



14 December 2022

Mr Ben Grubb
President
Primary Employers Tasmania

By e-mail: primaryemployers@bigpond.com

Dear Mr Grubb,

Primary Employers Tasmania
Financial Report for the year ended 31 December 2021 - FR2021/262

I acknowledge receipt of the amended financial report for the year ended 31 December 2021 for the Primary Employers Tasmania (**the reporting unit**). The financial report was lodged with the Registered Organisations Commission (**ROC**) on 17 November 2022.

The financial report has now been filed. You are not required to take any further action in respect of the report lodged.

Whilst the 2021 report has been filed the following should be addressed in the preparation of the next financial report.

Presentation of documents to committee of management meeting

It is noted that the financial documents were presented to a committee of management meeting rather than a general meeting of members. This may not be fully in accord with the RO Act.

Under the RO Act the standard obligation is for the full financial report to be presented to a general meeting of members within 6 months of the end of the financial year. The documents may only be presented directly to a committee of management meeting where the rules of the organisation (or branch) contain a provision that requires no more than 5% of members to call a general meeting of the reporting unit for the purpose of considering the report - see subsection 266(3).

It would appear that the rules of the organisation do not currently contain a provision to this effect. While rule 33.1(b) is broadly in accord with the requirements of section 266, I note that it refers to 'not less than 5% of the **financial members**' [my emphasis]. The Commissioner of the ROC has formed the view that section 266 should not be interpreted as being limited to financial members. Therefore, if the organisation wishes to present its financial documents in future financial years to a committee of management meeting (rather than a general meeting of members) it will be necessary for the organisation to amend its rules in accordance with the requirements of section 266(3).

The Fair Work Commission can provide advice and/or assistance regarding any draft rules the branch may wish to submit with respect to this issue.

Should you wish to discuss the matters raised in this letter, or if you require further information on the financial reporting requirements of the Act, I may be contacted on (03) 9603 0707 or by email at ken.morgan@roc.gov.au

Yours faithfully

A handwritten signature in black ink, appearing to read 'K. Morgan', with a stylized flourish at the end.

KEN MORGAN
Financial Reporting Specialist
Registered Organisations Commission

s.268 Fair Work (Registered Organisations) Act 2009

Certificate for the year ended 31 December 2021

- that the documents lodged herewith are copies of the full report for the Primary Employers Tasmania for the period ended referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on 29 November, 2022; and
- that the full report was presented to a meeting of the committee of management of the reporting unit on 7 December, 2022 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

B. B. Miller

Title of prescribed designated officer: President

Dated: 8 December, 2022



Financial Report

**1 January 2021
to
31 December 2021**

Independent Audit Report to the Members of Primary Employers Tasmania Inc

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Primary Employers Tasmania Inc (the Reporting Unit), which comprises the statement of financial position as at 31 December 2021, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended 31 December 2021, notes to the financial statements, including a summary of significant accounting policies; the Committee of Management Statement, the subsection 255(2A) report and the Officer Declaration Statement.

In my opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Primary Employers Tasmania as at 31 December 2021, and its financial performance and its cash flows for the year ended on that date in accordance with:

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

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

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the Reporting Unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The Committee of Management is responsible for the other information. The other information obtained at the date of this auditor's report is in the Operating Report accompanying the financial report.

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

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

Responsibilities of Committee of Management for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit. I 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 I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my 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. I am responsible for the direction, supervision and performance of the Reporting Unit audit. I remain solely responsible for my audit opinion.

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

I declare that I am an auditor registered under the RO Act.

Preece Martin



Craig Preece
Principal

Launceston
15 November 2022

Registration number (as registered by the RO Commissioner under the RO Act): AA2017/246

**Primary Employers Tasmania
Financial Statements 2021**

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Primary Employers Tasmania

Report required under subsection 255(2A)

for the year ended 31 December 2021

The committee of management presents the expenditure report¹ as required under subsection 255(2A) on the reporting unit for the year ended 31 December 2021.

Descriptive form

Categories of expenditures	2021 (\$)	2020 (\$)
Remuneration and other employment-related costs and expenses – employees	213,189	160,920
Advertising	110	180
Operating costs	235,767	153,471
Donations to political parties	0	0
Legal costs	0	1,000

Signature of designated officer: 

Name and title of designated officer: Melissa Fergusson, Treasurer

Dated: 21/11/22

PRIMARY EMPLOYERS TASMANIA

Operating report for the year ended 31 December 2021

The committee of management presents its operating report on the reporting unit for the year ended 31 December, 2021.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

The principal activities for Primary Employers Tasmania during 2021 have been to represent the Workplace Relations interests of employers engaged in the agricultural, fruit growing, vineyard, livestock, dairying and vegetable industries situated in Tasmania, plus the provision of shearer/wool handler training and on-line workplace health and safety training.

This involves providing advice in respect of the *Fair Work Act 2009* and the awards, including rates of pay and conditions, negotiations with the relevant unions, advocacy before Fair Work Ombudsman and the Fair Work Commission, negotiations and advice in respect of Workplace Health and Safety Legislation and training for the Tasmanian Wool Industry.

Significant changes in financial affairs

There have not been any significant changes to the financial affairs of the Association during the year ended 31st December 2021.

Right of members to resign

The right of members to resign from the Association is in accord with Clause 13 of its Rules which states:

13.0 MEMBERSHIP RESIGNATION

13.1 A member of the Association may resign from membership by written notice addressed and delivered to the Executive Officer of the Association.

13.2 A notice of resignation from membership of the Association takes effect:

(a) where the member ceases to be eligible to become a member of the Association:

*(i) on the day on which the notice is received by the Association;
or*

(ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;

whichever is later; or

(b) in any other case:

(i) at the end of 2 weeks after the notice is received by the Association; or

(ii) on the day specified in the notice; whichever is later.

13.3 Any dues payable but not paid by a former member of the Association in relation to a period before the member's resignation from the Association took effect, may be sued for and recovered in the name of the Association, in a court of competent jurisdiction, as a debt due to the Association.

13.4 A notice delivered to the Executive Officer of the Association shall be taken to have been received by the Association when it was delivered.

13.5 A notice of resignation that has been received by the Association is not invalid because it was not addressed and delivered in accordance with Rule 13. 1.

13.6 A resignation from membership of the Association is valid even if it is not affected in accordance with this Rule 13 if the member is informed in writing by or on behalf of the Association that the resignation has been accepted.

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

The Association does not have any member of its staff or Committee of Management who is:

(i) a Trustee of a superannuation entity or an exempt public sector superannuation scheme; or

(ii) a Director of a company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme; and

where a criterion for the officer being the trustee or director is that the officer or member is an officer or member of a registered organisation.

Number of members

Year		Year	
2021	475	2020	481

Number of employees

Year		Year	
2021	1.6 FTE	2020	2.3FTE

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

President:

From 1 January 2021 to 16 September, 2021	Felicity Richards
From 13 October, 2021 to 31 December, 2021	Ben Grubb

Vice President:

From 1 January 2021 to 16 September, 2021	Ben Grubb
From 13 October, 2021 to 31 December, 2021	Stephanie Terry

Treasurer:

From 1 January, 2021 to 31 December, 2021	Melissa Fergusson
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Executive Committee:

From 1 January, 2021 to 17 March, 2021	Emma Sutherland
From 1 January, 2021 to 2 September, 2021	Marcus Dornauf
From 1 January, 2021 to 16 September, 2021	Felicity Richards
From 1 January, 2021 to 16 September, 2021	Rick Ertler
From 18 June, 2021 to 31 December, 2021	Daryl Lohrey
From 16 September, 2021 to 31 December, 2021	Katrina Gofton
From 16 September, 2021 to 31 December, 2021	Marcus James
From 1 January, 2021 to 31 December, 2021	Ferdie Foster
	Melissa Fergusson
	Ben Grubb
	Stephanie Terry
	Sophie Greenacre
	Warwick O'Connor

Signature of designated officer: 

Name and title of designated officer: Melissa Fergusson

Dated: 31 October 2022

PRIMARY EMPLOYERS TASMANIA

Committee of Management Statement

for the year ended 31 December, 2021

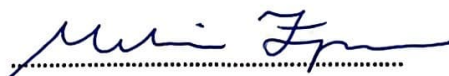
On 31 October, 2022 the Executive Committee of *Primary Employers Tasmania* passed the following resolution in relation to the General Purpose Financial Report (GPFR) for the year ended 31 December, 2021:

The Executive Committee declares that in its opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards;
- b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- e) during the financial year to which the GPFR relates and since the end of that year:
 - i. meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - iv. where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - v. where information has been sought in any request by a member of the reporting unit or the Commissioner duly made under section 272 of the RO Act, that information has been provided to the member or the Commissioner; and
 - vi. where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the committee of management.

Signature of designated officer:



Name and title of designated officer: Melissa Fergusson, Treasurer

Dated:31 October 2022.....

Primary Employers Tasmania
Statement of comprehensive income
for the year ended 31 December 2021

	Notes	2021 \$	2020 \$
Revenue from contracts with customers			
Membership subscriptions*	3	222,064	177,884
Capitation fees and other revenue from another reporting unit*		-	-
Levies*		-	-
Other sale of services to members		5,620	9,180
Total revenue from contracts with customers		227,684	187,064
Income for furthering objectives			
Grants and/or donations*	3A	138,659	115,757
Income recognised from volunteer services*		-	-
Total income for furthering objectives		138,659	115,757
Other income			
Revenue from recovery of wages activity*		-	-
Other income	3B	66,051	162
Total other income		66,051	162
Total income		432,394	302,983
Expenses			
Employee expenses*	4A	213,189	160,920
Capitation fees and other expense to another reporting unit*		-	-
Affiliation fees*	4B	6,000	6,000
Administration expenses	4C	82,854	97,795
Project expenses	4D	138,222	42,993
Grants or donations*	4E	1,200	-
Depreciation and amortisation	4F	4,851	4,113
Legal costs*		-	1,000
Audit fees	14	2,750	2,750
Total expenses		449,066	315,571
Surplus (deficit) for the year		(16,672)	(12,588)
Other comprehensive income		-	-
		(16,672)	(12,588)

The above statement should be read in conjunction with the notes.

