



12 August 2024

Stephanie Terry
President
Primary Employers Tasmania

Sent via email: primaryemployers@bigpond.com

CC: andrewgray@newtonhenry.com.au

Dear Stephanie Terry

**Primary Employers Tasmania
Financial Report for the year ended 31 December 2023 – (FR2023/205)**

I acknowledge receipt of the financial report for the year ended 31 December 2023 for the Primary Employers Tasmania. The documents were lodged with the Fair Work Commission (the Commission) on 3 July 2024.

The financial report has now been filed.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under sections 253, 265, 266 and 268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under section 268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and reporting guidelines have been complied with. A primary review does not examine all disclosure requirements.

I make the following comments to assist you when you next prepare a financial report:

Documents must be lodged with Fair Work Commission (the Commission) within 14 days after general meeting

Section 268 of the RO Act requires a copy of the full report and the designated officer's certificate to be lodged with the Commission within 14 days after the general meeting of members referred to in section 266.

The designated officer's certificate indicates that this meeting occurred on 13 June 2024. If this is correct the documents should have been lodged with the Commission by 27 June 2024.

The full report was not lodged until 3 July 2024.

If this date is correct, the reporting unit should have applied to the General Manager of the Fair Work Commission for an extension of time to allow a longer period to lodge the required documents.

Please note that in future financial years if the reporting unit cannot lodge within the 14 day period prescribed, a written request for an extension of time, signed by a relevant officer, including any reason for the delay, must be made *prior to* the expiry of the 14 day period.

Audit scope - officer's declaration statement

Australian Auditing Standard ASA 700 Forming an Opinion and Reporting on a Financial Report paragraph 24(c) requires the auditor's statement to list the elements of the GPFR. In the lodged auditor's report reference is made to an officer's declaration statement, however an officer's declaration statement was not included in the copy of the documents lodged with the Fair Work Commission.

Please ensure in future years that only those statements which formed part of the auditor's scope are identified in the auditor's report.

You are not required to take any further action in respect of the report lodged.

Please note that the financial report for the year ending 31 December 2024 may be subject to an advanced compliance review.

Reporting Requirements

The Commission's website provides a number of factsheets in relation to the financial reporting process and associated timelines. The website also contains the section 253 reporting guidelines and a model set of financial statements.

The Commission recommends that reporting units use these model financial statements to assist in complying with the RO Act, the section 253 reporting guidelines and Australian Accounting Standards. Access to this information is available via [this link](#).

If you have any queries regarding this letter, please call 1300 341 665 or email regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission

Primary Employers Tasmania

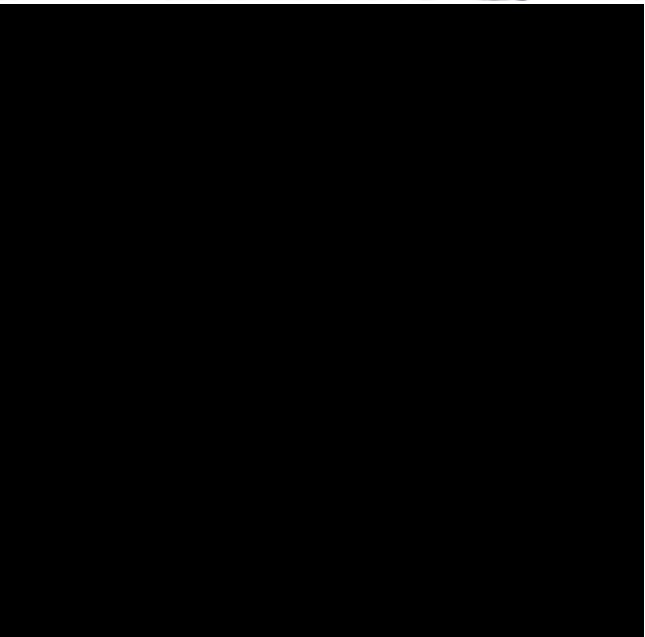
s.268 *Fair Work (Registered Organisations) Act 2009*

