



13 December 2024

John Gellel
President
Australian Security Industry Association Ltd
Sent via email: JGellel@kastle.com.au
CC: jonathan@sdja.com.au

Dear John Gellel

**Australian Security Industry Association Ltd
Financial Report for the year ended 30 June 2024 – (FR2024/171)**

I acknowledge receipt of the financial report for the year ended 30 June 2024 for the Australian Security Industry Association Ltd. The documents were lodged with the Fair Work Commission (the Commission) on 9 December 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.

Please note that the financial report for the year ending 30 June 2025 may be subject to an advanced compliance review.

You are not required to take any further action in respect of the report lodged. I make the following comments to assist you when you next prepare a financial report. The Commission will confirm these concerns have been addressed prior to filing next year's report.

Materiality

Australian Accounting Standard AASB 101 *Presentation of Financial Statements* paragraph 97 requires material items to be presented separately. Note 4D to the financial statements reports \$284,885 as other expenses, which is a material amount. In future years this item must be further divided to ensure that any material items within other expenses are separately disclosed.

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

9 December 2024

E: regorgs@fwc.gov.au



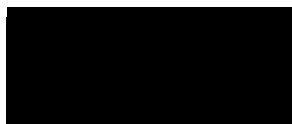
Lodgement of Financial Statements & Accounts

Certificate of Secretary

I, John Gellel, being the President of the Australian Security Industry Association Limited, certify that:

1. The document lodged herewith, being the 2024 Annual & Financial Report of the Australian Security Industry Association Limited incorporating the General Purpose Financial Report, Operating Report and Committee of Management's Statement together with the Independent Auditor's Report for the year ended 30 June 2024, is a copy of the full report referred to in s268 of the *Fair Work (Registered Organisations) Act 2009*; and
2. Notification was provided to Members via email on the 11th September 2024 that the 2024 Annual & Financial Report was available for their perusal, along with details of the Annual General Meeting and Minutes of the 2023 Annual General Meeting was provided to Members; and
3. That the full report was presented to the 55th Annual General Meeting of Members held on the 27th November 2024, in accordance with s266 of the *Fair Work (Registered Organisations) Act 2009*; and
4. No loans, grants or political donations were made over the past year.

Yours sincerely



John Gellel
President

Attachment: 2024 ASIAL Annual & Financial Report.

ADVOCACY, LOBBYING AND REPRESENTATION

Through ASIAL's leadership and advocacy, the case for nationally consistent regulatory standards is being promoted to reduce red tape and raise professional standards.



BENEFIT No. 01

ALARM MONITORING, GRADING & CERTIFICATION SCHEMES

ASIAL operates a well-respected grading scheme for alarm monitoring centres, as well as a supplementary certification for graded centres that are supported at a separate location, redundant to the main centre.



BENEFIT No. 02

AON INSURANCE MEMBER OFFER

AON provides insurance cover tailored specifically for your business and have partnered with ASIAL for over 20 years. ASIAL members also benefit by receiving more inclusions than offered by AON's competitors.



BENEFIT No. 03

APPROVED SECURITY INDUSTRY ASSOCIATION

ASIAL is an approved security industry association under security legislation in ACT, QLD and VIC.



BENEFIT No. 04

ASIAL ANNUAL CONFERENCE

For over 35 years, the 2-day ASIAL Security Conference has shared expert knowledge and insights. ASIAL members benefit from advanced notification and discounted member exhibitor and conference rates.



BENEFIT No. 05

ASIAL CODE OF PROFESSIONAL CONDUCT

The ASIAL Code of Conduct outlines principles and standards for members in the Australian security industry, promoting ethical conduct, professionalism and compliance.



BENEFIT No. 06

AUSTRALIAN BASED MEMBERSHIP SUPPORT TEAM

ASIAL's Australian-based experienced membership team provides personalised support and industry expertise. They are committed to your success and available 9-5pm, 5 days a week.



BENEFIT No. 07

AUSTRALIANSUPER MEMBER OFFER

ASIAL strategic partner Australiansuper (Australia's largest superannuation fund) provides members access to a super fund offering low fees, a history of strong long-term performance and a range of investment options, plus a free fund comparison report.



BENEFIT No. 08

AUSTRALIAN TENDERS MEMBER DISCOUNT

Australian Tenders offers ASIAL members a 25% discount on the cost of their subscription services.



BENEFIT No. 09

BUSINESS TEMPLATES AND TOOLKITS

ASIAL's free business templates and toolkits empower members with valuable resources, enhancing operational efficiency, compliance, and risk management, ultimately contributing to their success in the security industry.



BENEFIT No. 10

CABLING REGISTRY SERVICE

ASIAL is an accredited registrar by the Australian Communications and Media Authority (ACMA). Over 6,000 cabling crews ASIAL and value the dedicated Australian support team available to them 9-5pm, 5 days a week.



BENEFIT No. 11

CAREERS PORTAL WITH INSPIRATIONAL VIDEOS AND 31 FACTS

Launched in August 2020 to promote career opportunities and pathways in the security industry, the ASIAL Careers website 31 informative factsheets and over 100 videos and other studies.



BENEFIT No. 12

CODES OF PRACTICE/GUIDELINES

ASIAL's Codes of Practice and Guidelines provide a framework for best practice in the security industry, ensuring consistency and high standards across all members.



BENEFIT No. 13

COMPLIANCE AND REGULATORY ADVICE, GUIDELINES AND SUPPORT

Among the ASIAL's key services, Compliance and Regulatory Advice, Guidelines and Support provides members with expert guidance and assistance in navigating complex regulatory requirements.



BENEFIT No. 14

CONSUMER AWARENESS CAMPAIGNS

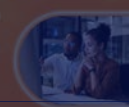
ASIAL's consumer awareness campaigns educate the public on the importance of security services and the role of security professionals in protecting their assets and information.



BENEFIT No. 15

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) PROGRAM

ASIAL operates a continuing professional development (CPD) program for members to ensure they remain up-to-date with the latest industry trends and best practices.



BENEFIT No. 16

CORPORATE RECOGNITION PROGRAM

ASIAL's corporate recognition program is a prestigious initiative. It honours companies for their commitment to high standards, innovation in the industry and continuous membership. Categories include Bronze, Silver, Gold and Platinum.



BENEFIT No. 17

CYBER SECURITY

ASIAL provides comprehensive resources and training to help members stay ahead of the latest cyber threats and protect their digital assets.



BENEFIT No. 18

DELL MEMBER OFFER

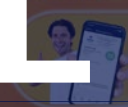
ASIAL members receive exclusive access to Dell's latest hardware and software solutions, providing enhanced performance and reliability for their security operations.



BENEFIT No. 19

DIGITAL CABLING REGISTRATION CARD

ASIAL's digital cabling registration card provides a secure and efficient way for members to register their cabling services, ensuring compliance and quality assurance.



BENEFIT No. 20

E-LEARNING ONLINE AND VIDEO COURSES

The ASIAL e-learning platform provides a range of 200+ affordable, short, online and video courses designed to complement our professional training activities.



BENEFIT No. 21

ELECTRONICS SPECIAL INTEREST GROUP

The Electronics Special Interest Group (SIG) fosters collaboration, knowledge-sharing and networking among invited members to ensure the association remains at the cutting edge of key issues in the sector.



BENEFIT No. 22

ASIAL GO APP

The ASIAL GO App available exclusively to ASIAL members provides access to everything ASIAL, 24/7 giving you active membership in the palm of your hand!



BENEFIT No. 23

GUARDHOUSE MEMBER OFFER

ASIAL members receive exclusive access to Guardhouse's latest security solutions, providing enhanced protection and peace of mind for their facilities.



BENEFIT No. 24

INDUSTRIAL (WORKPLACE) RELATIONS SPECIALIST ADVICE

ASIAL's Industrial (Workplace) Relations Specialist Advice provides members with expert guidance and support in navigating complex workplace relations issues.



BENEFIT No. 25

SECURITY INDUSTRY BREAKFAST BRIEFINGS

Each year ASIAL offers members the opportunity to join them at one of the 17 in person Security Industry Breakfast Briefings held in all States (excluding NT). A fantastic networking opportunity.



BENEFIT No. 26

INDUSTRY NEWS AND INFORMATION

ASIAL news platforms include social media, website, events, publications, trade shows, articles for trade press, fortnightly newsletters (First Alert, Cabling Alert, Security Update) and member bulletins with breaking news as it happens.



BENEFIT No. 27

INDUSTRY RESEARCH & REPORTS

Funding of industry research and key reports (e.g. annual security forecasting report) to ensure members are kept informed about key threats and issues.



BENEFIT No. 28

INTERNATIONAL SECURITY OFFICERS' DAY (ISOD)

International Security Officers' Day on 20th July each year recognises the dedication and contributions of security professionals. ASIAL promotes this event in local and regional media activity to raise awareness with consumers.



BENEFIT No. 29

SECURITY AND CONFERENCE INDUSTRY EXPO

In partnership with Digital Communications this is THE industry annual event of the year and comprises a 3 day exhibition, 2 day conference and a gala dinner. ASIAL members are offered discounts on the price of a stand and tickets.



BENEFIT No. 30

SECURITY INDUSTRY AWARDS

Organised by ASIAL, the annual Australian Security Industry Awards for Excellence includes the Outstanding Security Performance Awards (OSPAs) and Australian Security Medal Awards to bring the industry together to celebrate excellence.



BENEFIT No. 31

SECURITY INSIDER PODCASTS

The ASIAL Security Insider Podcast series informs the wider security community and industry to help gain key insights on specific topics with guest speakers and discussions. Don't miss these episodes and content to choose from.



BENEFIT No. 32

SECURITY INSIDER QUARTERLY MAGAZINE

For over 30 years, the magazine has been a trusted source of reliable information for the industry. Available in print or digital formats.



BENEFIT No. 33

SECURITY TECHNICIAN CERTIFICATION (STC TRAINING)

The Security Technician Certification program is a national recognition program initiated by ASIAL, and includes Level 1: Certified Security Technician (CST).



BENEFIT No. 34

SIMPRO MEMBER OFFER

SIMPRO is a leading operations management solution for service, maintenance and project contractors. ASIAL members are eligible to receive a 20% discount on initial implementation costs of SIMPRO.



BENEFIT No. 35

SPECIAL INTEREST GROUPS

Special Interest Groups (SIGs) facilitate professional knowledge-sharing and networking among invited members who have expertise in the cutting edge of key issues in the industry.



BENEFIT No. 36

SPECIALIST PUBLICATIONS FROM LIGHT TO INTELLIGENT PIXELS

ASIAL commissioned CCTV expert Vlado Damjanovski to prepare a new reference manual on IP video surveillance systems and CCTV technology. Available in print or digital formats with discounts for members from our website shop.



BENEFIT No. 37

STANDARDS AUSTRALIA

ASIAL collaborates with Standards Australia to shape and uphold industry standards in the Australian security sector, ensuring adherence to best practices and promoting excellence in security services.