Primary Employers Tasmania
Statement of financial position
as at 31 December 2021

		2021	2020
	Notes	\$	\$
ASSETS			
Current assets			
Cash and cash equivalents	5A	525,865	587,472
Trade and other receivables*	5B	75,448	223,071
Total current assets		601,313	810,543
Non-current assets			
Property, plant and equipment	6A	-	4,851
Total non-current assets		-	4,851
Total assets		601,313	815,394
LIABILITIES			
Current liabilities			
Trade payables*	7A	3,769	46,376
Other payables*	7B	25,300	258,425
Employee provisions	8A	32,212	29,030
Contract liabilities		76,340	-
Total current liabilities		137,621	333,831
Non-current liabilities			
Employee provisions	8A	-	-
Total non-current liabilities		-	-
Total liabilities		137,621	333,831
Net assets		463,692	481,563
EQUITY			
General fund/retained earnings		387,092	347,834
Reserves	9A	76,600	133,730
Total equity		463,692	481,564

The above statement should be read in conjunction with the notes.

Primary Employers Tasmania
Statement of changes in equity
for the year ended 31 December 2021

	Notes	General funds / reserves \$	Retained Earnings \$	Total equity \$
Balance as at 1 January 2020		133,730	347,834	481,564
Adjustment for errors		-	-	-
Adjustment for changes in accounting policies		-	-	-
Adjusted Balance as at 31 December 2020		133,730	347,834	481,564
Surplus / (deficit)				
Other comprehensive income		-	-	-
Transfer to/from <i>[insert fund name]</i>		-	-	-
Transfer from retained earnings	9A	-	-	-
Closing balance as at 31 December 2020		-	-	-
		133,730	347,834	481,564
Adjustment for errors			(1,200)	(1,200)
Surplus / (deficit)			(16,672)	(16,672)
Other comprehensive income		-		-
Transfer to/from <i>[insert fund name]</i>	9A	(57,130)	57,130	-
Transfer from retained earnings		-	-	-
Closing balance as at 31 December 2021		-	-	-
		76,600	387,092	463,692

The above statement should be read in conjunction with the notes.

Primary Employers Tasmania
Statement of cash flows
for the year ended 31 December 2021

		2021	2020
OPERATING ACTIVITIES	Notes	\$	\$
Cash received			
Receipts from customers		268,217	268,548
Donations and Grants		143,500	257,931
Receipts from other reporting unit/controlled entity(s)*		-	-
Cash used			
Employees		213,189	193,032
Suppliers		260,146	180,219
Payment to other reporting units/controlled entity(s)*		-	-
Net cash from (used by) operating activities	10A	(61,618)	153,228
Net increase (decrease) in cash held		(61,618)	153,228
Cash & cash equivalents at the beginning of the reporting period		587,408	434,180
Cash & cash equivalents at the end of the reporting period	5A	525,790	587,408

The above statement should be read in conjunction with the notes.

Note 1 Summary of significant accounting policies

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (**AASB**) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009* (**RO Act**). For the purpose of preparing the general purpose financial statements Primary Employers Tasmania a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis, 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.

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 estimate

There are no significant accounting judgements and estimates identified that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period during the financial year 1 January 2021 to 31 December 2021.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standards and amendments

The accounting policies adopted are consistent with those of the previous financial year except for the following accounting standards and amendments, which have been adopted for the first time this financial year: *[provide list together with date of adoption and discussion of impact to the extent relevant for the reporting unit]*

- 1 AASB 2018-7 *Amendments to Australian Accounting Standards – Definition of Material*

[Application of this standard is discussed further below]

Application of these above amendments are discussed in Appendix C

- 2 AASB 2020-4 *Amendments to Australian Accounting Standards – Covid-19-Related Rent Concessions*
- 3 AASB 2019-1 *Amendments to Australian Accounting Standards – References to the Conceptual Framework*
- 4 AASB 2018-6 *Amendments to Australian Accounting Standards - Definition of a Business*

No accounting standard has been adopted earlier than the application date stated in the standard.

Impact on adoption of AASB 2018-7 Amendments to Australian Accounting Standards - Definition of Material

The amendments provide a new definition of material that states, “information is material if omitting, misstating or obscuring it could reasonably be expected to influence decisions that the primary users of general purpose financial statements make on the basis of those financial statements, which provide financial information about a specific reporting entity.” The amendments clarify that materiality will depend on the nature or magnitude of information, either individually or in combination with other information, in the context of the financial statements. A misstatement of information is material if it could reasonably be expected to influence decisions made by the primary users.

Future Australian Accounting Standards

New standards, amendments to standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods that are expected to have a future financial impact on *[reporting unit]* include³:

1.5 Current versus non-current classification

Primary Employers Tasmania 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 realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve 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 twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

Primary Employers Tasmania classifies all other liabilities as non-current.

1.6 Revenue

Primary Employers Tasmania enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, levies, grants, and donations.

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 Primary Employers Tasmania has a contract with a customer, Primary Employers Tasmania recognises revenue when or as it transfers control of goods or services to the customer. Primary Employers Tasmania 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 services 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.

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

If there is only one distinct membership service promised in the arrangement, Primary Employers Tasmania recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect Primary Employers Tasmania promise to stand ready to provide assistance and support to the member as required.

For member subscriptions paid annually in advance, Primary Employers Tasmania 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 Primary Employers Tasmania at their standalone selling price, Primary Employers Tasmania accounts for those sales as a separate contract with a customer.

Income of Primary Employers Tasmania as a Not-for-Profit Entity

Consideration is received by Primary Employers Tasmania to enable the entity to further its objectives. Primary Employers Tasmania recognises each of these amounts of consideration as income when the consideration is received (which is when Primary Employers Tasmania 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
- Primary Employers Tasmania recognition of the cash contribution does not give rise to any related liabilities.

Primary Employers Tasmania receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

- government grants.

Interest income

Interest revenue is recognised on an accrual basis using the effective interest method.

Rental income

Primary Employers Tasmania did not have any leases so did not receive any rental income during the year 1 January 2021 to 31 December 2021.

1.7 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 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 Primary Employers Tasmania 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. Primary Employers Tasmania 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.

1.8 Leases

Primary Employers Tasmania did not have any leases of any type during the reporting period 1 January 2021 to 31 December 2021.

1.9 Borrowing costs

Primary Employers Tasmania did not have any borrowing costs during the reporting period 1 January 2021 to 31 December 2021.

1.10 Cash

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.

1.11 Financial instruments

Financial assets and financial liabilities are recognised when Primary Employers Tasmania becomes a party to the contractual provisions of the instrument.

1.12 Financial assets

Primary Employers Tasmania did not have any contract financial assets during reporting period 1 January 2021 to 31 December 2021

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortized cost, fair value through other comprehensive income, 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 Primary Employers Tasmania's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, Primary Employers Tasmania 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 amortized cost or fair value through other comprehensive income, 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.

Primary Employers Tasmania'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 marketplace (regular way trades) are recognised on the trade date, i.e. the date that Primary Employers Tasmania commits to purchase or sell the asset.

s Tasmania measures financial assets at amortized cost if both of the following conditions are met:

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortized cost or at fair value through other

comprehensive income, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in profit or loss.

(i) Trade receivables

For trade receivables that do not have a significant financing component Primary Employers Tasmania applies a simplified approach in calculating ECLs which requires lifetime ECLs to be recognised from initial recognition of the receivables.

Therefore, Primary Employers Tasmania] does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. Primary Employers Tasmania 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.

1.13 Financial Liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortized 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 amortized cost, net of directly attributable transaction costs.

Primary Employers Tasmania's financial liabilities include trade and other payables.

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 Primary Employers Tasmania transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when Primary Employers Tasmania performs under the contract (i.e. transfers control of the related goods or services to the customer).

1.15 Contingent liabilities and contingent assets

Primary Employers Tasmania did not have a contingent liabilities during the reporting period 1 January 2021 to December 2021, Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes.

1.16 Impairment of non-financial assets

Primary Employers Tasmania did not have any impairment of non-financial assets during reporting period 1 January 2021 to 31 December 2021.

1.17 Taxation

Primary Employers Tasmania 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 (**ATO**); 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 statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO is classified within operating cash flows.

1.18 Fair value measurement.

Primary Employers Tasmania measures financial instruments, such as, financial assets as at fair value through profit or loss, financial assets at fair value through other comprehensive income, 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 amortized cost are disclosed in Note 16A *Financial assets and liabilities*.

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 Primary Employers Tasmania. 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.

1.19 Going concern

Primary Employers Tasmania is not reliant on the agreed financial support of any another entity to continue on a going concern basis.

1.20 Other

During the reporting period Primary Employers Tasmania 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

Note 2 Events after the reporting period

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of Primary Employers Tasmania the results of those operations, or the state of affairs of Primary Employers Tasmania in subsequent financial periods

Note 3 Revenue & Income

Disaggregation of revenue from contracts with customers

A disaggregation of Primary Employer Tasmania revenue by type of arrangement 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.