Certificate by prescribed designated officer

Certificate for the year ended 31 December 2023

I Stephanie Terry being the President of Primary Employers Tasmania certify:

- 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 16 May, 2024; and
- that the full report was presented to a general meeting of members on 13 June, 2024 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer: 

Name of prescribed designated officer: Stephanie Terry

Title of prescribed designated officer: President

Dated: 27 June, 2023

Independent Auditor's Report to the members of Primary Employers Tasmania

Opinion

We have audited the financial report of Primary Employers Tasmania (the Reporting Unit), which comprises the Statement of Financial Position as at 31 December 2023, the Statement of Profit or Loss and Other Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies and other explanatory information, subsection 255(2A) report, Officer's Declaration Statement and Committee of Management Statement.

In our opinion, the accompanying financial report presents fairly, in all material respects, the Reporting Unit's financial position as at 31 December 2023 and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and the Reporting Unit's Constitution and the requirements imposed by Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009*.

We 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

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the 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 (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Other Information

The Committee of Management is responsible for the other information and accordingly we do not express any form of assurance conclusion thereon.

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

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



If, based on the work we have performed on the Other Information obtained prior to the date of this auditor's report, we conclude that there is material misstatement of this Other Information, we are required to report that fact. We 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 *Fair Work (Registered Organisations) Act 2009*, 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 are 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

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

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

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

concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

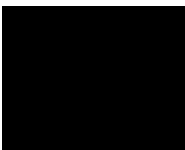
We communicate with the Committee of Management, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Other

Andrew Gray is an approved auditor under section 256 of the *Fair Work (Registered Organisations) Act 2009*. He is a member of the Chartered Accountants Australia and New Zealand (CAANZ) and holds a current Public Practice Certificate.

Newton & Henry

Newton & Henry



Andrew Gray

Partner

Launceston

15 May 2024

RO Number: AA2023/13



Financial Report

**1 January 2023
to
31 December 2023**



Primary Employers Tasmania

Financial Statements 2023

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Primary Employers Tasmania

Report required under subsection 255(2A)

for the year ended 31 December 2023

The committee of management presents the expenditure report⁴ as required under subsection 255(2A) on the reporting unit for the year ended 31 December 2023.

Categories of expenditures	2023 (\$)	2022 (\$)
Remuneration and other employment-related costs and expenses – employees	168,076	201,189
Advertising	217	198
Operating costs	122,404	182,099
Donations to political parties	–	–
Legal costs	–	–

Signature of designated officer: 

Name and title of designated officer: *Stephanie Terry, President*

Dated: *11 April 2024*

PRIMARY EMPLOYERS TASMANIA

Operating report for the year ended 31 December 2023

The committee of management presents its operating report on the reporting unit for the year ended 31 December, 2023.

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 2023 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 2023.

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	
2023	460	2022	485

Number of employees

Year		Year	
2023	1.5 FTE	2022	1.6 FTE

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

President:

From 1 January 2023 to 15 June, 2023 Ben Grubb

From 13 July, 2023 to 31 December, 2023 Stephanie Terry

Vice President:

From 1 January 2023 to 15 June, 2023 Stephanie Terry

From 15 June, 2023 to 31 December, 2023 Ben Grubb

Treasurer:

From 1 January, 2023 to 15 June, 2023 Melissa Fergusson


From 13 July, 2023 to 31 December, 2023 Kate Gofton

Executive Committee:

From 1 January, 2023 to 15 June, 2023 Daryl Lohrey

From 1 January, 2023 to 31 December, 2023
Katrina Gofton
Marcus James
Ferdie Foster
Monique Lubiana
Melissa Fergusson
Ben Grubb
Stephanie Terry
Sophie Greenacre
Ailsa Hooper

From 19 October, 2023 to 31 December 2023 Piers Dumaresq

Signature of designated officer: 

Name and title of designated officer: Stephanie Terry, *President*

Dated: *11 April 2024*

**PRIMARY EMPLOYERS
TASMANIA**

Committee of Management Statement

for the year ended 31 December 2023

On 8 / 2 / 2024 the of the Primary Employers Tasmania Executive Committee passed the following resolution in relation to the general purpose financial report (**GPFR**) for the year ended 31 December 2023:

The Primary Employers Tasmania 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 the resolution of the committee of management.