BENEFIT No. 38

SAFE WORKPLACE MANAGEMENT SYSTEM (SWMS)

ASIAL partnered with Infratech to configure a robust, assigned SWMS solution designed specifically for the security sector and front-line staff.



BENEFIT No. 39

USE OF ASIAL MEMBER LOGO - THE MARK OF DISTINCTION

Deploying the ASIAL logo serves as a powerful tool to help build customer credibility and trust. Digital and physical logos are available free to full corporate members only.



BENEFIT No. 40

2024 ASIAL ANNUAL & FINANCIAL REPORT

THE PEAK BODY FOR SECURITY PROFESSIONALS



ASIAL
AUSTRALIAN SECURITY INDUSTRY ASSOCIATION LIMITED

VISION

A safe and secure Australia.

MISSION

To continue to be the leading security association where membership is a mark of distinction that is valued by our members, the public and government.

VALUES

ASIAL is a friendly and professional organisation. We treat each other with respect and courtesy. We recognise diverse backgrounds and perspectives. We gain the trust of others by acting fairly and with integrity. We work together to create and maintain a positive culture.

ASIAL's five core values provide a framework for how we behave and relate to each other.



BOARD OF DIRECTORS

President	John Gellel
Vice President	Rachael Saunders
Directors	Tamara Bayly, Brian Foster, Suzette Po-Williams, Fred Khoury, Kevin McDonald, Michael Smith
Auditor	SDJA
Solicitor/Attorney	Sharpe & Abel

CONSULTANTS

Monitoring Centre Certification Inspections	Simon Walker, Connley Walker
Workplace Relations	Chris Delaney, Chris Delaney & Associates
Compliance & Regulatory Affairs	Peter Johnson, Corporate Application
Special Consultant	Damien Smith, Enterprise Care Pty Ltd

SECRETARIAT

Chief Executive Officer and Secretary	Bryan de Caires
General Manager	John Fleming
Finance and Administration Manager	Sunny Moon
Strategic Marketing Manager	Katie Ashford
Marketing & Communications Officer	Brenda Jackson
Marketing & Communications Coordinator	Bill Koukounaris
Membership Manager	Alexandra Firth
Senior Membership Coordinator	Leonie Fraser
Membership and Cabling Coordinator	Lisa Collier
Membership Coordinator	Kylie Jones
Systems Support Officer	Andrew Politzer

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PRESIDENT'S REPORT

Embracing Change: Navigating the Future of Australia's Private Security Industry

Dear Members,

As we reflect on the past year in Australia's dynamic private security sector, it becomes clear that our industry stands at a pivotal moment. Despite the challenges we have encountered, we have also witnessed extraordinary innovation and adaptation. With unwavering optimism, I present this annual report, highlighting our accomplishments and the transformative trends shaping our future.

Over the past year, our industry has demonstrated resilience amidst evolving threats and regulatory landscapes. From advancements in electronic security systems to the integration of cutting-edge technologies in physical security solutions such as gates and bollards, we have embraced innovation to enhance operational efficiency and effectiveness. This evolution underscores our commitment to staying at the forefront of a rapidly changing landscape while reaffirming our role as guardians of safety and security in our communities.

The private security industry continued to play an integral role in maintaining public safety. All sectors of our industry are trained not only to respond swiftly to emergencies but also to deter potential threats before they escalate. Our industry's presence in high-traffic areas, commercial buildings, stadiums, and public venues continues to serve as a deterrent against criminal activity, reassuring the community and fostering a sense of security. In the aftermath of the tragic events at Bondi Junction on April 13th, where six lives were lost in a devastating attack, the role of private security professionals stands out as crucial in safeguarding our communities. The tragic loss of Faraz Tahir highlights the inherent risks faced by security personnel, who exemplify dedication and courage in their daily duties. Faraz Tahir's sacrifice underscores the selflessness inherent in the private security industry, where individuals like him often operate on the front lines, ensuring the protection and well-being of others. As we reflect on the events of that fateful day, it is imperative to recognise and honour the invaluable contributions of individuals in the private security industry like Faraz Tahir, whose unwavering commitment to public safety remains an enduring legacy in the private security sector.

As we close off the year and move into the next, the trajectory of our industry points toward sustained growth and evolution. The demand for specialised security services, including electronic security solutions, as well as guard services, continues to rise. As businesses adapt to new realities and global uncertainties, the importance of robust security measures has never been more pronounced. Our ability to innovate and adapt will be crucial in meeting these evolving demands while upholding the highest standards of service and professionalism.

Furthermore, regulatory compliance remains a cornerstone of our association. By adhering to stringent regulatory frameworks and championing industry best practices, we not only ensure compliance but also foster a culture of transparency and accountability.

In May this year, I provided evidence alongside ASIAL's CEO to a Senate Enquiry into the capability of law enforcement to respond to cybercrime. We jointly expressed the need for probity checks (criminal background checks) for people working in cyber security roles, that provide work for others. The need of probity checks for cyber security professionals should be no different to other security professionals, such as electronics, guards, or physical security. Furthermore, one could argue that the potential effects on a cyber crime can be greater than that of a physical crime. As part of our evidence, we provided two examples where cyber professionals hacked into their clients' systems to commit cybercrimes. Yet, these same convicted criminals can walk into the same role, without any probity requirements. ASIAL's commitment for regulatory compliance is essential as we strive for sustainable growth in our industry and the continued trust of the community, businesses, and government.



In this annual report, we will delve into the key trends reshaping our industry landscape. We will showcase our strategic initiatives and milestones achieved, underscoring our dedication to operational excellence and member satisfaction. By fostering collaboration across sectors and embracing a culture of continuous improvement, we can collectively address emerging challenges and capitalise on new opportunities.

I am immensely proud of our achievements thus far and inspired by the potential ahead. These achievements are not the work of one, rather the dedication of our CEO, Secretariat, Convenors, and Board of Directors. I extend my heartfelt gratitude for their unwavering commitment to our association and the broader industry throughout this past year. As President of the association, I want to personally recognise ASIAL's Vice-President, Rachael Saunders for her support and leadership, and all our colleagues on the Board; Brian Foster, Fred Khoury, Kevin McDonald, Michael Smith, Suzette Po-Williams, and Tamara Bayly. Their visionary leadership, guidance, and strategic insights have been instrumental in navigating challenges, ensuring our association's continued growth and impact. We are privileged to have such dedicated individuals driving our mission forward, and shaping the future of our industry. Thank you for your invaluable contributions.

With steadfast dedication and a clear vision, I am confident that we will navigate the complexities of today's landscape and lead the charge toward a safer, more secure future for all Australians.

Thank you for your ongoing trust and support.



John Gellel, ASIAL President

“

I am immensely proud of our achievements thus far and inspired by the potential ahead.

”



SECRETARY'S REPORT

Members continue to be the focus of all that we do, with the range of benefits, services and resources offered continuing to grow.

Despite an environment of subdued economic growth and rising operating costs, I am pleased to advise that the Association returned a net surplus of \$8,161 for the 2023-2024 financial year.

Total income for the year was \$2,936,739, up from \$2,564,182 the previous year. Membership income was stable at \$1,703,286, however Other Income, including rental and investment income was up \$81,645.

Total expenses were up from \$2,638,652 to \$2,928,578, due in part to increased Secretariat staffing costs and to further investment in strengthening the Association's cyber security defences in line with industry best practice. We have also invested on further enhancements to our member management system to provide additional functionality to members.

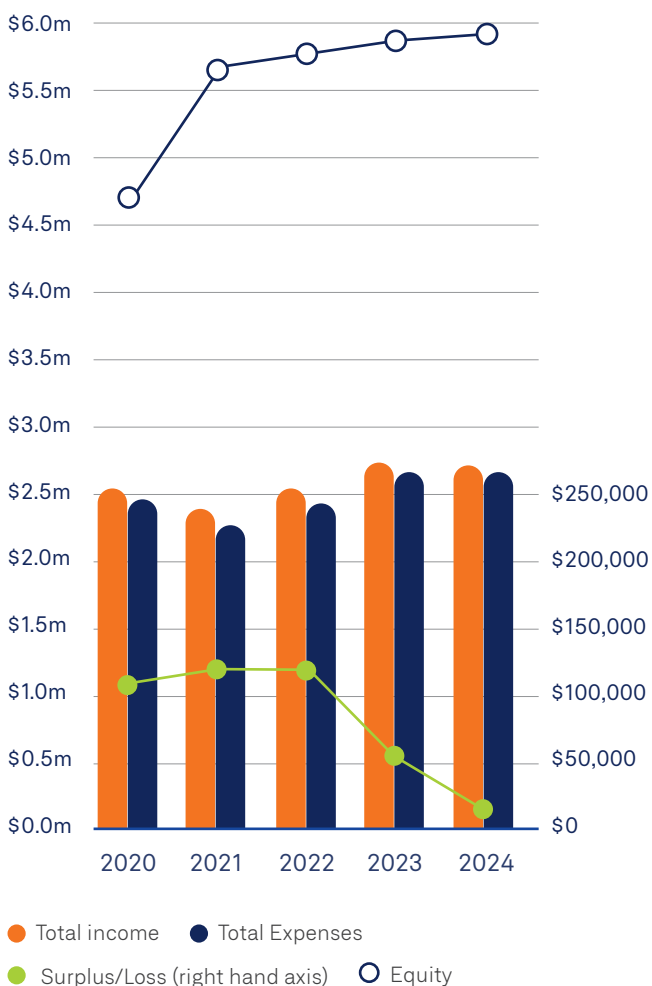
Total equity increased to \$5,938,843.

The Association's commitment to promoting the industry to consumers of security services continues unabated. Over the year, the Association invested \$196,802 as part of its ongoing consumer awareness campaign. Examples of these initiatives included articles in *The Australian*, *Herald Sun* and *Daily Telegraph*, a video panel series with *The Australian*, podcasts, International Security Officers' Day and International Women's Day.

The ASIAL Secretariat is a small, dedicated team of 12 who are committed to providing members with the highest level of service. Without their support, and that of the ASIAL board of directors who voluntarily provide their time and experience, we would not be able to achieve what we have.

In closing, I would like to also say a big thank you to our members for their ongoing support and to our long standing strategic partners.

5-Year Performance Summary



Bryan de Caires
Chief Executive Officer and Secretary

MEMBERSHIP SNAPSHOT

ASIAL MEMBER RECOGNITION PROGRAM

Participants at 30 June 2024



GEOGRAPHIC MEMBER BREAKDOWN



2,690

MEMBER TOTAL
AS OF JUNE 30, 2024

2023-2024 AT A GLANCE

WEBSITE
PAGE VIEWS



354,990

SOCIAL
MEDIA POSTS



1,500+

PODCAST
LISTENS



3,170

INBOUND &
OUTBOUND CALLS



7,729

INBOUND &
OUTBOUND
EMAILS



433,908

MEDIA
MENTIONS



97

98 MILLION

TOTAL AUDIENCE REACH POTENTIAL

20,178

TOTAL SOCIAL MEDIA FOLLOWERS



LinkedIn

15,949 +4.5%



Facebook

3,300 +0.5%



X (Twitter)

929 +4%



CABLERS



6,552

FACE-TO-FACE/
EVENT ATTENDEES



1,096

SECURITY
EXHIBITION &
CONFERENCE
ATTENDEES



5,100 +

GO APP
DOWNLOADS



1,316

MEMBER FOCUSED

Members are at the core of everything we do. As a result, we are committed to offering a premium personalised customer experience where the needs of members are handled efficiently and effectively by our highly experienced team and industry experts.