	2021 \$	2020 \$
Type of Customer		
Members	222,064	187,064
Government	138,659	115,757
Other Parties	71,671	162
Total revenue from contracts with customers	432,394	302,983

Note 3A: Grants and donations*

	2021 \$	2020 \$
Grants	138,659	115,757
Donations	-	-
Total grants and donations	138,659	115,757

Note 3B: Other Income

	2021 \$	2020 \$
Tasmanian Poppy Growers	-	100
Wool Development Project Management	15,000	-
AgCard grant 202 funds remaining	35,606	-
Wool Development Training	1,636	-
Advice to non-members	627	-
Sale of equipment (not on assets register)	2,000	-
Bank Interest	17	62
Newsletter sponsorship	11,165	-
Total grants and donations	66,051	162

Note 4 Expenses

Note 4A: Employee expenses*

	2021 \$	2020 \$
Holders of Office	-	-
Wages & Salaries	-	-
Superannuation	-	-
Leave & other entitlements	-	-
Separation & redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses -holders of office	-	-
Employees other than office holders		
Wages & Salaries	187,431	138,723
Superannuation	19,583	13,378
Leave & other entitlements	1,134	8,819
Separation & redundancies	-	-
Other employee expenses	5,141	-
Subtotal employee other than office holders	213,189	160,920
Total Employee expenses	213,189	160,920

Note 4B: Affiliation fees*

	2021 \$	2020 \$
National Farmers Federation	5,500	5,500
Tasmanian Agricultural Productivity Group	500	500
Total grants and donations	6,000	6,000

Note 4C: Administration Expenses

	2021 \$	2020 \$
Compulsory levies*	-	-
Fees/allowances – meetings & conferences*	13,000	5,500
Conferences & meeting expenses*	5,547	6,563
Contractors / consultants	34,440	26,627
Office expenses	28,110	59,105
Information communication technology)	1,757	-
Total administration expenses	82,854	97,795

Note 4D: Project Expenses

	2021 \$	2020 \$
Wool Development Grant expenses 2021	138,222	-
Total project expenses	138,222	-

Note 4E: Grants & donations *

	2021 \$	2020 \$
Grants		
Total expensed that were less than \$1,000	-	-
Total expensed that exceeded \$1,000	-	-
Donations		
Total expensed that were less than \$1,000	-	-
Total expensed that exceeded \$1,000	1,200	-
Total grants & donations	1,200	-

Note 4F: Depreciation

	2021 \$	2020 \$
Property plant & equipment-motor vehicle & furniture & fittings	4,851	4,133
Total depreciation	4,851	4,133

Note 4G: Legal costs*

	2021 \$	2020 \$
Litigation	-	-
Other legal costs	-	1,000
Total legal costs	-	1,000

Note 5 Current Assets**Note 5A: Cash & cash equivalents**

	2021 \$	2020 \$
Cash at bank	525,865	587,472
Total cash & cash equivalents	525,865	587,472

Note 5B: Trade & other receivables

	2021 \$	2020 \$
Receivables from other reporting units*	-	-
Less Allowance for expected credit losses*	-	-
Receivable from other reporting units	-	-
Other receivables		
GST receivable	-	-
Other	75,448	223,071
Total trade & other receivables net	75,448	223,071

Primary Employers Tasmania has recognized the following assets & liabilities related to contract with customers:		
Receivables		
Receivables - current	75,448	223,071
Receivables - current	-	-

Note 6 – Non - Current Assets

Note 6A: Property, Plant & Equipment

	2021 \$	2020 \$
Property, Plant & Equipment		
Carrying amount	35,638	35,638
Accumulated depreciation	35,638	30,787
Total Property, Plant & Equipment	-	4,851

Reconciliation of opening & closing balances of property, plant & equipment

	2021 \$	2020 \$
Net book value 1 January	4,851	35,638
Depreciation expense	(4,851)	(30,787)
Other movement	-	-
Disposals	-	-
Other receivables		-
GST receivable	-	-
Other	-	-
Net book value 31 December	-	4,851
Net book value 31 December represented by		
Gross book value	-	35,638
Accumulated depreciation & impairment	-	(30,787)
Net book value 31 December	-	4,851

Note 7 Current liabilities

Note 7A: Trade payables*

Primary Employers Tasmania settles trade creditors accounts within 30 days

	2021 \$	2020 \$
Trade creditors & accruals	3,769	46,376
Payables to other reporting units*	-	-
Total trade payables	3,769	46,376

Note 7B: Trade payables

	2021 \$	2020 \$
Wages and salaries	-	-
Superannuation	5,444	3,714
Payable to employers for making payroll deductions of membership subscriptions*	-	-
Legal costs*	-	-
Litigation	-	-
Other legal costs	-	-
GST payable	1,750	21,739
Other	18,106	224,181
Total other payments	25,300	248,425
Total other payments are expected to be settled in:		
No more than 12 months	25,300	258,425
More than 12 months	-	-
Total other payments	25,300	258,425

Note 8 Provisions**Note 8A: Employee provisions***

	2021 \$	2020 \$
Holders of Office	-	-
Annual leave	-	-
Long service leave	-	-
Separation & redundancies	-	-
Other	-	-
Subtotal employee provisions -holders of office	-	-
Employees other than office holders		
Annual leave	32,212	23,236
Long Service leave	-	5,794
Separation & redundancies	-	-
Other	-	-
Subtotal employee other than office holders	-	-
Total Employee provisions	32,212	29,030
Current	-	-
Non-current	-	-
Total Employee provisions	32,212	29,030

Note 9 Equity

Note 9A: General funds*

	2021 \$	2020 \$
Training Reserve	133,730	78,669
Balance at the start of the year		
Transfer to general fund	-	55,061
Transfer out of general fund	(57,130)	-
Balance at the end of the year	76,600	133,730
Total general funds	76,600	133,730

Note 10– Cash Flow

Note 10A: Cash Flow reconciliation

Reconciliation of cash and cash equivalents as per balance sheet to cash flow statement:

	2021 \$	2020 \$
Cash and cash equivalents as per:		
Cash flow statements	(61,618)	153,228
Balance Sheet	61,618	153,228
Difference	-	-

Reconciliation of profit/deficit to net cash from operating activities:

	2021 \$	2020 \$
Profit/deficit for the year	(16,672)	(12,588)
Adjustment for nonprofit items		
Depreciation	4,841	4,113
Changes in assets & liabilities		
(increase) /decrease in net receivables	145,328	(103,838)
(increase) /decrease in prepayments	3,278	(898)
(increase) /decrease in supplier payables	(201,575)	289,033
(increase) /decrease in employee provisions	3,182	(22,593)
Net cash from (used by) operating activities	(61,618)	153,228

Note 10B: Cash flow information*

	2021 \$	2020 \$
Cash inflows		
Primary Employers Tasmania	411,696	526,479
Total cash inflows	411,696	526,479
Cash outflows		
Primary Employers Tasmania	473,314	373,251
Total cash outflows	473,314	373,251

Note 11 Related Party Disclosures**Note 11A: Related party transactions for the reporting period**

	2021 \$	2020 \$
Revenue received from related parties	-	-
Expenses paid to related parties includes the following:	-	-
Allowances to Office Holders	13,000	5,500
Amounts owed by related parties	-	-
Amounts owed to related parties	-	-
Loans from/to related parties	-	-
Assets transferred from/to related parties	-	-
Net book value 31 December	13,000	5,500

Note 11B: Key management personnel remuneration for the reporting period

	2021 \$	2020 \$
Short-term employee benefits		
Salary (including annual leave taken)	125,071	124,892
Annual leave accrued	1,135	10,609
Performance bonus	-	-
Total short-term employee benefits	126,206	135,501
Post-employment benefits		
Superannuation	-	-
Other long-term benefits	-	-
Termination benefits	-	-
Total	126,206	135,501

Note 11C: Transactions with key management personnel and their close family members

	2021 \$	2020 \$
Loans to/from key management personnel	-	-
Other transactions with key management personnel	-	-

Note 12: Remuneration of auditors - Preece Accounting

	2021 \$	2020 \$
Value of the services provided		
Financial Statement audit services	2,750	2,750
Other services	-	-
Total remuneration of auditors	2,750	2,750

Note 13: Financial Instruments**Note 13A: Categories of Financial Instruments**

	2021 \$	2020 \$
Financial assets		
Fair value through profit or loss:		
Cash	525,864	587,472
Receivables	75,448	223,071
Total	601,313	810,543
At amortised cost	-	-
Total	601,313	810,543
Fair value through other comprehensive income	-	-
Carrying amount of financial assets	601,313	810,543
Financial liabilities		
Fair value through profit or loss:		
Payables	25,300	258,425
Other financial liabilities	-	-
Carrying amount of financial liabilities	25,300	258,425
Net gain (loss) at fair value through profit or loss	-	-
Net gain (loss) at from financial liabilities	-	-

Note 13B: Credit risk

The following table illustrates the entity's gross exposure to credit risk, excluding any collateral or credit enhancements.

	2021 \$	2020 \$
Financial assets		
Receivables	75,488	223,071
Total	75,488	223,071
Financial liabilities		
Payables	25,300	258,425
Total	25,300	258,425

Set out below is the information about the credit risk exposure on financial assets using a provision matrix:

	Trade & other receivables					
	Days past due					
31 December 2020	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	-	-	-	-	-	-
Estimate total gross	-	-	-	-	-	-
Carrying amount at default	-	-	-	-	-	-
Expected credit loss	-	-	-	-	-	-

31 December 2021						
Expected credit loss rate	-	-	-	-	-	-
Estimate total gross	-	-	-	-	-	-
Carrying amount at default	-	-	-	-	-	-
Expected credit loss	-	-	-	-	-	-

Primary Employers Tasmania's maximum exposure to credit risk for the components of the statement of financial position as at 31 December 2022 and 2021 is the carrying amounts as illustrated above. Primary Employers Tasmania collects receivables in 30 days or less and settles payables in less than 30 days.