Signature of designated officer: 

Name and title of designated officer: Stephanie Terry, President

Dated: 29 April 2024

Primary Employers Tasmania
Statement of comprehensive income
for the year ended 31 December 2023

	Notes	2,023 \$	2022 \$
Revenue from contracts with customers			
Membership subscriptions*	3	249,399	214,955
Capitation fees and other revenue from another reporting unit*			
Levies*			
Other sale of services to members		5,125	4,140
Total revenue from contracts with customers		254,524	219,095
Income for furthering objectives			
Grants and/or donations*	3A	-	93,036
Income recognised from volunteer services*			
Total income for furthering objectives		-	93,036
Other income			
Revenue from recovery of wages activity*			
Other income	3B	66,993	64,596
Total other income		66,993	64,596
Total income		321,517	376,727
Expenses			
Employee expenses*	4A	168,076	201,662
Capitation fees and other expense to another reporting unit*			-
Affiliation fees*	4B	6,000	6,000
Administration expenses	4C	59,059	67,493
Project expenses	4D	40,745	100,594
Grants or donations*	4E	1,250	1,200
Depreciation and amortisation	4F	9,864	4,110
Legal costs*			-
Audit fees	14	5,703	2,900
Total expenses		290,697	383,959
Surplus (deficit) for the year		30,820	(7,232)
Other comprehensive income		-	-
		30,820	(7,232)

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

Primary Employers Tasmania
Statement of financial position
as at 31 December 2023

	Notes	2023 \$	2022 \$
ASSETS			
Current assets			
Cash and cash equivalents	5A	513,681	474,993
Trade and other receivables*	5B	908	9,290
Total current assets		514,589	484,283
Non-current assets			
Property, plant and equipment	6A	25,526	35,390
Total non-current assets		25,526	35,390
Total assets		540,115	519,673
LIABILITIES			
Current liabilities			
Trade payables*	7A	9,073	4,035
Other payables*	7B	34,380	57,056
Employee provisions	8A	9,155	16,154
Contract liabilities		-	-
Total current liabilities		52,608	77,245
Non-current liabilities			
Employee provisions	8A	18,635	-
Total non-current liabilities		18,635	-
Total liabilities		71,243	77,245
Net assets		468,872	442,428
EQUITY			
General fund/retained earnings		410,758	379,861
Reserves	9A	58,114	62,567
Total equity		468,872	442,428

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 2023

	Notes	General funds / reserves \$	Retained Earnings \$	Total equity \$
Balance as at 1 January 2022		62,567	379,936	442,503
Adjustment for errors		-	-	-
Adjustment for changes in accounting policies		-	-	-
Adjusted Balance as at 31 December 2022		62,567	379,936	442,503
Surplus / (deficit)				
Other comprehensive income		-	-	-
Transfer to/from		-	-	-
Transfer from retained earnings	9A	-	-	-
Closing balance as at 31 December 2022		-	-	-
		62,567	379,936	442,503
Adjustment for errors				
Surplus / (deficit)			30,821	30,821
Other comprehensive income		-		-
Transfer to/from scholarships	9A	(4,452)		(4,452)
Transfer from retained earnings		-	-	-
Closing balance as at 31 December 2023		-	-	-
		58,115	410,757	468,872

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

**Primary Employers Tasmania
Statement of cash flows
for the year ended 31 December 2023**

		FY23		FY22
	Notes	\$		\$
Operating Activities				
Cash Received				
Cash receipts from customers		322,649		260,568
Donation and Grants		-		136,247
Receipts from other reporting unit/controlled entity(s)		322,649		396,815
Cash Used				
Employees		164,804		162,162
Suppliers		134,612		245,949
Net cash from (used by) operating activities	10A	23,233	-	11,296
Investing Activities				
Motor Vehicle		15,455	-	39,500
Net cash from (used by) investment activities		15,455	-	39,500
Financing Activities				
Proceed from borrowings		-		-
Repayment of borrowings		-		-
Net cash from (used by) financing activities		-		-
Net increase (decrease) in cash held		38,688	-	50,769
Cash & cash equivalents at beginning of the reporting period		474,994		525,790
Cash & cash equivalents at end of the reporting period	5A	513,682		474,994

Note 1 Summary of Material Accounting policies

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.