Touchpoints have been designed through a blueprint to make it easy for members to obtain what they need quickly and satisfactorily.

During the course of the year our commitment to continuous improvement has seen enhancements to our member portal to provide greater functionality and ease of use for members and to further strengthen our database security in line with industry best practice.

The many benefits we provide to support members were highlighted in the 40 Member Benefits flyer, including workplace relations advice, licensing and technical advice, access to industry news across a range of communications channels, discounts to events, handbooks and templates, codes of conduct and much more.



Thank you for all your help, we really appreciate it. We look forward to working with you and your team now and into the future.



Office and Operational Manager,
Paladin Security, QLD



LEADERSHIP & ADVOCACY

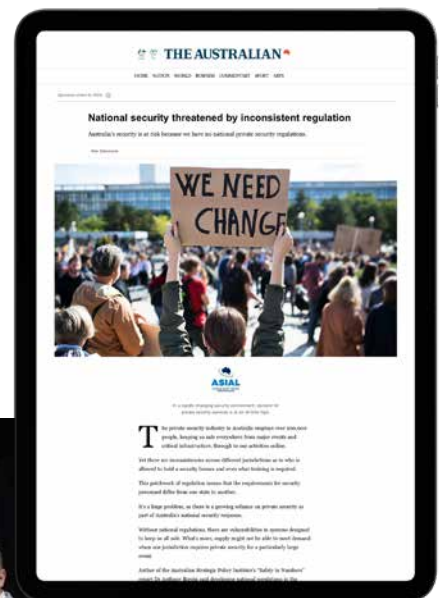
Over the past year ASIAL through regular meetings with industry regulators, government and participation on Industry Advisory Groups and Australian Standards, we have provided strong advocacy on important industry issues.

One of the key initiatives launched this year is ASIAL's Model Act – the National Private Security Act – which provides a catalyst for change in implementing a nationally consistent approach to regulatory standards.

A Safer and Secure Australia

ASIAL conducted several activities to move towards nationally consistent regulatory standards for our industry. Through full page advertisements in the *Sydney Morning Herald* and *The Age*, along with meetings with government, industry user groups and regulators, we have made a strong case for change.

In November, we recorded a special Video Forum with *The Australian* involving a panel of security experts discussing the need for a nationally consistent regulatory approach. In May, ASIAL President John Gellel and ASIAL CEO Bryan de Caires appeared before the Senate Parliamentary Joint Committee on Law Enforcement inquiry into the capability of law enforcement to respond to cybercrime. ASIAL's call as part of its Model Security Act for cyber security professionals to be required, as a minimum to have a probity check, was favourably received.



Security Insider Podcast Series

ASIAL's Podcast *Security Insider* Series provides another channel for members to gain insights on topical industry issues and technologies. Featuring local and international thought leaders, regulators and subject matter experts, ASIAL's podcasts provide insightful analysis of industry challenges, opportunities and issues.



Industry forums

Among the industry forums the Association addressed include the Australian Football League (AFL) Integrity and Security Forum (which brought together 18 AFL clubs, 40 stadiums and police) and the NSW Police Shield Counter Terrorism Forum which brought together over 200 critical infrastructure operators, security providers and government to discuss Counter Terrorism related issues.

Professional development

ASIAL's eLearning platform provides another cost-effective pathway for members to gain access to professional development through more than 200 short courses on topics such as business management, customer service, finance, information technology, project management, cyber security and workplace health and safety.



PPE Review for Security Personnel

In the wake of the Westfield Bondi Junction attack which resulted in the tragic death of 6 people (including security officer Faraz Tahir) and wounded 8 (including security officer Muhammad Taha), ASIAL provided input to the NSW Premier's review of Personal Protective Equipment for security personnel.



Media engagement

Through the course of the year the Association has provided advocacy for the industry through engagement with government, by addressing user forums and industry advisory groups. We responded to numerous media requests, including News Corp and Fairfax publications, Channel 7, NINE, the ABC, Sky News, Seven West Media, and trade magazine articles.

The Association generated 97 media mentions, reaching a Total Audience Reach Potential of 98 million.

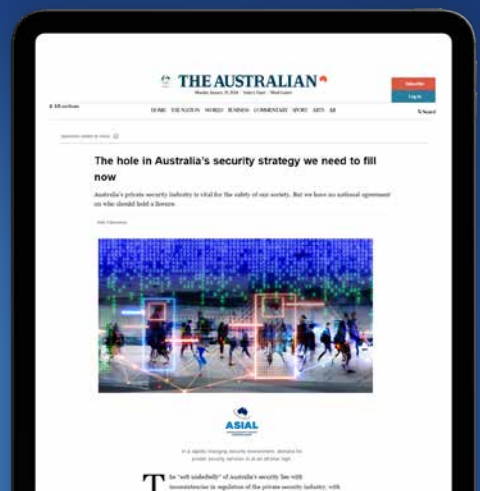
In an article in June 2024, *The Nightly* highlighted ASIAL's call for regulation of cyber security, a position supported by Senator David Shoebridge.

THE NIGHTLY

Spending your night wisely.



Greens Senator David Shoebridge, who in the party's digital rights spokesperson, backed ASIAL's calls and said there was a strong case for nationally consistent regulation and the mandatory licensing of cyber security workers. Credit: Lukas Coch/JAAP



Industry upskilling

In May, ASIAL was successful in securing funding to establish a micro-credential to upskill and accredit security officers in Cairns and Townsville through funding under round two of Jobs Queensland's Grow Your Own program.

Having a bespoke course, tailored to the needs of the security industry will build the capability and capacity of existing workers to meet future skills needs, particularly in the lead up to the 2032 Olympic and Paralympic Games. The course will be delivered in the regions first because that is where there is a pressing need right now, however it could be rolled out more widely.



ASIAL 2026 - Future forward for the Security Industry

The association's ASIAL 2026 strategy document provides a roadmap for developing enhanced member offerings and providing stronger advocacy for the industry.

The Australian government released a Security Contracts Guiding Principles document for use by owners and operators of crowded places across the sector. ASIAL CEO Bryan de Caires participated in the ANZCTC working group that developed the guiding principles.

The guide includes a recommendation that “owners and operators of crowded places give consideration to membership of peak body or advisory networks, such as the Australian Security Industry Association Limited (ASIAL), to stay abreast of industry information and protections that are available, with access to relevant and helpful resources.”

With cyberattacks costing Australian businesses an estimated \$42 billion a year, a series of high-profile cyber breaches provided an enormous wake-up call for many. Businesses of all sizes have been put on notice of the need to strengthen their cyber defences. To assist members, the Association provided information on cyber threats through articles in *Security Insider* magazine, The ASIAL Security Conference, podcasts, the ASIAL GO App, eNewsletters and breakfast briefings. In addition, a dedicated cyber security page on the ASIAL website has been created providing access to comprehensive information on some of the do's and don'ts when it comes to cyber resilience.



It is recommended that owners and operators of crowded places give consideration to membership of peak body or advisory networks, such as the Australian Security Industry Association Limited (ASIAL), to stay abreast of industry information and protections that are available, with access to relevant and helpful resources.

Security Contract Guiding Principles – Australian Government (nationalecurity.gov.au)



PROMOTING CAREERS IN SECURITY

The Association invested resources to develop a security industry careers portal that went live in August 2023. The portal includes comprehensive information on careers pathways, position descriptions and remuneration, videos and inspiring case studies that show how security professionals reach the top.

In March, we celebrated women in the private security industry all month long, not just on International Women's Day, March 8th! As part of our campaign we organised a series of sell-out member breakfast briefings featuring inspirational female speakers, prepared two inspirational videos featuring female leaders and showcased 25+ 'Count Her in Carousel Cards' on our social media platforms.



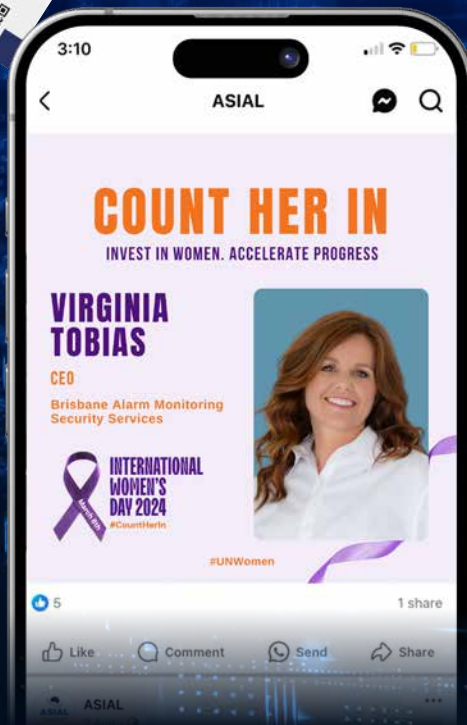
The Association was also an exhibitor at the Greater Western Sydney Careers Market which provided an opportunity to showcase the industry to Year 11 and 12 students from a number of high schools in the region.



ASIAL Stand at the Greater Western Sydney Careers Market, m left ASIAL's Bill Koukounaris with school leavers.



'Count Her in Carousel Cards'



Industry networking and briefings

Over the course of the year, the Association organised 19 professional development and networking events, including Breakfast Briefings in Adelaide, Brisbane, Canberra, Perth, Hobart, Melbourne and Sydney. In addition, the Association organised the annual ASIAL Security Conference and Gala dinner and Australian Security Industry Awards dinner.

These events provide an opportunity for members to be briefed on important industry issues and developments, and to network.



Guiding principles for Artificial Intelligence and the ethical use of Automated Facial Recognition

Through the release of ASIAL's Automated Facial Recognition guidance document the Association has sought to provide a framework to ensure the ethical use of AFR technologies.



International Security Officers' Day

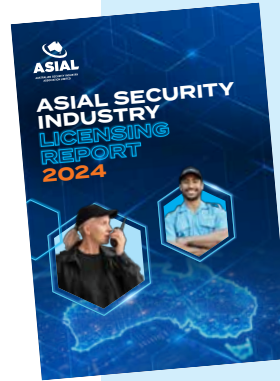
Through a range of initiatives, the Association promotes International Security Officers' Day, an opportunity to say 'thank you' to the thousands of frontline Security Officers across Australia who perform a vital role in keeping the community safe 24 hours a day, 7 days a week.