Note 14– Administration of financial affairs by a third party

Name of entity providing service:	Synectic Group
Terms & conditions:	Commercial consulting
Nature of services:	Bookkeeping

	2021 \$	2020 \$
Detailed Breakdown of revenues collected and/or expenses incurred		
Expenses		
Bookkeeping	18,650	17,780
Total	18,650	17,780

Note 15 Section 272 *Fair Work (Registered Organisations) Act 2009*

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or Commissioner:

- 1) A member of a reporting unit, or the Commissioner, may apply to Primary Employers Tasmania for specified prescribed information in relation to Primary Employers Tasmania to be made available to the person making the application.
- 2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- 3) Primary Employers Tasmania must comply with an application made under subsection (1).



Australian Government
Registered Organisations Commission

13 July 2022

Mr Ben Grubb
President
Primary Employers Tasmania

By e-mail: primaryemployers@bigpond.com

Dear Mr Grubb,

Primary Employers Tasmania
Financial Report for the year ended 31 December 2021 - FR2021/262

I acknowledge receipt of the financial report for the year ended 31 December 2021 for the Primary Employers Tasmania (**the reporting unit**). The financial report was lodged with the Registered Organisations Commission (**ROC**) on 29 June 2022.

The financial report has not been filed. I have examined the report and identified a number of matters, the details of which are set out below, that you are required to address before the report can be filed.

The committee of management statement and general purpose financial report (GPFR) will require amendments. The amended report will then need to be approved by the committee of management, provided to members and lodged with the ROC with a new designated officer's certificate.

The matters identified should be read in conjunction with the *Fair Work (Registered Organisations) Act 2009* (the RO Act), *Fair Work (Registered Organisations) Regulations 2009* (the RO Regs), the 5th edition of the reporting guidelines (RG) made under section 255 of the RO Act and Australian Accounting Standards.

1. Non-compliance with previous requests

While we filed last year's financial report, we raised certain issues for the reporting unit to address in the preparation of future financial reports. I note that the 'full report' was still not provided to members at the same time.

The ROC aims to assist reporting units comply with their obligations under the RO Act and reporting guidelines by providing advice about the errors identified in financial reports. The ROC is unable to file this report until the abovementioned errors have been addressed. Failure to address these issues may lead to the Commissioner exercising his powers under section 330 of the RO Act.

2. Designated officer's certificate

Provision of full report to members

It is noted from the designated officer's certificate that the financial statements were provided to members on 16 May 2022 and the audit report was provided separately on 17 May 2022 (typographical error states 17 May 2021).

Please ensure that the **full report** consisting of the auditor report, general purpose financial report and operating report is provided to members **at the same time**.

3. Committee of management statement

Committee of management statement not dated

The committee of management statement provided to the ROC was not dated. Item 27(d) of the reporting guidelines requires the statement to be dated as at the date the designated officer signs the statement.

Please arrange for the statement to be signed and dated by the designated officer and resubmitted to the ROC.

4. General Purpose Financial Report (GPFR)

Financial instruments disclosures

Australian Accounting Standard AASB 7 *Financial Instruments: Disclosures* details the reporting disclosures required by an entity in relation to financial instruments.

This information has not been provided.

Property, plant and equipment reconciliation

Australian Accounting Standard AASB 116 *Property, Plant and Equipment* paragraph 73(e) requires a reconciliation of the carry amount at the beginning and end of the period for each class of property, plant and equipment.

Note 6A states that there was no property, plant and equipment for the 2021 financial year but does not include disclosures for the 2020 comparative financial year.

Please amend Note 6A to the GPFR to include the information required by AASB 116.

Difference in figure reporting in LGD statement and financial report

A loans, grants and donations statement for the reporting unit was lodged with the ROC under subsection 237(1) of the RO Act on 25 March 2022. The figures for donations and grants that exceeded \$1,000 were as follows:

Donations	\$1,200
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Grants Nil

Note 4E to the GPFR also included figures for donations and grants that exceeded \$1,000 as follows:

Grants \$139,422
Donations Nil

If items reported in the loans, grants and donations statement are incorrect or incomplete please lodge an amended statement. If the grants or donations disclosure in the GPFR is incorrect, please amend accordingly.

Errors in 'Statement of comprehensive income'

- 1) 'Surplus (deficit) for the year 2021 - should read deficit of (\$16,672) not surplus of \$16,672.
- 2) 'Total comprehensive income for the year' - should read (\$16,672) for 2021 and \$12,588 for 2020 instead of zero.

Nil disclosures disclosed more than once

The **officer's declaration statement (ODS)** provides reporting units with an option to disclose nil activities not reported elsewhere within the financial report.

Reporting guideline 21 states that if any activity described within items 10-20 of the reporting guidelines has not occurred in the reporting period, a statement to this effect must be included in the financial statements, the notes **or** in an ODS. Nil activities should be disclosed only **once**.

I note that the reporting unit's ODS includes the following items for which there was already a disclosure in the body of the notes.

- Item 13(b) – receive capitation fees from another reporting unit or any other revenue from another reporting unit
- Item 13(c) – receive revenue via compulsory levies
- Item 13(e) – receive revenue from undertaking recovery of wages activity
- Item 14(a) – incur fees as consideration for employers making payroll deductions of membership subscriptions
- Item 14(b) – pay capitation fees or any other expense to another reporting unit
- Item 14(c) – pay affiliation fees to another entity
- Item 14(d) – pay compulsory levies
- Item 14(e)(i) – pay a grant that was \$1,000 or less
- Item 14(e)(ii) – pay a grant that exceeded \$1,000
- Item 14(e)(iii) – pay a donation that was \$1,000 or less
- Item 14(e)(iv) – pay a donation that exceeded \$1,000
- Item 14(f)(i) - pay wages and salaries to holders of office
- Item 14(f)(ii) - pay superannuation to holders of office
- Item 14(f)(iii) - pay leave and other entitlements to holders of office
- Item 14(f)(iv) - pay separation and redundancy to holders of office
- Item 14(f)(v) - pay other employee expenses to holders of office
- Item 14(g)(i) - pay wages and salaries to employees (other than holders of office)
- Item 14(g)(iv) - pay separation and redundancy to employees (other than holders of office)

- Item 14(g)(v) - pay other employee expenses to employees (other than holders of office)
- Item 14(h) – pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- Item 14(j)(i) – pay legal costs relating to litigation
- Item 14(j)(ii) – pay legal costs relating to other legal matters
- Item 14(k) – pay a penalty imposed under the RO Act or *Fair Work Act 2009*
- Item 15(a) – have a receivable with another reporting unit
- Item 15(b) – have a payable with another reporting unit
- Item 16(a) – have a payable to employer as consideration for that employer making payroll deductions of membership subscriptions
- Item 16(b)(i) – have a payable in respect of legal costs relating to litigation
- Item 16(b)(ii) - have a payable in respect of legal costs relating to other legal matters
- Item 16(c)(i) - have an annual leave provision in respect of holders of office
- Item 16(c)(ii) - have a long service leave provision in respect of holders of office
- Item 16(c)(iii) - have a separation and redundancy provision in respect of holders of office
- Item 16(c)(iv) - have other employee provisions in respect of holders of office
- Item 16(d)(ii) - have a long service leave provision in respect of employees (other than holders of office)
- Item 16(d)(iii) - have a separation and redundancy provision in respect of employees (other than holders of office)
- Item 16(d)(iv) - have other employee provisions in respect of employees (other than holders of office)
- Item 17(a) – have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- Item 17(b) - transfer to or withdraw from a fund (other than the general fund), asset or controlled entity
- Item 17(c) – have moneys from a fund or account been invested in assets
- Item 17(d) – have a balance within the general fund
- Item 18 – have cash flows to/from another reporting unit and/or controlled entity
- Item 19 - have another entity administer the financial affairs of the reporting unit

These items should be removed from the officer declaration statement as they are disclosed elsewhere within the financial report.

5. Use of model financial statements

I note that the reporting unit has prepared its general purpose financial report using the model financial statements available on the ROC website. Please note the introduction on page 2 of the model financial statements which states:

A reporting unit will need to ensure that, with the exception of the mandatory disclosures for the activities set out in the reporting guidelines, only disclosures that are applicable to their individual circumstances are included in the audited financial report distributed to members and lodged with the Registered Organisations Commission.

The audited financial report lodged with the ROC contains disclosures that are NOT applicable to the reporting unit. I also note that items that are required to be disclosed in accordance with the guidelines have been included twice, within the main statements and within individual notes. This has led to the financial report being longer than necessary.

Please ensure in future years that the financial report contains only information that is applicable to the reporting unit's circumstances and that is mandatory according to the reporting guidelines.

6. Rotation of registered auditor

You must rotate your registered auditor

Correspondence was provided to the reporting unit on 7 December 2021, which alerted you that your registered auditor is approaching their statutory limit on how many consecutive financial years they are permitted to audit your financial report. The financial report lodged identifies that Craig Preece was the reporting unit's registered auditor for this financial year. Our records indicate that you have now used your current registered auditor for five consecutive financial years, which is the statutory limit under section 256A.

Please ensure that Craig Preece is not assigned to audit the financial report of the reporting unit for at least the following two financial years. Further information on the rotation of registered auditor requirement can be found on the ROC website.