Comparative amounts

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

Significant accounting judgements and estimates

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 2023 to 31 December 2023.

New Australian Accounting Standards

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.

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:

1. Expected to be realised or intended to be sold or consumed in the normal operating cycle;
2. Held primarily for the purpose of trading;
3. Expected to be realised within twelve months after the reporting period; or
4. 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

1. It is held primarily for the purpose of trading;
2. It is due to be settled within twelve months after the reporting period; or
3. 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.

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:

1. the arrangement is enforceable;and
2. 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

1. 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
2. Primary Employers Tasmania recognition of the cash contribution does not give rise to any related liabilities
3. Primary Employers Tasmania receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:
4. 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 2023 to 31 December 2023.

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.

Leases

Primary Employers Tasmania did not have any leases of any type during the reporting period 1 January 2023 to 31 December 2023.

Borrowing costs

Primary Employers Tasmania did not have any borrowing costs during the reporting period 1 January 2023 to 31 December 2023.

Cash

Cash is recognised at its nominal amount. Cash and cash equivalents include 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.

Financial instruments

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

Financial assets

Primary Employers Tasmania did not have any contract financial assets during reporting period 1 January 2023 to 31 December 2023.

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.

Primary Employers 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

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.

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.

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).

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Contingent liabilities and contingent assets

Primary Employers Tasmania did not have a contingent liability during the reporting period 1 January 2023 to December 2023, Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes.

Impairment of non-financial assets

Primary Employers Tasmania did not have any impairment of non-financial assets during reporting period 1 January 2023 to 31 December 2023.

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;

5. where the amount of GST incurred is not recoverable from the Australian Taxation Office (**ATO**); and
6. 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.

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 :

1. In the principal market for the asset or liability; or
2. 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.

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 period

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.

	2023	2022
	\$	\$
Type of Customer		
Members	254,524	219,095
Government	-	93,036
Other Parties	66,993	64,598
Total revenue from contracts with customers	321,517	376,729

Note 3A: Grants and donations*

	2023	2022
	\$	\$
Grants	-	93,036
Donations	-	-
Total grants and donations	-	93,036

Note 3B: Other Income

	2023	2022
	\$	\$
Wool Development Project Management	-	5,384
AgCard non- grant 2023 funds	18,151	32,153
Wool Development Training	-	8,635
Advice to non-members	16,972	2,925
Sale of equipment (not on assets register)	15,545	-
Bank Interest	1,096	275
Newsletter sponsorship	15,229	13,256
Farmsafe Long Lunch funds	-	1,970
Total grants and donations	66,993	64,598

Note 4 Expenses

Note 4A: Employee expenses*

	2023 \$	2022 \$
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	140,314	181,561
Superannuation	15,104	20,107
Leave & other entitlements	11,144	(868)
Separation & redundancies	-	-
Other employee expenses	1,514	862
Subtotal employee other than office holders	168,076	201,662
Total Employee expenses	168,076	201,662

Note 4B: Affiliation fees*

	2023 \$	2022 \$
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

	2023 \$	2022 \$
Compulsory levies*	-	-
Fees/allowances – meetings & conferences*	9,000	13,566
Conferences & meeting expenses*	5,433	10,512
Contractors / consultants	8,263	13,200
Office expenses	26,748	23,423
Information communication technology	9,616	6,792
Total administration expenses	59,060	67,493

Note 4D: Project Expenses

	2023 \$	2022 \$
Wool Development Grant expenses 2023	-	67,049
AgCard project expenses 2023	18,151	18,320
Newsletter expenses 2023	22,595	13,255
Farmsafe Long Lunch expenses	-	1,970
Total project expenses	40,745	100,594