ACCESS TO TIMELY INFORMATION AND RESOURCES ACROSS MULTIPLE COMMUNICATIONS PLATFORMS

ASIAL members are kept fully informed about the latest industry news and developments through a range of communication channels.

- Security Insider magazine**
 complimentary for ASIAL members, the quarterly *Security Insider* magazine (available in both print and digital formats) provides updates and insights on industry issues.
- Social media**
 during 2023-24 ASIAL generated over 500 posts on each of its social media channels (LinkedIn, Facebook and X). The Association's combined social media followers have risen to over 20,000.
- First Alert newsletter**
 the bi-monthly newsletter for members, First Alert provides timely updates on important industry issues.
- ASIAL website & News**
 with 360,000 page views during 2023-2024, the ASIAL website continues to be a vital source of information for members and the wider community.
- Member Bulletins**
 a number of member bulletins were released during the year to provide clarity on issues such as changes to Casual Employment, Independent Contractors, Right to Disconnect and Workplace Delegates Rights.
- ASIAL Small Business HR Handbook**
 available free to members, the handbook includes templates and helpful guidance on a broad range of human resources issues.
- ASIAL Small Business Compliance Handbook**
 available free to members includes guidance on regulatory compliance and licensing information, as well as an induction manual providing guidance on Standard Operating Procedures.



The ASIAL Security Industry Licensing Report 2024

drawing on regulatory licensing data, the 5th annual ASIAL Security Industry Licensing Report provides an annual snapshot of the state of the security industry. This year's figures reflect an increase of 10,145 in the number of individual security licence holders, with security firms licence numbers increasing to 13,055.

- Safe Workplace Management System**
 the ASIAL Safe Workplace Management System is a total WHS system, designed and tailored to the Australian security industry. It allows frontline staff to capture data and trigger workflows with a clear audit trail. This solution is offered to ASIAL members only, for a low annual subscription fee, with a regularly updated user manual, email newsletter, and ongoing assistance to administrators.
- ASIAL Alarm Monitoring Service Agreement**
 the ASIAL digital Alarm Monitoring Service Agreement available exclusively to members provides a written agreement between alarm installation companies and their customers.
- ASIAL Monitoring Centre Grading Program**
 ASIAL provides a well-respected grading scheme for alarm monitoring centres, as well as a supplementary certification for graded centres that are supported at a separate location, redundant to the main centre.
- ASIAL certification program for Class 5 Intruder Alarms in accordance with AS/NZS 2201.1:2007 Intruder Alarms Client's premises – design, installation, commissioning and maintenance**

The program provides independent certification that a Class 5 Security System is fully compliant with the Australian Standard.



Australian Security Industry Individual Professional Recognition Program

The Australian Security Industry Individual Recognition Program sets the benchmark for security professionals by recognising the experience and qualifications of security professionals. Recognition levels include:



ASIAL GO

ASIAL GO App

a recent ASIAL initiative, the ASIAL GO App provides instant updates on industry news and developments as they happen.

The ASIAL GO App has over 1,300 users

ASIAL MEMBER RECOGNITION PROGRAM

The ASIAL member recognition program acknowledges longstanding members of the Association. Categories include Platinum (25+ years), Gold (16-24 years), Silver (11-15 years) and Bronze (6-10 years).

2024 PLATINUM MEMBERSHIP RECIPIENTS

During the course of the year, a number of members were presented with their Platinum membership certificates. Among those recognised this year included Brinks Australia, National Electronic Security, Admax Security Services and TCB Security.



Brinks Australia

Ben Van Kerkwijk, Vice President Asia Pacific Region and Duncan Robertson, Global Services Manager, Brinks Australia



National Electronic Security

Ged Curtin Managing Director, National Electronic Security being presented a Platinum Certificate by General Manager of ASIAL, John Fleming.



Admax Security Services & TCB Security Professionals

Alex Balanda, Director at Admax Security Services (left) and Nigel Walters, CEO of TCB Security Professionals were presented their Platinum certificates at the June NSW Breakfast Briefing.

ELECTRONICS REPORT

The Association continues to engage with government, industry and members to address a wide range of issues. We also support members through our ongoing involvement on a number of influential committees.

Standards

ASIAL has participated in supporting standards development for the security industry and are currently committee members for Australian Standards and the International Electrotechnical Commission (IEC).

The committee EL-031 completed the update of AS4421:2023 Guard and Patrol Security Services which was published on behalf of the Council of Standards Australia on 15th December 2023.

ASIAL has submitted a proposal to Standards Australia for the revision of AS2201.1 Clients Premises – design, installation, commissioning and maintenance.

ASIAL is the elected chair for EL-031 and engages with the International Electrotechnical Commission (IEC) as a participating member on IEC/TC79/WG13 focused on the development of standards, Building Intercom Systems, Video Surveillance Systems and Access Control systems.

Security Training Qualifications

The Australian VET system for industry qualifications underwent a major delivery change from 1 January 2023, as part of the Department of Education, Skills and Employment industry engagement reform.

BuildSkills Australia started operations in January 2024 and is part of a national network of 10 Jobs and Skills Councils (JSCs) that provide leadership to address skills and workforce challenges in the construction, property and water industries.

ASIAL is working with the property sector which is responsible for reviewing and developing vocational education and training for the Security Industry. Projects will be focused on occupational analysis as a basis of rebuilding qualifications and unit structure to align with current and emerging work practices and to support a more consistent regulatory approach. BuildSkills Australia will identify skills and workforce needs for their sectors, map career pathways across education sectors, develop contemporary VET training products, support collaboration between industry and training providers to improve training and assessment practices. They will also serve as a source of intelligence on issues affecting construction, property and water industries.

National Broadband Network

ASIAL continues to engage with the NBN Co to provide information for members on the deployment of the National Broadband Network (nbn). The nbn working with approved service providers will replace the existing landline phone and internet services in Australia. It is vitally important that stakeholders in the migration of back to base security and medical alarms be informed about the nbn developments and communicate with their customers to offer solutions that maintain the security systems integrity. No matter which type of technology is used to deliver the nbn, it is crucial that home and office wiring has been well planned.

ASIAL provides information to members and to advocate the need for security installation work to be carried out by a licenced security technician that holds an Australian Communications and Media Authority (ACMA) cabling registration card with the appropriate cabling competencies.

Monitoring Centre Certification

The Association continues to operate the highly respected monitoring centre certification program in accordance with Australian Standards. AS2201.2: 2004 became obsolete in March 2024 and the new standard AS2201.2: 2022 Monitoring Centres came into full operation. ASIAL also provides certification for redundant Monitoring Centres and Class 5 certification. The ASIAL scheme seeks to provide customers with the reassurance that the standards applied at a monitoring centre are independently audited by an ASIAL appointed engineer on a two-year basis. All applications can now be managed online through ASIAL's updated website.

Class 5 Certification

ASIAL Class 5 Intruder Alarm System Installation Certification in accordance with NZ/AS 2201.1:2007 in 2023. Class 5 security systems can be used on sites that need higher levels of security, any site where a breach could cause serious business impacts. Class 5 security systems are also used to ensure the protection of zone three areas within Australian government entities. These areas are restricted and therefore need a solution that provides a high level of protection.

When installed and implemented in the correct manner, a Class 5 intruder alarm can provide a high security level of protection. The Class 5 is a cost-effective solution, offering the protection of a high-quality, certified intruder alarm system.

The standard requires encrypted communication between sensors, keypads and the control panel.

Assessment is undertaken by an independent assessor as appointed by ASIAL. All certifications are nominally valid for 24 months. A prerequisite is that a current Class 5 capability certification for control equipment must be verified prior to a site inspection.

ASIAL CABLING REGISTRY

Acting on behalf of the Australian Communications and Media Authority (ACMA) ASIAL provides cablers with advice and support to comply with cabling registration requirements.

The ACMA is responsible for setting out the regulatory requirements for registration and installation practices of cablers.

ASIAL's cabling registry has been busy responding to cablers who wish to update their competencies and questions on how they should go about gaining competencies to continue legally working in the industry.

Registered Training Organisations offer courses for Open Cabler registration and the ability to add specialised cabling competencies, Fibre, Structured and Co-axial. These qualifications have been deemed essential for the development of a skilled labour force that can install and work on Security alarm systems, CCTV, fire systems, telecommunications, IP technologies and the National Broadband Network.

As of 30 June 2024, ASIAL cabling registrations stood at 6552, of these 94.3% were 'Open' registrations, 5.6% 'Restricted' and 0.1% 'Lift'.

ASIAL continues to engage with the ACMA and other cabling registrars to promote ongoing compliance and training in this sector. The registered cablers website is growing in the number of views and continues to provide vital information to industry and consumers about cabling competencies. After extensive communication with the ACMA and the nbn, both organisations are actively promoting the website as the place to go for unbiased information on the nbn, find a cabler and smart cabling.

ASIAL Digital Cablers Registration Card

In a first for ACMA registered cablers, ASIAL launched its Digital Cabling Registration Card at no additional costs to cablers. The card is now available for download to smartphone devices via the ASIAL GO app on both IOS and Android platforms. ASIAL registered cablers will continue to receive a physical card but have the added convenience of a digital card on their smartphone.

Automated Facial Recognition

To provide guidance on the ethical use of Automated Facial Recognition (AFR) technologies, ASIAL developed a set of guiding principles. The guidance includes recommendations on the ethical use of AFR technology for beneficial use in both public and private sector environments to ensure it does not cause harm or discriminate against persons. AFR technology comes with a greater need to ensure those that are impacted by it are made aware of its purpose and that any personal 'data' captured will be used in an ethical way.

Security Technician Certification

ASIAL in conjunction with Comtech Training continue to deliver the Security Technician Certification (STC) training program nationally. Designed to provide a career pathway for security technicians, the STC program is also a proactive initiative to attract and retain appropriately skilled workers capable of meeting the future needs of the industry.

The STC program is a national recognition program initiated by ASIAL to recognise technicians who have the relevant industry experience and training.

Attracting appropriately skilled workers has always been a priority for electronic security providers. However, growing competition for workers from other industry sectors means that there is a growing need for employers to have in place strategies to attract and retain the 'right' people.

Technological developments such as the roll out of the National Broadband Network and the acceleration of IP-based solutions are driving changes to the skill sets required by security technicians.

The STC program credential is a technical certification program that covers:

-  Cabling practices
-  Alarms
-  CCTV
-  IP networking

COMPLIANCE AND REGULATORY AFFAIRS

Throughout the past year, ASIAL has navigated a landscape of evolving regulatory frameworks and compliance challenges in the private security industry.

Our commitment to supporting members through comprehensive advice, advocacy, and strategic initiatives has been pivotal in addressing the complexities of security licensing and business operations, particularly in responsibilities relating to licensing, work health and safety, technology-related activities such as cyber security, emerging technologies, artificial intelligence, surveillance, and robotics.