Should you wish to discuss the matters raised in this letter, or if you require further information on the financial reporting requirements of the Act, I may be contacted on (03) 9603 0707 or by email at ken.morgan@roc.gov.au

Yours faithfully



KEN MORGAN
Financial Reporting Specialist
Registered Organisations Commission

Primary Employers Tasmania
S.268 Fair Work (Registered Organisations) Act, 2009

Certificate for the Year ended 31 December, 2021

I, Ben Grubb, being the President of Primary Employers Tasmania certify:

- That the documents lodged herewith are copies of the full report for Primary Employers Tasmania for the period referred to in s.268 of the *Fair Work (Registered Organisations) Act, 2009*; and
- That the Financial Statements were provided to members of the reporting unit on 16 May, 2022, and
- That the Independent Audit Report was provided to members on 17 May, 2021.
- That the Financial Statements and the Audit Report were presented to a general meeting of members of the reporting unit on 9 June, 2022 in accordance with s.266 of the *Fair Work (Registered Organisations) Act, 2009*.

Signature of prescribed designated officer.



Name of prescribed designated officer; Ben Grubb

Title of prescribed designated officer: President

Dated: 24 June, 2022



Financial Report

**1 January 2021
to
31 December 2021**

Independent Audit Report to the Members of Primary Employers Tasmania Inc

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Primary Employers Tasmania Inc (the Reporting Unit), which comprises the statement of financial position as at 31 December 2021, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended 31 December 2021, notes to the financial statements, including a summary of significant accounting policies; the Committee of Management Statement, the subsection 255(2A) report and the Officer Declaration Statement.

In my opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Primary Employers Tasmania as at 31 December 2021, and its financial performance and its cash flows for the year ended on that date in accordance with:

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

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

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the Reporting Unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The Committee of Management is responsible for the other information. The other information obtained at the date of this auditor's report is in the Operating Report accompanying the financial report.

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

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

Responsibilities of Committee of Management for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit. I 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 I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my 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. I am responsible for the direction, supervision and performance of the Reporting Unit audit. I remain solely responsible for my audit opinion.

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

I declare that I am an auditor registered under the RO Act.

Preece Martin



Craig Preece
Principal

Launceston
11 May 2022

Registration number (as registered by the RO Commissioner under the RO Act): AA2017/246

Primary Employers Tasmania Financial Statements 2021

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Primary Employers Tasmania

Report required under subsection 255(2A)

for the year ended 31 December 2021

The committee of management presents the expenditure report as required under subsection 255(2A) on the reporting unit for the year ended 31 December 2021.

Descriptive form

Categories of expenditures	2021 (\$)	2020 (\$)
Remuneration and other employment-related costs and expenses – employees	213,189	160,920
Advertising	110	180
Operating costs	235,767	153,471
Donations to political parties	0	0
Legal costs	0	1,000

Signature of designated officer: 

Name and title of designated officer: Melissa Ferguson Treasurer

Dated: 3 May 2022

PRIMARY EMPLOYERS TASMANIA

Operating report for the year ended 31 December 2021

The committee of management presents its operating report on the reporting unit for the year ended 31 December, 2021.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

The principal activities for Primary Employers Tasmania during 2021 have been to represent the Workplace Relations interests of employers engaged in the agricultural, fruit growing, vineyard, livestock, dairying and vegetable industries situated in Tasmania, plus the provision of shearers/wool handler training and on-line workplace health and safety training.

This involves providing advice in respect of the *Fair Work Act 2009* and the awards, including rates of pay and conditions, negotiations with the relevant unions, advocacy before Fair Work Ombudsman and the Fair Work Commission, negotiations and advice in respect of Workplace Health and Safety Legislation and training for the Tasmanian Wool Industry.

Significant changes in financial affairs

There have not been any significant changes to the financial affairs of the Association during the year ended 31st December 2021.

Right of members to resign

The right of members to resign from the Association is in accord with Clause 13 of its Rules which states:

13.0 MEMBERSHIP RESIGNATION

13.1 A member of the Association may resign from membership by written notice addressed and delivered to the Executive Officer of the Association.

13.2 A notice of resignation from membership of the Association takes effect:

(a) where the member ceases to be eligible to become a member of the Association:

*(i) on the day on which the notice is received by the Association;
or*

(ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;

whichever is later; or

(b) in any other case:

(i) at the end of 2 weeks after the notice is received by the Association; or

(ii) on the day specified in the notice; whichever is later.

13.3 Any dues payable but not paid by a former member of the Association in relation to a period before the member's resignation from the Association took effect, may be sued for and recovered in the name of the Association, in a court of competent jurisdiction, as a debt due to the Association.

13.4 A notice delivered to the Executive Officer of the Association shall be taken to have been received by the Association when it was delivered.

13.5 A notice of resignation that has been received by the Association is not invalid because it was not addressed and delivered in accordance with Rule 13. 1.

13.6 A resignation from membership of the Association is valid even if it is not affected in accordance with this Rule 13 if the member is informed in writing by or on behalf of the Association that the resignation has been accepted.

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

The Association does not have any member of its staff or Committee of Management who is:

(i) a Trustee of a superannuation entity or an exempt public sector superannuation scheme; or

(ii) a Director of a company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme; and

where a criterion for the officer being the trustee or director is that the officer or member is an officer or member of a registered organisation.

Number of members

475

Number of employees

1.6 FTE

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

President:

From 1 January 2021
To 16 September, 2021
Felicity Richards
(Farmer)
PO Box 3014, Launceston Tas 7250

From 13 October, 2021
To 31 December, 2021
Ben Grubb
(Farmer)
PO Box 3014, Launceston, Tas 7250

Vice President:

From 1 January, 2021
To 13 October, 2021
Ben Grubb
(Farmer)
PO Box 3014, Launceston, Tas 7250

From 13 October, 2021
To 31 December, 2021
Stephanie Terry
(Farmer)
PO Box 3014, Launceston, Tas 7250

Treasurer:

Melissa Fergusson
(Farmer)
PO Box 3014, Launceston, Tas 7250

Executive Committee:

From 1 January, 2021
To 17 March, 2021
Emma Sutherland
(Farmer)
PO Box 3014, Launceston, Tas, 7250

From 1 January, 2021
To 2 September, 2021
Marcus Dornauf
(Farmer)
PO Box 3014, Launceston, Tas, 7250

From 1 January, 2021
To 16 September, 2021
Felicity Richards
(Farmer)
PO Box 3014, Launceston, Tas, 7250

From 1 January, 2021
To 16 September, 2021
Rick Ertler
(Farmer)
PO Box 3014, Launceston, Tas, 7250

From 18 June, 2021
Daryl Lohrey
(Farmer)
PO Box 3014, Launceston, Tas 7250

From 16 September, 2021
Katherine Gofton

(Farmer)
PO Box 3014, Launceston, Tas 7250

From 16 September, 2021

Marcus James
(Farmer)
PO Box 3014, Launceston, Tas 7250

From 1 January, 2021
To 31 December, 2021

Ferdie Foster
(Farmer)
PO Box 3014, Launceston Tas 7250

Ben Grubb
(Farmer)
PO Box 3014, Launceston Tas 7250

Melissa Fergusson
(Farmer)
PO Box 3014, Launceston Tas 7250

Stephanie Terry
(Farmer)
PO Box 3014, Launceston Tas 7250

Sophie Greenacre
(Farmer)
PO Box 3014 Launceston Tas, 7250

Warwick O'Connor
(Farmer)
PO Box 3014 Launceston Tas, 7250

Signature of designated officer: 

Name and title of designated officer: Melissa Fergusson, Treasurer

Dated: 3 May 2022

PRIMARY EMPLOYERS TASMANIA

Committee of Management Statement

for the year ended 31 December, 2021

On 17 March, 2022 the Executive Committee of *Primary Employers Tasmania* passed the following resolution in relation to the General Purpose Financial Report (GPFR) for the year ended 31 December, 2021:

The Committee declares that in its opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards;
- b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the **RO Act**);
- c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- e) during the financial year to which the GPFR relates and since the end of that year:
 - i. meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - iv. where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - v. where information has been sought in any request by a member of the reporting unit or the Commissioner duly made under section 272 of the RO Act, that information has been provided to the member or the Commissioner; and
 - vi. where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the committee of management.

Signature of designated officer:



Name and title of designated officer: Melissa Fergusson, Treasurer

Primary Employers Tasmania

Statement of comprehensive income

for the year ended 31 December 2021

	Notes	2021 \$	2020 \$
Revenue from contracts with customers	3		
Membership subscriptions*		222,064	177,884
Capitation fees and other revenue from another reporting unit* ²	3A	0	0
Levies* ²	3B	0	0
Other sales of goods or services to members		5,620	9,180
Total revenue from contracts with customers		227,684	187,064
Income for furthering objectives	3		
Grants and/or donations*	3C	138,659	115,757
Income recognised from volunteer services* [if applicable]	3D	0	0
Income recognised from transfers [if applicable]	3E	0	0
Total income for furthering objectives		138,659	115,757
Other Income			
Net gains from sale of assets	3F	2,000	0
Revenue from recovery of wages activity*	3G	0	0
Investment income	3H	17	62
Rental income	3I	0	0
Other income	3J	64,034	100
Share of net profit from associate	6D	0	0
Total other income		66,051	162
Total income		432,394	302,983
Expenses			
Employee expenses*	4A	213,189	160,920
Cost of goods sold		0	0
Capitation fees and other expense to another reporting unit*	4B	0	0
Affiliation fees*	4C	6,000	6,000
Administration expenses	4D	82,854	97,795
Grants or donations*	4E	139,422	42,993
Depreciation and amortisation		4,851	4,113
Finance costs	4G	0	0
Legal costs*	4H	0	1,000
Write-down and impairment of assets	4I	0	0
Net losses from sale of assets	4J	0	0
Other expenses	4K	0	0
Audit fees	14	2,750	2,750
Share of net loss from associate	6D	0	0
Total expenses		449,066	315,571
Surplus (deficit) for the year		16,672	12,588

Primary Employers Tasmania

Statement of comprehensive income (continued)

Other comprehensive income

for the year ended 31 December 2021

	2021	2020
	\$	\$
Other comprehensive income		
Items that will be subsequently reclassified to profit or loss		
Gain/(loss) on debt instruments at fair value through other comprehensive income (FVTOCI)	0	0
Items that will not be subsequently reclassified to profit or loss		
Gain/(loss) on revaluation of land & buildings	0	0
Gain/(loss) on equity instruments designated at FVTOCI	0	0
Total comprehensive income for the year	0	0

The above statement should be read in conjunction with the notes.

