</u>
Aggregate employee benefit	197,126	210,335
Number of employees at year end	27	27
10 Financial liabilities		
<i>Current</i>		
Lease liabilities	17,530	21,554
	<u>17,530</u>	<u>21,554</u>
<i>Non-Current</i>		
Lease liabilities	1,328	18,858
Loan from QRIDA	250,000	250,000
	<u>251,328</u>	<u>268,858</u>
Total	268,858	290,412

National Retail Association Limited, Union of Employers
Financial Statements
for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

10 Financial liabilities (continued)

A loan received from Queensland Rural and Industry Development Authority with a carrying amount of \$250,000 has a 10 year term and is repayable in monthly instalments with repayment period beginning 13 months from the Commencement date until it matures in 2030. The loan is interest free for the first 12 months from the commencement date after which interest rate of 2.5% will be charged on an annual basis for the remainder of the term.

10 Members' liability

The liability of members (2021: 5,485 members, 2020: 5,715members) of the group is limited to a guarantee of \$10.00 per member.

11 Remuneration of auditor

During the year, the following fees were paid or payable for services provided by the auditor of the entity:

	Consolidated 2021 \$	Consolidated 2020 \$
Audit	21,000	18,000
Total	21,000	18,000

12 Key Management Personnel Compensation

The directors of the group received or are due to receive remuneration from the group for attendance at meetings. The amounts paid to the Key Management Personnel as listed in note 14 were:

	Consolidated 2021 \$	Consolidated 2020 \$
Short-term benefits		
– Salary	1,192,785	1,191,241
– Annual leave accrued	70,642	68,227
Total short-term benefits	1,263,427	1,259,468
Post-employment benefits		
– Superannuation	98,770	97,497
Total post-employment benefits	98,770	97,497
Other long-term benefits		
– Long service leave accrued	40,633	44,929
Total other long-term benefits	40,633	44,929
Loan	-	-
Termination benefits	9,132	-
Total	1,411,962	1,401,894

**National Retail Association Limited, Union of Employers
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

13 Segment information

The only operation of the group is that of a registered union of employers engaged in the retail industry. The group operates predominantly in Queensland, Australia.

14 Related party disclosures

Any transactions between directors and their director related entities and the group are on normal commercial terms and conditions.

The names of each person holding the position of director of the group during the financial year are:

Directors

Mark Brodie (Chairman)
Ian Winterburn (Deputy Chairman)
Geoff Hogg
Kristine Skippington
Timothy Schaafsma
Paul Greenburg
Antony Moore
Dorothy (Alice) Barbary
Julie Mathers

Directors of wholly owned subsidiary under section 50AAA of the *Corporations Act 2001* are:

Dominique Lamb
Ian Winterburn
Mark Brodie
Lindsay Ann Carroll

Chief Executive Director

Dominique Lamb

Key Management

Dominique Lamb	Secretary and CEO
Lindsay Carroll	Deputy CEO and Legal Practice Director
Alice Yeh	Financial Controller
David Stout	Director of Policy & Advocacy
Adam Dalglish	National Relationship Manager
Rebecca Goulter	Director of Events and Marketing
Sushila Richardson	Director of Training (Commenced December 2020)
Virginia Morris	Acting Director of Training (August - November 2020)
Wayne Nosenzo	Director of Training (commenced May 2020 and terminated August 2020)

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

15 Notes to the statement of cash flows

(i) Reconciliation of cash

For the purposes of the statement of cash flows, cash includes cash on hand and at bank and short term deposits at call, net of outstanding bank overdrafts. Cash as at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the Statement of Financial Position as follows:

	Note	Consolidated 2021 \$	Consolidated 2020 \$
Cash assets	4	1,638,141	1,592,842
		1,638,141	1,592,842

(ii) Reconciliation of cashflow operations with profit from ordinary activities after income tax

	Consolidated 2021 \$	Consolidated 2020 \$
Profit/(loss) from ordinary activities after income tax	114,144	98,637
Non cash flows from ordinary activities		
Depreciation & Amortisation	153,959	90,269
Provision for impairment	-	-
Loss on sale of investment	-	-
Provision for doubtful debt	(6,728)	(42,351)
Net cash provided by operating activities before change in assets and liabilities	261,375	146,555
Changes in Assets and Liabilities		
Increase in receivables	18,049	132,590
Increase/(decrease) in payables	(138,581)	29,697
Increase/(decrease) in provisions	(13,209)	92,615
Cash flow from Operations	127,634	401,458