Licensing Clarification and Technology Enquiries

Enquiries regarding the necessity of security licensing for technology-related activities were frequent and varied. The continued merging and blurring of activities of electricians, IT professionals, cyber security consultants, building automation practitioners, and cabling providing a security activity, highlights the increasing unlicensed operatives working in the security industry. An industry challenge, and an area ASIAL continues to engage with security regulators to encourage their resource allocation to their role to enforce legislative compliance.

Members sought clarification on whether their operations required individual or business security licenses, especially concerning jurisdictional differences. ASIAL provided tailored guidance to ensure compliance with regulatory obligations, mitigating potential penalties associated with non-compliance. ASIAL continued to support members in their response to security regulator audits and non-compliant challenges.

The integration of technologies like drones, robots, and cyber security solutions prompted significant member engagement to clarify what is security equipment. ASIAL continued to support member clarification that activities involving surveillance drones or cyber security protocols linked to security equipment and protective security roles necessitate security licenses. This distinction underscores the importance of understanding jurisdictional nuances and aligning operations with legislative requirements.

Critical Infrastructure and Legislative Developments

The Commonwealth Security of Critical Infrastructure (SOCi) regime continued to impact upon the security industry and the responsibility among security organisations to support their clients with operational compliance including a client's legislative requirements to provide the federal government with an annual risk report. ASIAL continued to clarify member compliance obligations and support members in addressing SOCi requirements to meet rigorous regulatory standards.



Jurisdictional Challenges and National Licensing Initiatives

A persistent challenge for ASIAL members remains navigating complex jurisdictional security licensing regimes across Australia. Many security businesses serve national clients, necessitating licenses in multiple jurisdictions. ASIAL fielded increased requests for advice on entity structures, ownership, and regulatory notifications, acknowledging the administrative burden and cost implications of maintaining multiple licenses. Many enquiries included the specifics of buying and selling a business with regards the retention of the business security licence with the business transaction.

ASIAL's National Private Security Act (NPSA) legislative model continued to generate discussion and engagement with industry, governments and security regulators. As a point of discussion, it continues to be a great success. ASIAL remains challenged in bringing all jurisdictions together with their intent and commitment to provide national and harmonised security legislation. ASIAL will continue to seek a streamlined cross-border security operation for individuals and businesses while ensuring adherence to consistent licensing standards across jurisdictions.

Regulatory Efficiency and Industry Concerns

As another year passes, we continue to be impacted by the delays in security licence processing by regulators, impacting upon workforce entry and business operations. A delay of six (6) weeks and in some jurisdictions, twelve (12) weeks is unacceptable, generating a point of failure for a security business in providing on demand security

services or commencing a security business in response to client or market demands. ASIAL will continue to actively engage with regulators to reduce processing times and advocate for a service delivery guarantee.

Legislative Reviews and Policy Engagement

ASIAL remains actively involved in responding to state, territory and national legislative and policy reviews. ASIAL continues to participate in reviews covering surveillance, privacy, domestic violence, cyber security, data protection, and personal protective equipment within the security industry.

Following a four-year review of the Victorian Private Security Act, the amending legislation received Royal Assent on 9 April 2024. The legislation will be fully implemented by 1 July 2025 although the specific detail relating to several amendments including renewal training, risk assessments, code of conduct and compliance requirements are to be developed. ASIAL will continue to represent the industry to monitor development of those areas.

Commitment to Industry Standards and Representation

ASIAL continues to allocate substantial resources to address compliance challenges, promote industry best practices, and engage in advocacy through government advisory bodies and standards committees. Our sustained collaboration with security regulators and industry stakeholders ensures that member concerns are effectively communicated at the highest levels, enhancing industry practices and regulatory outcomes.

Acknowledgment

We extend our gratitude to our members, stakeholders, and regulatory partners for their continued support and collaboration. Together, we will continue to advance the interests of the private security industry, ensuring that our collective efforts contribute to a safer and more secure Australia.

WORKPLACE RELATIONS

The past year has been a challenging year in the workplace relations space, with the Federal Government introducing the most extensive Industrial Relations reforms in more than two decades. And there is more to come.

Every security business regardless of size has been affected by these reforms and some will need to reconsider their business models to ensure compliance with the new laws.

ASIAL has constantly monitored these reforms as they have been enshrined in law, providing timely information and advice to members on their changing responsibilities and by analysing the effects the changes will have on Security Industry employers.

Among the reforms included in December 2023 included:

- a new Federal criminal offence of wage theft;
- the Fair Work Commission to determine regulated labour hire arrangements allowing employees to be paid under a host employer's enterprise agreement;
- a new definition of "employee" and "employer", reverting back to the "multi-factorial" test;
- independent contractors right to contest unfair contract terms and have their contracts varied or voided;
- a new definition of "casual employee", determined by an absence of a firm advance commitment to continuing and indefinite work;
- extended rights for workplace delegates to reasonable communication with members, access to the workplace and facilities, and paid time off for union related training;
- unions will have stronger rights of entry by being able to seek an exemption from the Fair Work Commission to the usual 24 hours' notice requirement;
- access to paid domestic violence leave;
- the Fair Work Act will include a new protection for employees and prospective employees by recognising being subject to family and domestic violence as a protected attribute. Employers will be prohibited from terminating an employee's employment because they are being subjected to family and domestic violence;
- the introduction of a statutory 'workplace right' for employees to disconnect currently being debated in the Fair Work Commission;
- increase civil pecuniary penalties that apply to contraventions (including serious contraventions) of certain provisions including those related to wage exploitation by 5 times;
- a new definition of 'employee-like worker' will also be introduced into the Act to cover workers where the work that the person performs is under the services contract is digital platform work; and





“

Looking forward, employers will now have to actively engage with and respond to the realities of the Government's IR laws as they progressively come into effect.

”

- sham contracting: An employer will bear the onus of proving that they reasonably believed that the contract was a contract for services. In determining whether an employer's belief was reasonable, a Court will need to consider the size and nature of the employer, together with other relevant factors such as the employer's skills and experience, the industry in which the employer operates, how long the employer has been operating, the presence (or absence) of dedicated HR specialists or expertise in the enterprise, and whether the employer sought legal or other professional advice about the proper classification of the individual (and whether they followed any such advice).

Looking forward, employers will now have to actively engage with and respond to the realities of the Government's IR laws as they progressively come into effect. Many of these changes are significant, and until tested in a Court or Industrial Tribunal, their application in the workplace will not always be clear. ASIAL expects that, as a result, there will be disputes over the interpretation and application of the changes. We will continue to provide members with timely and accurate advice.

DIRECTOR PROFILES



John Gelle

John has more than 25 years' experience in the security industry. Prior to joining Kastle Systems as General Manager in 2016, John spent 15 years with Honeywell Security and ADI Global Distribution. John has an MBA and an Advanced Diploma of Management. He has served on the ASIAL Board as a Director from 2014-2016, Vice-President from 2017-2021 and President from 2021.



Rachael Saunders

Rachael has more than 30 years of experience in the security industry. She founded National Protective Services in 1988 and was appointed to the ASIAL Board in 2015. Rachael was appointed to the board of the Portable Long Service Leave Authority in 2019.



Kevin McDonald

Kevin has more than 35 years of experience in the electronics and manpower sectors. A Director since 2001, Kevin is committed to the integrity, standards and improvement of the security industry.



Fred Khoury

Fred has 35 years' experience working in the security industry and has been an ASIAL member since 1999. He is personable, and a consummate professional who is highly regarded and respected within the security, retail and services sectors. Fred is passionate in promoting the security industry in order to achieve the recognition and influence it deserves.



Brian Foster

Brian's career in the security industry spans over 50 years, working as a senior manager and director. He has been admitted as a Fellow of the AICD, IML and ASIAL. He has accumulated over 20 years cumulative service as a Director and Vice President of ASIAL.



Tamara Bayly

Tamara has over 20 years' experience in the security industry, including protective services, aviation, electronics and monitoring. She is a member of the Senior Leadership team for Certis Security Australia, General Manager - Head of Compliance and legal counsel. Prior to this, Tamara was a Police Officer in Queensland. She holds a Bachelor of Laws, Graduate Diploma of Legal Practice, Bachelor of Science (Security), Master of Security Management, Diploma of Management, and is a Certified Lead Auditor.



Michael Smith

Michael has 20-plus years' of experience in the security industry. He has worked for both Australian and international, private and public companies in general management and MD roles. Michael is now providing expert advice to small and medium-sized businesses. He has a Bachelor of Commerce, is a CPA and a member of the AICD.



Suzette Po-Williams

Suzette has more than 20 years' experience in the security industry which has included all aspects, from guarding, patrols, risk management, training, consulting and monitoring.

DIRECTORS' OPERATING REPORT

Your board of directors submit this operating report for the year ended 30 June 2024. The names of the company's directors in office during the financial year and until the date of this report are as follows. Directors were in office for this entire period unless otherwise stated. A brief profile of each Director is set out on pages 24 and 25 of this Annual and Financial Report.

Directors

Tamara Bayly	Brian Foster
John Gellel	Mark Guiney *
Fred Khoury	Kevin McDonald
Suzette Po-Williams*	Rachael Saunders
Michael Smith	

* Following board elections in November 2023, Suzette Po-Williams was elected as a director, replacing Mark Guiney.

Key Objectives of the Association

The Association's key strategic priorities are:

- Promoting the industry's role and capabilities
- Raising ethical and professional standards
- Working towards nationally consistent security licensing standards
- Driving industry research and data sharing
- Forging stakeholder collaboration

Strategy for Achieving These Objectives

Through both short and long-term measures, the Association has in place strategies to achieve its strategic priorities.

These include:

- Promoting the industry's role and capabilities;
- Driving industry research;
- Providing advocacy through engagement with regulators, government and industry submissions;
- Raising ethical and professional standards through the development of industry codes of practice, guidelines and contributing to the development of Australian Standards;
- Providing industry representation as a Registered Organisation of Employers under the Fair Work (Registered Organisations) Act 2009;
- Providing member services as an approved security industry association in the ACT, QLD and VIC;
- Delivering our obligations as a cabling registrar under the Australian Communications and Media Authority's Cabling Provider Rules;
- Promoting the use of ASIAL members through consumer awareness campaigns;
- Providing professional development opportunities and industry certification schemes;
- Providing the high level of service to our members through a commitment to continuous improvement;

- Forging stakeholder collaboration;
- Ongoing development of the Association's communications channels to ensure that they best serve the needs of members and the broader community;
- Offering practical and affordable member benefits and services.

Measurement of the Association's Performance

The Association measures performance through member acquisition and retention rates; growth in member subscription and non-subscription revenue; member engagement score; media exposure and profile; and financial performance against budget.

Corporate Structure

The Company is limited by guarantee. The liability of each member in respect of liabilities of the company, as specified in the Constitution, is limited to \$100.

Nature of Operations and Principal Activities

The principal activity of the Company during the financial year was as an Industry Association serving the needs of employers and members within the Australian Security Industry. No significant change in the nature of this activity occurred during the year.

Number of Recorded Members

The number of Members recorded in the Register of Members of the Organisation as at 30 June 2024 for the purposes of section 254 (2) (f) of the Fair Work (Registered Organisations) Act 2009 was 2,690.