*As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement.

Primary Employers Tasmania

Statement of financial position

as at 31 December 2021

	Notes	2021 \$	2020 \$
ASSETS			
Current assets			
Cash and cash equivalents	5A	525,865	587,472
Trade and other receivables*	5B	75,448	223,071
Contract assets	5B	0	0
Inventory	5C	0	0
Other current assets	5D	0	0
Total current assets		601,313	810,543
Non-current assets			
Property, plant and equipment	6A	0	4,851
Investment property	6B	0	0
Intangibles	6C	0	0
Investments in associates	6D	0	0
Right-of-use assets	6E	0	0
Other financial assets	6F	0	0
Other non-current assets	6G	0	0
Total non-current assets		0	4,851
Total assets		601,313	815,394
LIABILITIES			
Current liabilities			
Trade payables*	7A	3,769	46,376
Other payables*	7B	25,300	258,425
Employee provisions	8A	32,212	29,030
Contract liabilities	5B	76,340	0
Lease liabilities	6E	0	0
Total current liabilities		137,621	333,830
Non-current liabilities			
Employee provisions	8A	0	0
Contract liabilities	5B	0	0
Lease liabilities	6E	0	0
Other non-current liabilities	9A	0	0
Total non-current liabilities		0	0
Total liabilities		137,621	333,830
Net assets		463,692	481,564

Primary Employers Tasmania

Statement of financial position (continued)

as at 31 December 2021

	Notes	2021 \$	2020 \$
EQUITY			
General funds	10A	76,600	133,730
Reserves	10A		
Retained earnings (accumulated deficit)		387,092	347,834
Total equity		463,692	481,564

The above statement should be read in conjunction with the notes.

*As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement.

Statement of changes in equity

for the year ended 31 December 2021

	Notes	General funds /reserves \$	Retained earnings \$	Total equity \$
Balance as at 1 January 2020		133,730	347,834	481,564
Adjustment for errors		0	0	0
Adjustment for changes in accounting policies		0	0	0
Adjusted Balance as at 31 December 2020		133,730	347,834	481,564
Surplus / (deficit)		0	0	0
Other comprehensive income		0	0	0
Transfer to/from [<i>insert fund name</i>]	10A	0	0	0
Transfer from retained earnings		0	0	0
Closing balance as at 31 December 2020		133,730	347,834	481,564
Adjustment for errors		0	-1,200	-1,200
Surplus / (deficit)		0	-16,672	-16,672
Other comprehensive income		0	0	0
Transfer to/from reserve to retained earnings	10A	-57,130	57,130	0
Transfer from retained earnings		0	0	0
Closing balance as at 31 December 2021		76,600	387,092	463,692

The above statement should be read in conjunction with the notes.

Statement of cash flows

for the year ended 31 December 2021

	Notes	2021 \$	2020 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from customers		268,200	268,486
Donations and Grants		143,500	257,931
Receipts from other reporting unit/controlled entity(s)*	11B	0	0
Interest		17	62
Other		0	0
Cash used			
Employees		213,189	193,032
Suppliers		260,146	180,219
Short term lease payments [if applicable]	6E	0	0
Lease payments for leases of low-value assets [if applicable]	6E	0	0
Variable lease payments not included in the measurement of the lease liabilities [if applicable]	6E	0	0
Interest payments and other finance costs	6E	0	0
Payment to other reporting units/controlled entity(s)*	11B	0	0
Net cash from (used by) operating activities	11A	(61,618)	153,228
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of plant and equipment		0	0
Proceeds from sale of land and buildings		0	0
Other		0	0
Cash used			
Purchase of plant and equipment		0	0
Purchase of land and buildings		0	0
Other		0	0
Net cash from (used by) investing activities		0	0
FINANCING ACTIVITIES			
Cash received			
Contributed equity		0	0
Other		0	0
Cash used			
Repayment of borrowings		0	0
Repayment of lease liabilities	6E	0	0
Other		0	0
Net cash from (used by) financing activities		0	0
Net increase (decrease) in cash held		(61,618)	153,228
Cash & cash equivalents at the beginning of the reporting period		587,408	434,180
Cash & cash equivalents at the end of the reporting period	5A	525,790	587,408

The above statement should be read in conjunction with the notes.

Note 1 Summary of significant accounting policies

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (**AASB**) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009* (**RO Act**). For the purpose of preparing the general purpose financial statements Primary Employers Tasmania a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis, 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.

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 estimate

There are no significant accounting judgements and estimates identified that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period during the financial year 1 January 2021 to 31 December 2021.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standards and amendments

The accounting policies adopted are consistent with those of the previous financial year except for the following accounting standards and amendments, which have been adopted for the first time this financial year: *[provide list together with date of adoption and discussion of impact to the extent relevant for the reporting unit]*

- AASB 2018-7 *Amendments to Australian Accounting Standards – Definition of Material*

[Application of this standard is discussed further below]

Application of these above amendments are discussed in Appendix C

- AASB 2020-4 *Amendments to Australian Accounting Standards – Covid-19-Related Rent Concessions*
- AASB 2019-1 *Amendments to Australian Accounting Standards – References to the Conceptual Framework*
- AASB 2018-6 *Amendments to Australian Accounting Standards - Definition of a Business*

No accounting standard has been adopted earlier than the application date stated in the standard.

Impact on adoption of AASB 2018-7 Amendments to Australian Accounting Standards - Definition of Material

The amendments provide a new definition of material that states, “information is material if omitting, misstating or obscuring it could reasonably be expected to influence decisions that the primary users of general purpose financial statements make on the basis of those financial statements, which provide financial information about a specific reporting entity.” The amendments clarify that materiality will depend on the nature or magnitude of information, either individually or in combination with other information, in the context of the financial statements. A misstatement of information is material if it could reasonably be expected to influence decisions made by the primary users.

Future Australian Accounting Standards

New standards, amendments to standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods that are expected to have a future financial impact on *[reporting unit]* include³:

1.7 Current versus non-current classification

Primary Employers Tasmania 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 realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve 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 twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

Primary Employers Tasmania classifies all other liabilities as non-current.

1.8 Revenue

Primary Employers Tasmania enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, levies, grants, and donations.

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 Primary Employers Tasmania has a contract with a customer, Primary Employers Tasmania recognises revenue when or as it transfers control of goods or services to the customer. Primary Employers Tasmania 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 services 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.

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 Primary Employers Tasmania.

If there is only one distinct membership service promised in the arrangement, Primary Employers Tasmania recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect Primary Employers Tasmania promise to stand ready to provide assistance and support to the member as required.

For member subscriptions paid annually in advance, Primary Employers Tasmania 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 Primary Employers Tasmania at their standalone selling price, Primary Employers Tasmania accounts for those sales as a separate contract with a customer.

Income of Primary Employers Tasmania as a Not-for-Profit Entity

Consideration is received by Primary Employers Tasmania to enable the entity to further its objectives Primary Employers Tasmania recognises each of these amounts of consideration as income when the consideration is received (which is when Primary Employers Tasmania 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
- Primary Employers Tasmania recognition of the cash contribution does not give rise to any related liabilities.

Primary Employers Tasmania receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

- government grants.

Volunteer services

During the financial year 1 January 2021 to 31 December Primary Employers Tasmania did not have any volunteers and did not receive any volunteer services.

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.

Rental income

Primary Employers Tasmania did not have any leases so did not receive any rental income during the year 1 January 2021 to 31 December 2021.

1.9 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 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 Primary Employers Tasmania 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. Primary Employers Tasmania 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.

1.10 Leases

Primary Employers Tasmania did not have any leases of an type during the reporting period 1 January 2021 to 31 December 2021.

1.11 Borrowing costs

Primary Employers Tasmania did not have any borrowing costs during the reporting period 1 January 2021 to 31 December 2021.

1.12 Cash

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.

1.13 Financial instruments

Financial assets and financial liabilities are recognised when Primary Employers Tasmania becomes a party to the contractual provisions of the instrument.

1.14 Financial assets

Primary Employers Tasmania did not have any contract financial assets during reporting period 1 January 2021 to 31 December 2021

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income, 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 Primary Employers Tasmania's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, Primary Employers Tasmania 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 other comprehensive income, 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.

Primary Employers Tasmania'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 Primary Employers Tasmania commits to purchase or sell the asset.

s Tasmania measures financial assets at amortised cost if both of the following conditions are met:

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through other

comprehensive income, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in profit or loss.

(i) Trade receivables

For trade receivables that do not have a significant financing component Primary Employers Tasmania applies a simplified approach in calculating ECLs which requires lifetime ECLs to be recognised from initial recognition of the receivables.

Therefore, Primary Employers Tasmania] does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. Primary Employers Tasmania 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.

1.15 Financial Liabilities

Initial recognition and measurement

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.

Primary Employers Tasmania's financial liabilities include trade and other payables.

1.16 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 Primary Employers Tasmania transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when Primary Employers Tasmania performs under the contract (i.e. transfers control of the related goods or services to the customer).