Note 4E: Grants & donations *

	2023 \$	2022 \$
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	1,250	1,200
Total grants & donations	1,250	1,200

Note 4F: Depreciation

	2023 \$	2022 \$
Property plant & equipment-motor vehicle & furniture & fittings	9,864	4,110
Total depreciation	9,864	4,110

Note 4G: Legal costs*

	2023 \$	2022 \$
Litigation	-	-
Other legal costs	-	-
Total legal costs	-	-

Note 4H: Fees paid for payroll deductions of membership subscriptions

	2023 \$	2022 \$
Fees paid for Payroll deductions of membership subscriptions	-	-
Total fee expenses	-	-

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

	2023 \$	2022 \$
Cash at bank	513,681	474,993
Total cash & cash equivalents	513,681	474,993

Note 5B: Trade & other receivables

	2023	2022
	\$	\$
Receivables from other reporting units*	-	-
Less Allowance for expected credit losses*	-	-
Receivable from other reporting units	-	-
Other receivables		
GST receivable		-
Other	908	9,290
Total trade & other receivables net	908	9,290

	2023	2022
	\$	\$
Primary Employers Tasmania has recognized the following assets & liabilities related to contract with customers:		
Receivables		
Receivables - current	1,697	9,290
Receivables – noncurrent	-	-

Note 6 – Non - Current Assets**Note 6A: Property, Plant & Equipment**

	2023	2022
	\$	\$
Property, Plant & Equipment		
Carrying amount	39,500	75,138
Accumulated depreciation	13,974	39,748
Total Property, Plant & Equipment	25,526	35,390

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

	2023	2022
	\$	\$
Net book value 1 January	35,390	-
Depreciation expense	(9,864)	(4,110)
Other movement		39,500
Disposals	-	-
Other receivables		
GST receivable	-	-
Other	-	-
Net book value 31 December	25,526	35,390
Net book value 31 December represented by		
Gross book value	39,500	39,500
Accumulated depreciation & impairment	(13,974)	(4,110)
Net book value 31 December	25,526	35,390

Note 7 Current liabilities**Note 7A: Trade payables***

Primary Employers Tasmania settles trade creditors accounts within 30 days

	2023 \$	2022 \$
Trade creditors & accruals	9,073	4,035
Payables to other reporting units*	-	-
Total trade payables	9,073	4,035

Note 7B: Other payables

	2023 \$	2022 \$
Wages and salaries	6,219	-
Superannuation	6,343	7,255
Payable to employers for making payroll deductions of membership subscriptions*	-	-
Legal costs*	-	-
Litigation	-	-
Other legal costs	-	-
GST payable	(2,605)	2,919
Other	24,423	46,881
Total other payments	34,380	57,055
Total other payments are expected to be settled in:		
No more than 12 months	34,380	57,055
More than 12 months	-	-
Total other payments	34,380	57,055

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

	2023	2022
	\$	\$
Holders of Office	-	-
Annual leave	-	-
Long service leave	-	-
Separation & redundancies	-	-
Other	-	-
Subtotal employee provisions -holders of office	-	-
Employees other than office holders		
Annual leave	9,155	16,154
Long Service leave	18,635	-
Separation & redundancies	-	-
Other	-	-
Subtotal employee other than office holders	27,790	16,154
Total Employee provisions		
Current	9,155	16,154
Non-current	18,635	-
Total Employee provisions	27,790	16,154

Note 9 Equity**Note 9A: General funds***

	2023	2022
	\$	\$
Training Reserve	62,567	76,600
Balance at the start of the year		
Transfer to general fund	-	-
Transfer out of general fund	4,453	(14,033)
Balance at the end of the year	58,114	62,567
Total general funds	58,114	62,567

Note 10 Cash Flow**Note 10A: Cash Flow reconciliation****Reconciliation of cash and cash equivalents as per balance sheet to cash flow statement:**

	2023	2022
	\$	\$
Cash and cash equivalents as per:		
Cash flow statements	23,233	- 11,296
Balance Sheet	23,233	- 11,296
Difference	-	-