Employees

The company employed 12 employees as at 30 June 2024 (2023: 12 employees).

Rights of Members to Resign

In accordance with section 174 of the Fair Work (Registered Organisations) Act 2009, a member may resign from membership of the Organisation by written notice addressed and delivered to the Chief Executive Officer as per rule 11 of the ASIAL Constitution.

Details of Trustee of Superannuation Entities

No member of the Board was:

- i. A trustee of a superannuation entity of an exempt public sector superannuation scheme or
- ii. A director of a company that is a trustee of a superannuation entity or exempt public sector superannuation scheme where the criterion for the member being a trustee or director is that the member is an officer or member of ASIAL.

Operating Results for the Period and Review of Operations

The Association earned a net profit for the year of \$8,161 (2023: \$63,006). The Association's reserves grew to \$5,938,843.

The Association remains committed to its policy of reinvesting surpluses into the maintenance and improvement of services to members, whilst using the balance to maintain appropriate reserves for when they may be needed.

Significant Changes in the State of Affairs

No significant change in the state of affairs of the Company occurred during the financial year.

Significant Events after Balance Date

No significant events have taken place after the balance date.

Likely Developments and Expected Results

Directors have budgeted for a surplus of \$41,299 for the coming year. The Association's consumer awareness campaign will continue through funding from the member marketing fee. The Association has in place a number of ongoing strategic partnerships which will support initiatives aimed at raising standards and compliance among members.

Loans, Grants and Political Donations

No loans, grants or political donations were made during the course of the year.

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings to which the person is a party for the purpose of taking responsibility on behalf of the company for all, or any part of these proceedings.

Indemnification and Insurance of Directors and Officers

During the year, the company has paid a premium in respect of a contract insuring directors and officers against: (a) liability arising from wrongful acts committed in their capacity as directors and officers of the company, but excluding dishonesty, fraud, malicious conduct or wilful breach of duty; and (b) the costs of legal representation in relation to such liabilities. The premium paid was \$8,382.48, which also includes cover for the company in respect of loss it suffers as a result of wrongful, wilful or fraudulent acts of its directors, officers and employees. This contract complies with Section 199B of the *Corporations Act 2001*.

Proceedings on Behalf of the Company

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

Auditors

SDJA continues to act as auditors in accordance with Section 327 of the *Corporations Act 2001*.

Directors' Emoluments and Transactions

No emoluments have been received or are due and receivable by Directors from the company or any related body corporate.

Directors' Meetings

Attendance by each director at board and board committee meetings, held during the period each director held office this year, is shown below. The number of meetings is in brackets.

Directors Attendance at Board Meetings

Tamara Bayly (6/6)	Brian Foster (5/6)
John Gellel (5/6)	Mark Guiney (2/2)
Fred Khoury (6/6)	Kevin McDonald (6/6)
Rachaell Saunders (5/6)	Michael Smith (6/6)
Suzette Po-Williams (4/4)	

Attendance at National Reference Group Meetings

John Gellel (1/1)	Rachaell Saunders (1/1)
Tamara Bayly (1/1)	Jason Brown (0/1)
Rebecca Brown (0/1)	Chris Delaney (1/1)
John Fleming (1/1)	Brian Foster (1/1)
Mark Guiney (0/1)	Jeremy Hopfmuller (0/1)
Peter Johnson (1/1)	Fred Khoury (1/1)
Kevin McDonald (1/1)	Darryl Milling (1/1)
Suzette Po-Williams (1/1)	Michael Smith (1/1)

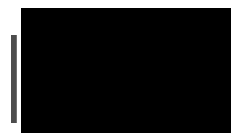
A copy of the auditor's independence declaration, as required under section 307C of the *Corporations Act 2001*, is set out on page 29.

This report is made in accordance with a resolution of the Directors.



John Gellel

Director



Rachaell Saunders

Director

Crows Nest, 4 September 2024

DIRECTORS' DECLARATION

On 4 September 2024 the Directors of Australian Security Industry Association Limited passed the following resolution in relation to the General Purpose Financial Report (GPFR) for the year ended 30 June 2024:

The Directors declare that in their opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards and the Corporations Regulations 2001;
- 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;
- e) the reporting unit does not have any controlled entities and is not required by the Accounting Standards to prepare consolidated financial statements. Therefore, a consolidated entity disclosure statement has not been included as section 295(3A)(a) of the *Corporations Act 2001* does not apply to the reporting unit; and
- f) during the financial year to which the GPFR relates and since the end of that year:
 - i. meetings of the Directors were held in accordance with the rules of the reporting unit concerned; and
 - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the reporting unit concerned; and
 - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - iv. where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act has been provided to the member or General Manager; and
 - v. 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 Directors.

On behalf of the Board



John Gellel

Director

4 September 2024



Rachael Saunders

Director



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West Pennant Hills NSW 2125
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E: info@sdja.com.au
W: www.sdja.com.au

Australian Security Industry Association Limited
Auditor's Independence Declaration under Section 307C of the *Corporations Act 2001* to the Directors
of Australian Security Industry Association Limited
For the Financial Year Ended 30 June 2024

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contravention of any applicable code of professional conduct in relation to the audit.

Yours sincerely,

SDJA



Jonathan Rudman
Director
4 September 2024
Sydney, New South Wales

Liability limited by a scheme approved under Professional Standards Legislation

REPORT REQUIRED UNDER SUBSECTION 255(2A)

For the Financial Year Ended 30 June 2024

The Directors present the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 30 June 2024.

Categories of expenditures	2024	2023
	\$	\$
Remuneration and other employment-related costs and expenses – employees	1,516,740	1,322,736
Advertising	270,371	226,064
Operating costs	1,136,492	1,086,896
Donations to political parties	-	-
Legal costs	4,975	2,956

On behalf of the Board



John Gellel
Director



Rachael Saunders
Director

4 September 2024



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Independent Audit Report to the Members of Australian Security Industry Association Limited For the Financial Year Ended 30 June 2024

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Australian Security Industry Association Limited (the Reporting Unit), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year ended 30 June 2024, the notes to the financial statements, including a summary of material accounting policy information; the directors' declaration and the subsection 255(2A) report.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Australian Security Industry Association Limited as at 30 June 2024, 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) the *Corporations Act 2001*, including:
 - i. giving a true and fair view of the entity's financial position as at 30 June 2024 and of its financial performance for the year ended; and
 - ii. complying with the *Corporations Regulations 2001*.
- c) any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

We declare that management's use of the going concern basis in the preparation of the financial statements of the 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* (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.

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

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

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, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

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

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

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

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

- 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.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

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

We declare that we are an audit firm where at least one member is a registered auditor and an auditor registered under the RO Act.

Registration number (as registered by the General Manager under the RO Act): AA2023/5

A stylized signature of "SDJA" in a handwritten font.

SDJA

Jonathan Rudman

Director

4 September 2024

Sydney, New South Wales

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STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2024

	Notes	2024 \$	2023 \$
Revenue from contracts with customers			
Membership subscriptions	3	1,703,286	1,702,777
Capitation fees and other revenue from another reporting unit	3A	-	-
Levies	3B	-	-
Revenue from recovery of wages activity	3G	-	-
Other operating revenue	3E	1,014,326	861,405
Total revenue from contracts with customers	3	2,717,612	2,564,182
Income for furthering objectives			
Grants or donations	3F	-	-
Income recognised from volunteer services		-	-
Total income for furthering objectives		-	-
Other income			
Investment income	3C	142,687	68,081
Rental revenue	3D	76,440	69,395
Other non-operating income		-	-
Total other income		219,127	137,476
Total income		2,936,739	2,701,658
Expenses			
Expenses directly related to operating activities		(294,573)	(318,631)
Employee expenses	4A	(1,516,740)	(1,322,736)
Capitation fees and other expense to another reporting unit	4B	-	-
Affiliation fees	4C	-	-
Administration expenses	4D	(1,041,040)	(941,929)
Grants or donations	4E	-	-
Depreciation	4F	(31,250)	(31,250)
Legal costs	4G	(4,975)	(2,956)
Audit fees	14	(40,000)	(38,300)
Write-down and impairment of assets	4H	-	17,150
Other expenses	4I	-	-
Total expenses		(2,928,578)	(2,638,652)
Surplus for the year		8,161	63,006
Other comprehensive income		-	-
Total comprehensive income for the year		8,161	63,006

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2024

	Notes	2024 \$	2023 \$
Assets			
Current			
Cash and cash equivalents	5A	3,368,204	3,283,849
Trade and other receivables	5B	526,294	597,207
Other current assets	5C	198,497	120,324
Total current assets		4,092,995	4,001,380
Non-current			
Land and buildings	6A	4,256,250	4,287,500
Plant and equipment	6B	-	-
Total non-current assets		4,256,250	4,287,500
Total assets		8,349,245	8,288,880
Liabilities			
Current			
Trade payables	7A	166,737	88,812
Other payables	7B	1,815,771	1,824,054
Employee provisions	8A	306,503	287,629
Total current liabilities		2,289,011	2,200,495
Non-current			
Other payables	7B	99,757	132,070
Employee provisions	8A	21,634	25,633
Total non-current liabilities		121,391	157,703
Total liabilities		2,410,402	2,358,198
Net assets		5,938,843	5,930,682
Equity			
Property revaluation reserve	9A	2,197,408	2,197,408
Retained earnings		3,741,435	3,733,274
Total equity		5,938,843	5,930,682

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2024

Notes	Property Revaluation Reserve \$	Accumulated Funds \$	Total Equity \$
Balance at 1 July 2022	2,197,408	3,670,268	5,867,676
Profit for the year	-	63,006	63,006
Other comprehensive income	-	-	-
Total comprehensive income	-	63,006	63,006
Balance at 30 June 2023	2,197,408	3,733,274	5,930,682
Balance at 1 July 2023	2,197,408	3,733,274	5,930,682
Profit for the year	-	8,161	8,161
Other comprehensive income	-	-	-
Total comprehensive income	-	8,161	8,161
Balance at 30 June 2024	2,197,408	3,741,435	5,938,843

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2024

	Notes	2024	2023 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from members and others		3,021,276	2,751,775
Grants received		-	-
Receipt from other reporting units/controlled entities	10B	-	-
Cash used			
Payments to suppliers and employees		(3,156,048)	(2,820,024)
Payment to other reporting units/controlled entities	10B	-	-
Net cash used in operating activities	10A	(134,772)	(68,249)
INVESTING ACTIVITIES			
Cash received			
Interest received		142,687	68,081
Rental income received		76,440	69,395
Cash used			
Payments for plant and equipment	6B	-	-
Net cash provided by investing activities		219,127	137,476
FINANCING ACTIVITIES			
Net cash provided by financing activities		-	-
Net change in cash and cash equivalents		84,355	69,227
Cash and cash equivalents at beginning of financial year		3,283,849	3,214,622
Cash and cash equivalents at end of the financial year	5A	3,368,204	3,283,849

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

Note 1 Summary of material 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, the *Corporations Act 2001* and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Australian Security Industry Association Limited is a not-for-profit entity.