1.17 Contingent liabilities and contingent assets

Primary Employers Tasmania did not have an contingent liabilities during the reporting period 1 January 2021 to December 2021, Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes. \

1.18 Land, buildings, plant and equipment

Primary Employers Tasmania did not have any land, buildings, plant and equipment during reporting period 1 January 2021 to 31 December 2021.

1.19 Investment property

Primary Employers Tasmania did not have any investment property during reporting period 1 January 2021 to 31 December 2021.

1.20 Intangibles

Primary Employers Tasmania did not have any intangibles during the during reporting period 1 January 2021 to 31 December 2021.

1.21 Impairment of non-financial assets

Primary Employers Tasmania did not have any impairment of non-financial assets during reporting period 1 January 2021 to 31 December 2021.

1.22 Non-current assets held for sale

Primary Employers Tasmania did not have any non-current assets held for sale during reporting period 1 January 2021 to 31 December 2021.

1.23 Taxation

Primary Employers Tasmania 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 (**ATO**); 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 statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO is classified within operating cash flows.

1.24 Fair value measurement.

Primary Employers Tasmania measures financial instruments, such as, financial assets as at fair value through profit or loss, financial assets at fair value through other comprehensive income, 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 16A *Financial assets and liabilities*.

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 Primary Employers Tasmania. 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.

1.25 Inventory

Primary Employers Tasmania did not have any inventory during reporting period 1 January 2021 to 31 December 2021,

1.26 Going concern

Primary Employers Tasmania is not reliant on the agreed financial support of any another entity to continue on a going concern basis.

Note 2 Events after the reporting period

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of Primary Employers Tasmania the results of those operations, or the state of affairs of Primary Employers Tasmania in subsequent financial periods.

2021	2020
\$	\$

Note 3 Revenue and income

Disaggregation of revenue from contracts with customers

A disaggregation of Primary Employer Tasmania revenue by type of arrangement 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	222,064	187,064
Other reporting units	0	0
Government	138,659	115,757
Other parties	71,671	162
Total revenue from contracts with customers	432,394	302,983

Disaggregation of income for furthering activities

A disaggregation of Primary Employer Tasmania 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	0	0
Other reporting units	0	0
Government	0	0
Other parties	0	0
Total income for furthering activities	0	0

Note 3A: Capitation fees and other revenue from another reporting unit *

Capitation fees:

<i>[list name and amount for each reporting unit]</i>	0	0
Subtotal capitation fees	0	0

Other revenue from another reporting unit:

<i>[list name and amount for each reporting unit]</i>	0	0
Subtotal other revenue from another reporting unit	0	0
Total capitation fees and other revenue from another reporting unit	0	0

	2021	2020
	\$	\$
Note 3B: Levies*		
<i>[list purpose and amount for each compulsory or voluntary levy or appeal]</i>	0	0
Total levies	<u>0</u>	<u>0</u>

Note 3C: Grants and/or donations*

Grants	138,659	115,757
Donations	0	0
Total grants and donations	<u>138,659</u>	<u>115,757</u>

Note 3D: Income recognised from volunteer services

Amounts recognised from volunteer services	0	0
Total income recognised from volunteer services	<u>0</u>	<u>0</u>

Note 3E: Income recognised from transfers to enable Primary Employer Tasmania to acquire or construct a recognisable non-financial asset to be controlled by Primary Employer Tasmania

Amount recognised from financial asset transfers	0	0
Total income recognised from transfers	<u>0</u>	<u>0</u>

Note 3F: Net gains from sale of assets

Land and buildings	0	0
Plant and equipment	0	0
Intangibles	0	0
Other – shearing equipment not on asset register	2,000	0
Total net gain from sale of assets	<u>2,000</u>	<u>0</u>

Note 3G: Revenue from recovery of wages activity*

Amounts recovered from employers in respect of wages	0	0
Interest received on recovered money	0	0
Total revenue from recovery of wages activity	<u>0</u>	<u>0</u>

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of comprehensive income.

	2021	2020
	\$	\$
Note 3H: Investment income		
Interest		
Deposits	17	62
Loans	0	0
Debt instruments at fair value through other comprehensive income	0	0
Dividends	0	0
Total investment income	<u>17</u>	<u>62</u>

Note 3I: Rental income

Properties	0	0
Total rental income	<u>0</u>	<u>0</u>
	0	0

Note 3J: Other income

Tasmanian Poppy Growers	0	100
Wool Development Project management	15,000	
Ag Card grant 2020 funds remaining	35,606	
Wool development Training	1,636	
Advice given to non-members	627	
Newsletter sponsorship	11,165	0
Total other income	<u>64,034</u>	<u>100</u>

	2021 \$	2020 \$
Note 4 Expenses		
Note 4A: Employee expenses*		
Holders of office:		
Wages and salaries -	0	0
Superannuation	0	0
Leave and other entitlements	0	0
Separation and redundancies	0	0
Other employee expenses	0	0
Subtotal employee expenses holders of office	0	0
Employees other than office holders:		
		0
Wages and salaries	187,431	138,723
Superannuation	19,483	13,378
Leave and other entitlements	1,134	8,819
Separation and redundancies	-	-
Other employee expenses	5,141	-
Subtotal employee expenses employees other than office holders	213,189	160,920
Total employee expenses	213,189	160,920
Note 4B: Capitation fees and other expense to another reporting unit *		
Capitation fees		
<i>[list name and amount for each reporting unit]</i>	0	0
Subtotal capitation fees	0	0
Other expense to another reporting unit		
Subtotal other expense to another reporting unit	0	0
Total capitation fees and other expense to another reporting unit	0	0
Note 4C: Affiliation fees*		
National Farmers Federation	5,500	5,500
Tasmanian Agricultural Productivity Group	500	500
Total affiliation fees/subscriptions	6,000	6,000

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of comprehensive income.

	2021	2020
	\$	\$
Note 4D: Administration expenses		
Total paid to employers for payroll deductions of membership subscriptions*	0	0
Compulsory levies*		
<i>[list each levy including purpose and name of entity]</i>	0	0
Fees/allowances - meeting and conferences*	13,000	5,500
Conference and meeting expenses*	5,547	6,563
Contractors/consultants	34,440	26,627
Property expenses	0	0
Office expenses	28,110	59,105
Information communications technology	1,757	0
Other		0
Subtotal administration expense	82,854	97,795
Operating lease rentals:		
Short term, low value and variable lease payments	0	0
Total administration expenses	82,854	97,795

Note 4E: Grants or donations*

Grants:		
Total expensed that were \$1,000 or less	0	0
Total expensed that exceeded \$1,000	139,422	42,993
Donations:		
Total expensed that were \$1,000 or less	0	0
Total expensed that exceeded \$1,000	0	0
Total grants or donations	139,422	42,993

Note 4F: Depreciation and amortisation

Depreciation		
Land & buildings	0	0
Property, plant and equipment – Motor vehicle & Furniture & Fittings	4,851	4,133
Total depreciation	4,851	4,133
Amortisation		
Intangibles	0	0
Total amortisation	0	0
Total depreciation and amortisation	4,851	4,133

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of comprehensive income.

	2021	2020
	\$	\$

Note 4G: Finance costs

Overdrafts/loans	0	0
Unwinding of discount	0	0
Total finance costs	0	0

Note 4H: Legal costs*

Litigation	0	0
Other legal costs	0	1,000
Total legal costs	0	1,000

Note 4I: Write-down and impairment of assets

Asset write-downs and impairments of:

Land and buildings	0	0
Plant and equipment	0	0
Intangible assets	0	0
Other – should this contain the phone system	0	0
Total write-down and impairment of assets	0	0

Note 4J: Net losses from sale of assets

Land and buildings	0	0
Plant and equipment	0	0
Intangibles	0	0
Total net losses from asset sales	0	0

Note 4K: Other expenses

Penalties - via RO Act or the <i>Fair Work Act 2009</i> *	0	0
Total other expenses	0	0

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of comprehensive income.

2021	2020
\$	\$

Note 5 Current Assets

Note 5A: Cash and cash equivalents

Cash at bank	525,865	587,472
Cash on hand	0	0
Short term deposits	0	0
Other	0	0
Total cash and cash equivalents	525,865	587,472

Note 5B: Trade and other receivables

Receivables from other reporting unit(s)*

	0	0
Total receivables from other reporting unit(s)	0	0

Less allowance for expected credit losses*

	0	0
Total allowance for expected credit losses	0	0
Receivable from other reporting unit(s) (net)	0	0

Other receivables:

GST receivable	0	0
Other	0	0
Total other receivables	0	0
Total trade and other receivables (net)	0	0

The movement in the allowance for expected credit losses of trade and other receivables is as follows:

At 1 January	0	0
Provision for expected credit losses	0	0
Write-off	0	0
At 31 December	0	0

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of financial position.

2021	2020
\$	\$

Note 5B: Trade and other receivables (continued)

Primary Employers Tasmania has recognised the following assets and liabilities related to contracts with customers:

Receivables	0	0
	<hr/>	
Receivables – current	75,448	223,071
Receivables – non-current	0	0
 Contract assets	 0	 0
	<hr/>	
Contract assets – current	0	0
Contract assets – non-current	0	0
 Other contract liabilities	 0	 0
	<hr/>	
Contract liabilities – current	0	0
Contract liabilities – non-current	0	0

	2021	2020
	\$	\$
Note 5C: Inventory		
Current		
Held for distribution	0	0
Total current inventories	<u>0</u>	<u>0</u>
Non-current		
Held for distribution	0	0
Total non-current inventories	0	0
Total inventories	<u>0</u>	<u>0</u>
 Note 5D: Other current assets		
 Total other current assets	<u>0</u>	<u>0</u>

Note 6 Non-current Assets

Note 6A: Property, Plant and Equipment

Primary Employers Tasmania did not have any property, plant & equipment during the reporting period 1 January 2021 to December 2021.