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

	2023	2022
	\$	\$
Profit/deficit for the year	30,820	- 7,231
Adjustment for non-profit items		
Depreciation	9,865	4,110
((Profit)/loss on disposal of assets	- 15,455	
Training Reserve	- 4,453	- 13,974
Changes in assets & liabilities		
(increase) /decrease in supplier payables	5,113	- 44,290
(increase) /decrease in net receivables	8,382	67,078
Movement in sponsorship received in advance	- 5,479	
Movement in overpayment of membership	- 1,876	
Movement in AgCard non grant income received)	- 18,151	
Movement in employee provisions	11,636	- 16,069
(increase) /decrease in payables to employees	2,831	- 920
Net cash from (used by) operating activities	23,233	- 11,296

Note 10B: Cash flow information*

	2023	2022
	\$	\$
Cash inflows		
Primary Employers Tasmania	322,649	396,815
Total cash inflows	322,649	396,815
Cash outflows		
Primary Employers Tasmania	299,416	447,611
Total cash outflows	299,416	447,611

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

	2023	2022
	\$	\$
Revenue received from related parties	-	-
Expenses paid to related parties includes the following:	-	-
Allowances to Office Holders	9,000	9,000
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	9,000	9,000

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

	2023	2022
	\$	\$
Short-term employee benefits		
Salary (including annual leave taken)	127,177	133,486
Annual leave accrued	9,155	(868)
Superannuation	13,695	16,750
Total short-term employee benefits	150,027	149,368
Post-employment benefits		
Superannuation	-	-
Other long-term benefits	18,635	-
Termination benefits	-	-
Total	168,662	149,368

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

	2023	2022
	\$	\$
Loans to/from key management personnel	-	-
Other transactions with key management personnel	-	-

Note 12: Remuneration of auditors – Newton & Henry Accounting

	2023	2022
	\$	\$
Value of the services provided		
Financial Statement audit services	5,703	2,900
Other services	-	-
Total remuneration of auditors	5,703	2,900

Note 13: Financial Instruments

Note 13A: Categories of Financial Instruments

	2023 \$	2022 \$
Financial assets		
Amortised cost through profit or loss:		
Cash	513,681	474,993
Receivables	3,513	9,290
Total	517,194	484,283
At amortised cost	-	-
Total	517,194	484,283
Amortised cost through other comprehensive income	-	-
Carrying amount of financial assets	517,194	484,283
Financial liabilities		
Amortised cost through profit or loss:		
Payables	34,380	57,055
Other financial liabilities	-	-
Carrying amount of financial liabilities	34,380	57,055
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.

	2023 \$	2022 \$
Financial assets		
Receivables	3,513	9,290
Total	3,513	9,290
Financial liabilities		
Payables	34,380	57,055
Total	34,380	57,055

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

	Trade & other receivables					
	Days past due					
	Current	<30 days	30-60 days	61-90 days	>91 days	Total
31 December 2022						
Expected credit loss rate	-	-	-	-	-	-
Estimate total gross	-	-	-	-	-	-
Carrying amount at default	-	-	-	-	-	-
Expected credit loss	-	-	-	-	-	-

31 December 2023						
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 2023 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

	2023	2022
	\$	\$
Detailed Breakdown of revenues collected and/or expenses incurred		
Expenses		
Bookkeeping	2,900	3,040
Total	2,900	3,040

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).

Note 16 -Financial support to & from another reporting unit

During the reporting period ending 31 December 2023 Primary Employers Tasmania did not agree to:

1. receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
2. 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)

Note 17 - Penalties imposed under the *RO Act* or the *Fair Work Act 2009*

	2023 \$	2022 \$
Penalties imposed	-	-
Total penalties imposed	-	-

Note 18 – Payments to former related party of the reporting unit

	2023 \$	2022 \$
Payments made	-	-
Total payments	-	-

Note 19 – Acquisition of an asset or liability

During the reporting period ending 31 December 2023 Primary Employers Tasmania did not 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