The financial statements are presented in Australian dollars.

1.2 Material accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period:

- Land and buildings – refer to note 1.6

1.3 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

Any new and revised standards that became effective for the first time in the current financial year have been adopted. No accounting standard has been adopted earlier than the application date stated in the standard.

The accounting policies adopted are consistent with those of the previous financial year except for the following standards and amendments, which have been adopted for the first time this financial year:

- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*. Application of these amendments are discussed further below.

Impact on application of AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

This standard amends:

- AASB 7 *Financial Instruments: Disclosures*, to clarify that information about measurement bases for financial instruments is expected to be material to an entity's financial statements;
- AASB 101 *Presentation of Financial Statements*, to require entities to disclose their material accounting policy information rather than their significant accounting policies;

- AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*, to clarify how entities should distinguish changes in accounting policies and changes in accounting estimates;
- AASB 134 *Interim Financial Reporting* to identify material accounting policy information as a component of a complete set of financial statements; and
- AASB Practice Statement 2, to provide guidance on how to apply the concept of materiality to accounting policy disclosures.

Disclosure of Accounting Policies

Effective for annual periods starting on or after 1 January 2023, AASB 101 *Presentation of Financial Statements* (AASB 101) has been amended to replace the requirement for entities to disclose their 'significant accounting policies' with a requirement to disclose 'material accounting policy information' (AASB 101.117). The explicit requirement to disclose measurement bases has also been removed.

The amendments to AASB 101 have had an impact on the reporting unit's disclosures of accounting policies, but not on the measurement, recognition or presentation of any items in the reporting unit's financial statements.

No other amendments are expected to have a material impact on the financial statements of the Reporting Unit.

Future Australian Accounting Standards Requirements

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 include:

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

This Standard amends AASB 101 *Presentation of Financial Statements* to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. For example, the amendments clarify that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period. This Standard applies to annual reporting periods beginning on or after 1 January 2024. Earlier application is permitted.

During the financial year ended 30 June 2024, the reporting unit performed a preliminary assessment of AASB 2020-1. The Committee of Management is currently assessing the impact such standards will have on the reporting unit and will not be early adopting AASB 2020-1 for the financial year ended 30 June 2024.

Notes to the Financial Statements

1.4 Revenue

Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the entity expects to receive in exchange for those goods or services.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

1.5 Lease

Right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

	2024	2023
Buildings	3 years	3 years

1.6 Land, Buildings, Plant and Equipment

Depreciation

The depreciable amount of all fixed assets is depreciated over the asset's useful life to the entity commencing from the time the asset is held ready for use.

The depreciation rates applying to each class of depreciable asset are:

	2024	2023
Buildings – straight-line basis	2.5%	2.5%
Plant and equipment – straight-line basis	10-25%	10-25%

1.7 Taxation

The entity is exempt from income tax under section 50.1 of the *Income Tax Assessment Act 1997* however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

1.8 Fair value measurement

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

1.9 Acquisition of assets and or liabilities that do not constitute a business combination

The entity 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 the organisation, a determination or revocation by the General Manager of the Fair Work Commission under subsections 245(1) or 249(1) of the RO Act.

Note 2 Going concern

The entity is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

The entity has not agreed to provide financial support to another reporting unit to ensure they can continue on a going concern basis.

Note 3 Income

Disaggregation of revenue from contracts with customers

A disaggregation of the reporting unit's revenue by type of arrangement is provided on the face of the Statement of Profit or Loss and Other Comprehensive Income. The table below also sets out a disaggregation of revenue by type of customer:

	2024	2023
	\$	\$
Type of customer		
Members	1,703,286	1,702,777
Other reporting units	-	-
Other parties	1,014,326	861,405
Total revenue from contracts with customers	2,717,612	2,564,182
3A. Capitation fees and other revenue from another reporting unit		
Capitation fees	-	-
Other revenue from another reporting unit	-	-
	-	-
3B. Levies		
Compulsory or voluntary levies or appeals	-	-
	-	-
3C. Investment income		
Interest on deposits	142,687	68,081
	142,687	68,081
3D. Rental revenue		
Properties	76,440	69,395
	76,440	69,395
3E. Other operating revenue		
	2024	2023
	\$	\$
Cabling providers	182,476	182,895
Events, exhibitions and sponsorships	267,110	266,449
Marketing and partnerships	308,173	201,611
Other operating revenue	256,567	210,450
	1,014,326	861,405

Notes to the Financial Statements

	2024	2023
	\$	\$
3F. Grants or donations		
Donations	-	-
	-	-

3G. Revenue from recovery of wages activity		
Amounts recovered from employers in respect of wages	-	-
Interest received on recovered money	-	-
	-	-

Note 4 Expenses

4A. Employee expenses

Holders of office

Holders of office - wages and salaries	233,830	228,670
Holders of office - superannuation	25,721	24,010
Holders of office - leave and other entitlements	12,016	12,168
Holders of office - separation and redundancies	-	-
Holders of office - other expenses	-	-
Subtotal employee expenses holders of office	271,567	264,848

Employees other than office holders

Employees - wages and salaries	1,057,264	866,594
Employees - superannuation	115,726	91,790
Employees - leave and other entitlements	2,859	36,109
Employees - separation and redundancies	-	-
Employees - other expenses	69,325	63,395
Subtotal employee expenses employees other than office holders	1,245,174	1,057,888

Total employee expenses	1,516,741	1,322,736
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4B. Capitation fees and other expense to another reporting unit

	2024	2023
	\$	\$
Capitation fees	-	-
Other expenses from another reporting unit	-	-
	-	-

4C. Affiliation fees

Affiliation fees/subscriptions	-	-
	-	-

4D. Administration expenses

	2024	2023
	\$	\$
Total paid to employers for payroll deductions of membership subscriptions	-	-
Compulsory levies	-	-
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	1,859	2,727
Contractors/consultants	133,361	133,643
Marketing	270,371	226,064
Office expenses	124,364	112,239
Information communications technology	226,200	175,208
Other	284,885	292,048
	1,041,040	941,929

4E. Grants or donations

Grants:		
Total expensed that were \$1,000 or less	-	-
Total expensed that exceeded \$1,000	-	-
Donations:		
Total expensed that were \$1,000 or less	-	-
Total expensed that exceeded \$1,000	-	-
	-	-

Notes to the Financial Statements

4F. Depreciation

	2024	2023
	\$	\$
Depreciation		
Land buildings	31,250	31,250
Plant and equipment	-	-
Total depreciation	31,250	31,250

4G. Legal costs

Litigation	-	-
Other legal costs	4,975	2,956
	4,975	2,956

4H: Write-down and impairment of assets

Asset write-downs and impairments of:		
Trade receivables	-	(17,150)
Total write-down and impairment of assets	-	(17,150)

4I. Other expenses

Penalties - via RO Act or the Fair Work Act 2009	-	-
	-	-

Note 5 Current Assets

5A. Cash and cash equivalents

	2024	2023
	\$	\$
Cash at bank	480,611	511,606
Short-term deposits	2,887,593	2,772,243
	3,368,204	3,283,849

\$7,346 (2023: \$7,302) of the short-term bank deposits are bonds paid to the company by tenants.

5B. Trade and other receivables

Current		
Receivables from other reporting units	-	-
Less allowance for expected credit losses	-	-
Receivable from other reporting units	-	-
Receivables from non-reporting units	526,294	597,207
Less allowance for expected credit losses	-	-
Receivable from non-reporting units	526,294	597,207
	526,294	597,207
Total trade and other receivables (net)	526,294	597,207

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

At 1 July	-	(17,150)
Provision for expected credit losses	-	17,150
Write-off	-	-
At 30 June	-	-

5C. Other current assets

Prepayments	198,497	120,324
	198,497	120,324

Notes to the Financial Statements

Note 6 Non-current Assets

6A. Land and buildings

	2024	2023
	\$	\$
Freehold land and building at revaluation	4,350,000	4,350,000
Freehold land and building accumulated depreciation	(93,750)	(62,500)
	4,256,250	4,287,500

Reconciliation of opening and closing balances of land and buildings

Balance as at start of year	4,287,500	4,318,750
Additions	-	-
Revaluations	-	-
Disposals	-	-
Depreciation	(31,250)	(31,250)
Balance as at end of year	4,256,250	4,287,500

The revalued land and buildings is the principal place of business at 41 Hume Street, Crows Nest, NSW, 2065. Management determined that these constitute one class of asset under AASB 13, based on the nature, characteristics and risks of the property.

Fair value of the properties was determined by using market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. As at the date of revaluation, 30 June 2021, the property's fair value is based on valuation performed by AON Valuation Services, an accredited independent valuer.

6B. Plant and equipment

Office equipment, furniture and fittings at cost	-	-
Office equipment, furniture and fittings accumulated depreciation	-	-
	-	-

Reconciliation of opening and closing balances of office equipment furniture and fittings

Balance as at start of year	-	-
Additions	-	-
Disposals	-	-
Depreciation	-	-
Balance as at end of year	-	-

Note 7 Current Liabilities

7A. Trade payables

	2024	2023
	\$	\$
Trade creditors and accruals	166,737	88,812
Payables to other reporting units	-	-
	166,737	88,812

Settlement is usually made within 30 days.

7B. Other payables

	2024	2023
	\$	\$
Payable to employers for making payroll deductions of membership subscriptions	-	-
Legal costs	-	-
Prepayments received/unearned revenue	1,829,160	1,868,170
Net GST payable	61,734	63,320
Centre for compliance fund	17,577	17,577
Other current payables	7,057	7,057
Total other payables	1,915,528	1,956,124
Total other payables are expected to be settled in:		
No more than 12 months	1,815,771	1,824,054
More than 12 months	99,757	132,070
Total other payables	1,915,528	1,956,124

Notes to the Financial Statements

Note 8 Provisions

8A. Employee provisions

	2024	2023
	\$	\$
Office Holders:		
Annual leave	38,283	31,246
Long service leave	109,830	104,851
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions – office holders	148,113	136,097
Employees other than office holders:		
Annual leave	71,663	69,153
Long service leave	108,361	108,012
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions – employees other than office holders	180,024	177,165
Total employee provisions – office holders and employees	328,137	313,262
Current employee provisions	306,503	287,629
Non current employee provisions	21,634	25,633
Total employee provisions – office holders and employees	328,137	313,262

Note 9 Equity

9A. Property revaluation reserve

	2024	2023
	\$	\$
Balance as at start of year	2,197,408	2,197,408
Transferred to reserve	-	-
Transferred out of reserve	-	-
Other comprehensive income	-	-
Balance as at end of year	2,197,408	2,197,408

9B. Equity – other specific disclosures – funds

Compulsory levy/voluntary contribution fund – if invested in assets	-	-
Other funds required by rules		
Balance as at start of year	-	-
Transferred to reserve	-	-
Transferred out of reserve	-	-
Balance as at end of year	-	-

9C. Share capital

There are no issued shares. The company is limited by guarantee. The liability of each member in respect of liabilities of the company is limited to \$100.