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for the year ended 30 June 2021

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

(iii) Reconciliation of liabilities arising from finance activities

	Consolidated 2021 \$	Consolidated 2020 \$
As at 1 July	229,547	-
Cash proceeds from borrowings	-	250,000
Cash repayment of borrowings	(21,554)	(20,453)
As at 30 June	<u>(207,993)</u>	<u>229,547</u>

16 Financial Instruments

(a) Interest Rate Risk

The group's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rate on those financial assets and financial liabilities, is as follows:

	Floating Interest Rate		Non-Interest Bearing		Fixed Interest Rate	
	2021 \$	2020 \$	2021 \$	2020 \$	2021 \$	2020 \$
Financial Assets						
Cash	1,637,187	1,590,407	954	2,435	-	-
Trade Receivables	-	-	145,299	308,179	-	-
	Floating Interest Rate		Non-Interest Bearing		Fixed Interest Rate	
	2021 \$	2020 \$	2021 \$	2020 \$	2021 \$	2020 \$
Financial Liabilities						
Trade Payables	-	-	62,353	86,941	-	-
Loan from QRIDA	-	-	-	-	250,000	250,000

**National Retail Association Limited, Union of Employers
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

(b) Credit Risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount, net of any provision for doubtful debts, as disclosed in the Statement of Financial Position and notes to the financial statements.

The Group does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by the Group.

(c) Net Fair Values

Assets and Liabilities net fair value approximates their carrying value. No financial assets or liabilities are readily traded on organised markets in standardised form.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the Statement of Financial Position and in the notes to and forming part of the accounts.

17 Name of Company

The National Retail Association Limited, Union of Employers, is a company limited by guarantee. The company was registered as Retailers Association of Queensland, Union of Employers until 8 July 2004. A decision by the Queensland Industrial Relations Commission effective 9 July 2004 allowed the amendment of the registered name to National Retail Association Limited, Union of Employers.

18 Information to be provided to Members

In accordance with the requirements of the *Industrial Relations Act 2016* (Qld), the attention of members is drawn to the provisions of subsections (1) to (3) of section 787 of that Act, which reads as follows:

787 Information to be provided to members or registrar

- (1) A member of a reporting unit, of 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:
 - (a) be in writing; and
 - (b) state the period, which must be at least 14 days after the application is made, within which the information must be made available; and
 - (c) state the way in which the information must be made available.
- (3) The reporting unit's organisation must ensure the reporting unit complies with the application.

Maximum penalty – 100 penalty units

**National Retail Association Limited, Union of Employers
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 June 2021

19 Group Details

The Registered Office of the group is:

Level 3, 67 St Pauls Terrace, Spring Hill QLD 4000

INDEPENDENT AUDITOR'S REPORT

To the members of National Retail Association Limited, Union of Employers

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of National Retail Association Limited, Union of Employers which comprises the consolidated statement of financial position as at 30 June 2021, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies and the Committee of Management Statement.

In our opinion the accompanying financial report of National Retail Association Limited, Union of Employers presents fairly, in all material respects the reporting unit's financial position as at 30 June 2021 and of its financial performance and its cash flows for the year then ended in accordance the *Corporations Act 2001*, including:

- (i) Giving a true and fair view of the Group's financial position as at 30 June 2021 and of its financial performance for the year ended on that date; and
- (ii) Complying with Australian Accounting Standards and any other requirements imposed by Part 11 of Chapter 12 of the *Queensland Industrial Relations Act 2016*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the Group in accordance with the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

Other information

The Committee of Management are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the reporting unit's operating report, but does not include the financial report and our auditor's report thereon.

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

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Committee of Management for the Financial Report

The Committee of Management of the reporting unit are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, *Industrial Relations Act 2016* and the *Corporations Act 2001*, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.

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

Declaration by the auditor

I, Mylonas, declare that I am a registered auditor, a member of the Institute of Chartered Accountants in Australia and hold a current Public Practice Certificate.

BDO Audit Pty Ltd



L G Mylonas
Director

Brisbane, 17 September 2021