Note 6B: Investment property

Opening balance as at 1 July	0	0
Additions	0	0
Net gain from fair value adjustment	0	0
Closing balance as at 30 June	0	0

Primary Employers Tasmania did not have any investment property during the reporting period 1 January 2021 to December 2021

	2021	2020
	\$	\$
Note 6C: Intangibles		
Computer software at cost:		
Internally developed	0	0
Purchased	0	0
accumulated amortisation	0	0
Total intangibles	0	0

Reconciliation of opening and closing balances of intangibles

As at 1 July		
Gross book value	0	0
Accumulated amortisation and impairment	0	0
Net book value 1 July	0	0
Additions:		
By purchase	0	0
Impairments	0	0
Amortisation	0	0
Other movements [<i>give details below</i>]	0	0
Disposals	0	0
Net book value 30 June	0	0
Net book value as of 30 June represented by:		
Gross book value	0	0
Accumulated amortisation and impairment	0	0
Net book value 30 June	0	0

	2021	2020
	\$	\$
Note 6D: Investments in associates		
Investments in associates	0	0
[
Total investments	<u>0</u>	<u>0</u>

Note 6E: Leases

Primary Employers Tasmania did not have any leases during the reporting period 1 January 2021 to December 2021

Note 6F Other financial assets

Financial assets designated at fair value through other comprehensive income

Non-listed equity investments	0	0
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Financial assets at fair value through profit or loss

Quoted equity shares	0	0
Debt securities	0	0
Available for sale investments	0	0
Total other financial assets	<u>0</u>	<u>0</u>

2021	2020
\$	\$

Note 7 Current Liabilities

Note 7A: Trade payables

Trade creditors and accruals	3,769	46,376
Subtotal trade creditors	3,769	46,376
Payables to other reporting unit(s)*	0	0
	0	0
Subtotal payables to other reporting unit(s)	0	0
Total trade payables	3,769	46,376

Settlement is usually made within 30 days.

Note 7B: Other payables

Wages and salaries		-
Superannuation	5,444	3,714
Payable to employers for making payroll deductions of membership subscriptions*	0	0
Legal costs*		
Litigation	0	0
Other legal costs	0	0
GST payable	1,750	21,739
Other	18,106	224,181
Total other payables	25,300	258,425
Total other payables are expected to be settled in:		
No more than 12 months	25,300	258,425
More than 12 months	0	0
Total other payables	25,300	258,425

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of financial position.

2021	2020
\$	\$

Note 8 Provisions

Note 8A: Employee provisions*

Office holders:

Annual leave		
Long service leave	0	0
Separations and redundancies	0	0
Other	0	0

Subtotal employee provisions—office holders

0	0
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Employees other than office holders:

Annual leave	32,212	23,236
Long service leave	0	5,794
Separations and redundancies	0	0
Other	0	0

Subtotal employee provisions—employees other than office holders

0	0
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Total employee provisions

32,212	29,030
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Current	32,212	29,030
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Non-current	0	0
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Total employee provisions

32,212	29,030
---------------	---------------

Note 9 Non-current Liabilities

Note 9A: Other non-current liabilities

	0	0
Total other non-current liabilities	0	0

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of financial position.

2021	2020
\$	\$

Note 10 Equity

Note 10A: General funds*

Training Reserve

Balance as at start of year	133,730	78,669
Transferred to general fund	0	55,061
Transferred out of general fund	-57,130	0
Balance as at end of year	76,600	133,730
Total general funds	76,600	133,730

Note 10B: Other funds*

Compulsory levy/voluntary contribution fund

Balance as at start of year	0	0
Transferred to fund, account or controlled entity	0	0
Transferred out of fund, account or controlled entity	0	0
Balance as at end of year	0	0
Total compulsory levy/voluntary contribution fund	0	0

Other fund(s) required by rules

Balance as at start of year	0	0
Transferred to reserve	0	0
Transferred out of reserve	0	0
Balance as at end of year	0	0

Investment in asset(s)

Value of asset(s)	0	0
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* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of changes in equity.

2021	2020
\$	\$

Note 11 Cash Flow

Note 11A: Cash flow reconciliation

Reconciliation of cash and cash equivalents as per balance sheet to cash flow statement:

Cash and cash equivalents as per:

Cash flow statement	(61,618)	153,228
Balance sheet	(61,618)	153,228
Difference	0	0

Reconciliation of profit/(deficit) to net cash from operating activities:

Profit/(deficit) for the year	-16,672	-12,588
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Adjustments for non-cash items

Depreciation/amortisation	4,841	4,113
Net write-down of non-financial assets	0	0
Fair value movements in investment property	0	0
Gain on disposal of assets	0	0

Changes in assets/liabilities

(Increase)/decrease in net receivables	145,328	(103,838)
(Increase)/decrease in prepayments	3,278	(898)
Increase/(decrease) in supplier payables	(201,575)	289,033
Increase/(decrease) in other payables	0	0
Increase/(decrease) in employee provisions	3,182	(22,593)
Increase/(decrease) in other provisions	0	0
Net cash from (used by) operating activities	(61,618)	153,228

Note 11B: Cash flow information*

Cash inflows

Primary Employers Tasmania	411,696	526,479
Total cash inflows	411,696	526,479

Cash outflows

Primary Employers Tasmania	473,314	373,251
Total cash outflows	473,314	373,251

* As required by the reporting guidelines. Item to remain even if 'nil' unless the reporting unit opts to disclose it in the officer declaration statement or is disclosed as 'nil' in the Statement of cash flows.

2021	2020
\$	\$

Note 12 Contingent Liabilities, Assets and Commitments

Primary Employers Tasmania did not have any contingent liabilities, assets or commitments during the reporting period 1 January 2021 to 31 December 2021

Note 13 Related Party Disclosures

Note 13A: Related party transactions for the reporting period

Revenue received from [*list related party*] includes the following:

[<i>list individual items</i>]	0	0
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Expenses paid to [*list related party*] includes the following:

Allowances to Office Holders	13,000	5,500
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Amounts owed by [*list related party*] include the following:

0	0
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Amounts owed to [*list related party*] include the following:

0	0
----------	----------

Loans from/to [*list related party*] includes the following:

0	0
----------	----------

Assets transferred from/to [*list related party*] includes the following:

0	0
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2021	2020
\$	\$

Note 13B: Key management personnel remuneration for the reporting period

Short-term employee benefits

Salary (including annual leave taken)	125,071	124,892
Annual leave accrued	1,135	10,609
Performance bonus	0	0
[other major categories]	0	0
Total short-term employee benefits	126	135,501

Post-employment benefits:

Superannuation	0	0
Total post-employment benefits	0	0

Other long-term benefits:

Long-service leave	0	0
Total other long-term benefits	0	0

Termination benefits

	0	0
Total	0	0

Note 13C: Transactions with key management personnel and their close family members

Loans to/from key management personnel	0	0
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Other transactions with key management personnel

[list individuals and details of the transactions including terms and conditions]	0	0
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Note 14 Remuneration of Auditors

Value of the services provided

Financial statement audit services	2,750	2,750
Other services ⁴	0	0
Total remuneration of auditors	2,750	2,750

2021	2020
\$	\$

Note 15 Financial Instruments

Primary Employers Tasmania did not have any financial instruments during the reporting period 1 January 2021 to 31 December 2021

2021	2020
\$	\$

Note 16 Administration of financial affairs by a third party

Name of entity providing service:	Synectic Group (finance) Preece Accounting (audit)
Terms and conditions:	Commercial consulting
Nature of expenses/consultancy service:	Accounting & Audit

Detailed breakdown of revenues collected and/or expenses incurred

Revenue

Membership subscription	0	0
Capitation fees	0	0
Levies	0	0
Interest	0	0
Rental income	0	0
Other revenue	0	0
Grants and/or donations	0	0
Total revenue	0	0

Expenses

Employee expense	0	0
Capitation fees	0	0
Affiliation fees	0	0
Consideration to employers for payroll deductions	0	0
Compulsory levies	0	0
Fees/allowances - meeting and conferences	0	0
Conference and meeting expenses	0	0
Administration expenses	0	0
Grants or donations	0	0
Finance costs	18,650	17,780
Legal costs	0	0
Audit fees	2,750	2,750
Penalties - via RO Act or the <i>Fair Work Act 2009</i>	0	0
Other expenses	0	0
Total expenses	0	0
	21,400	20,530

Note 17 Section 272 *Fair Work (Registered Organisations) Act 2009*

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or Commissioner:

- 1) A member of a reporting unit, or the Commissioner, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- 2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- 3) A reporting unit must comply with an application made under subsection (1).

Primary Employers Tasmania

Officer declaration statement

I, Melissa Fergusson being the Treasurer of the Primary Employers Tasmania declare that the following activities did not occur during the reporting period ending 31 December 2021.

Primary Employers Tasmania 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 a donation that was \$1,000 or less
- pay a donation that exceeded \$1,000
- pay wages and salaries to holders of office
- pay superannuation to holders of office
- 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 separation and redundancy to employees (other than holders of office)
- pay other employee expenses to employees (other than holders of office)
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit

- pay legal costs relating to litigation
- pay legal costs relating to other legal matters
- 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
- 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 an 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 long service leave provision in respect of employees (other than 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
- have a balance within the general fund
- provide cash flows to another reporting unit and/or controlled entity
- receive cash flows from 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

Signed by the officer:

Dated:

3 May 2022