Notes to the Financial Statements

Note 10 Cash Flow

10A. Cash Flow Reconciliation

Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement:

	2024	2023
	\$	\$
Cash and cash equivalents as per:		
Cash flow statement	3,368,204	3,283,849
Balance sheet	3,368,204	3,283,849
Difference	-	-
Reconciliation of profit to net cash from operating activities:		
Surplus for the year	8,161	63,006
Adjustments for non-cash/non-operating items:		
Depreciation/amortisation	31,250	31,250
Interest received	(142,687)	(68,081)
Rental income	(76,440)	(69,395)
Changes in assets/liabilities		
Decrease/(increase) in net receivables	70,913	(73,754)
(Increase)/decrease in other assets	(78,173)	4,989
Increase in trade payables	77,925	5,389
Decrease in other payables	(40,596)	(9,930)
Increase in employee provisions	14,875	48,277
Net cash used in operating activities	(134,772)	(68,249)

10B. Cash Flow Information

Receipts from/payments to other reporting units/controlled entities

Cash inflows:	-	-
Total cash inflows	-	-
Cash outflows:	-	-
Total cash outflows	-	-

Note 11 Related Party Disclosures

11A. Related party transactions for the reporting period

The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	2024	2023
	\$	\$
Amounts received from related parties includes the following:	-	-
Expenses paid to related parties include the following:	-	-
Amounts owed by related parties include the following:	-	-
Amounts owed to related parties include the following:	-	-
Loans from/to related parties include the following:	-	-
Assets transferred from/to related parties include the following:	-	-

11B. Key Management Personnel Remuneration for the Reporting Period

Short-term employee benefits

Salary (including annual leave taken)	791,999	639,025
Annual leave accrued	11,900	13,971
Performance bonus	-	-
Total short-term employee benefits	803,899	652,996

Post-employment benefits:

Superannuation	87,036	67,029
Total post-employment benefits	87,036	67,029

Other long-term benefits:

Long-service leave	12,186	19,515
Total other long-term benefits	12,186	19,515

Termination benefits

Termination benefits	-	-
Total	903,121	739,540

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

	2024	2023
	\$	\$
Loans to/from key management personnel	-	-
Other transactions with key management personnel	-	-

Notes to the Financial Statements

Note 12 Financial Instruments

12A. Categories of Financial Instruments

Financial Assets

	2024	2023
	\$	\$
Cash and bank balances:		
Cash at bank	480,611	511,606
Total cash and bank balances	480,611	511,606
At amortised cost:		
Short term deposits	2,887,593	2,772,243
Trade receivables	526,294	597,207
Total amortised cost	3,413,887	3,369,450
Carrying amount of financial assets	3,894,498	3,881,056
Financial Liabilities		
Other financial liabilities:		
Trade creditors and accruals	166,737	88,812
Net GST payable	61,734	63,320
Other current payables	7,057	7,057
Employee provisions	328,137	313,262
Total other financial liabilities	563,665	472,451
Carrying amount of financial liabilities	563,665	472,451

12B. Net Income and Expense from Financial Assets

	2024	2023
	\$	\$
At amortised cost:		
Interest revenue	142,687	68,081
Bank charges and merchant fees	(609)	(1,035)
Net gain from financial assets at amortised cost	142,078	67,046
Net gain from financial assets	142,078	67,046

12C. Net Income and Expense from Financial Liabilities

	2024	2023
	\$	\$
Net gain from financial liabilities	-	-

12D. Credit Risk

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

Financial assets

Cash and cash balances	480,611	511,606
Financial assets at amortised cost	3,413,887	3,369,450
	3,894,498	3,881,056

Financial liabilities

Trade payables	166,737	88,812
Net GST payable	61,734	63,320
Other current payables	7,057	7,057
Employee provisions	328,137	313,262
	563,665	472,451

In relation to the entity's gross credit risk the following collateral is held: nil.

Credit quality of financial instruments not past due or individually determined as impaired

No financial asset, individually, was past its due date and there were no other recoverability issues identified. Therefore, no financial asset was assessed as being impaired.

12E. Liquidity Risk

The entity does not have any financial liabilities that are subject to contractual maturities.

12F. Market Risk

Interest rate risk

The entity earns interest on the cash transaction accounts as well as short-term deposits. Interest rates on the transactions accounts are minimal, while the interest rate on short-term deposits are fixed at the beginning of the term. The entity earned an average of 4.6% on short-term deposit accounts held during the year. Accounts receivable and accounts payable do not attract any interest.

Price risk

The entity does not hold any financial assets nor liabilities that are sensitive to price risk.

12G. Asset pledged/or held as collateral

The entity does not have any assets pledged nor held as collateral.

12H. Changes in liabilities arising from financing activities

The entity does not have any liabilities arising from financing activities.

Notes to the Financial Statements

13 Fair Value Measurement

13A. Financial Assets and Liabilities

Management of the reporting unit assessed that cash, trade receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short term maturities of these instruments. See Note 12A for a list of these financial assets and liabilities.

13B. Financial and Non-financial Assets and Liabilities Fair Value Hierarchy

The following tables provide an analysis of financial and non-financial assets and liabilities that are measured at fair value, by fair value hierarchy.

Fair value hierarchy – 30 June 2024

	Date of valuation	Level 1	Level 2	Level 3
Assets measured at fair value		\$	\$	\$
Land and buildings	30-Jun-24	-	4,256,250	-
Total		-	4,256,250	-
Liabilities measured at fair value	30-Jun-24	-	-	-
Total		-	-	-

13B. Financial and Non-financial Assets and Liabilities Fair Value Hierarchy (continued)

Fair value hierarchy – 30 June 2023

	Date of valuation	Level 1	Level 2	Level 3
Assets measured at fair value		\$	\$	\$
Land and buildings	30-Jun-23	-	4,287,500	-
Total		-	4,287,500	-
Liabilities measured at fair value	30-Jun-23	-	-	-
Total		-	-	-

Note 14 Remuneration of auditor

Value of the services provided

Financial statement audit services	32,400	31,000
Assistance with financial statement preparation	3,800	3,650
Other review engagements	3,800	3,650
Total remuneration of auditors	40,000	38,300

Note 15 Contingent Liabilities, Assets and Commitments

Note 15A: Commitments and contingencies

Operating lease commitments—as lessor

As at 30 June 2024, the reporting unit had two leases for commercial office spaces. The agreements were as follows:

- Part of Ground Floor, 41 Hume Street, Crows Nest, NSW, 2065. The 1-year lease commenced on 15 July 2024, with an option for an additional year. A rent-free period of 2 weeks will be provided if the option to renew is taken. Fixed reviews of 4% annually on the anniversary date of the lease were applicable.
- Part of Level 1, 41 Hume Street, Crows Nest, NSW, 2065, which currently has no formal agreement and is being leased on a month-to-month basis.

Operating lease commitments—as lessor (continued)

Future minimum rentals receivable under non-cancellable operating leases as at 30 June are:

	2024	2023
	\$	\$
Within one year	28,427	27,519
After one year but not more than two years	–	–
After two years but not more than three years	–	–
After three years but not more than four years	–	–
After four years but not more than five years	–	–
After five years	–	–
	28,427	27,519

The reporting unit had no other commitments nor contingent assets/liabilities for the year ended 30 June 2024.

Note 16 Administration of financial affairs by a third party

The reporting unit did not have another entity administer the financial affairs of the reporting unit for the year ended 30 June 2024 (2023: None).

Note 17 Payments to former related parties

The reporting unit did not make a payment to a former related party of the reporting unit during the year ended 30 June 2024 (2023: None).

Note 18 Events after the reporting period

There were no events that occurred after 30 June 2024, and/or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the reporting unit.

Note 19 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 the General Manager:

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

ASIAL CODE OF PROFESSIONAL CONDUCT

- 1** For the purposes of ASIAL's Code of Professional Conduct (the Code), Members shall include, as applicable, any of their employees and contractors.
- 2** Members shall conduct their activities in a professional and competent manner with respect for the public interest, maintaining the privacy and confidentiality in their dealings, and shall at all times act with integrity in dealing with clients, employees or sub-contractors, past and present, with their fellow Members and with the general public. The objective of the Code is for Members to adopt best practice industry standards.
- 3** Members shall not intentionally disseminate false or misleading information, whether written, spoken or implied, nor engage in false, misleading or deceptive conduct or otherwise bring the security industry into disrepute. Members have a duty to maintain truth, accuracy and good taste in advertising and sales promotion.
- 4** Members shall not represent conflicting or competing interests except with the express consent of those concerned given only after full disclosure of the facts to all interested parties.
- 5** Members shall refrain from knowingly associating with any enterprise, which uses improper or illegal methods for obtaining business.
- 6** Members shall not intentionally injure the professional reputation or practice of another Member.
- 7** Members shall comply with all applicable State and Federal legislation covering security providers and in particular statutory obligations, including but not limited to matters relating to consumer laws, occupational health and safety and workplace relations laws.
- 8** ASIAL is to be informed when the Member's attention has been drawn to any breach by that Member of the Code.
- 9** Members shall help to improve the body of knowledge of the profession by exchanging information and experience with fellow Members, participating in industry related programs designed to raise the standard of service delivery, and by applying their special skill and training for the benefit of others.
- 10** Members shall refrain from using their relationship with the Association in such a manner as to state or imply an official accreditation or approval beyond the scope of membership of the Association and its aims, rules and policies.
- 11** Members shall cooperate with fellow Members in upholding and enforcing the ASIAL Code of Professional Conduct.
- 12** Members shall have in place procedures to deal appropriately and promptly with complaints about the provision of its services and actively engage in the resolution of complaints raised via ASIAL's Dispute Resolution Policy and Procedure.
- 13** Members shall maintain appropriate and accurate records in accordance with all relevant statutory requirements.
- 14** Where an alleged breach of this Code is appropriately brought to the attention of ASIAL, then ASIAL will in the first instance raise this matter in writing with the Member. ASIAL will provide the Member with the opportunity to take remedial action, if that is appropriate under the circumstances, or where remedial action should have been but has not been carried out by the Member, then ASIAL is to inform the Member that it will take the appropriate disciplinary action by way of a show cause notice why their membership should not now be cancelled.

<p>ADVOCACY, LOBBYING AND REPRESENTATION</p> <p>Through ASIAL's leadership and advocacy, the base for nationally consistent regulatory standards is being promoted to reduce red tape and raise professional standards.</p> <p>BENEFIT No.</p> <p>01</p>	<p>ALARM MONITORING, GRADING & CERTIFICATION SCHEMES</p> <p>ASIAL operates a well-respected grading scheme for alarm monitoring centres, as well as a supplementary certification for graded centres that are supported at a separate location, redundant to the main centre.</p> <p>BENEFIT No.</p> <p>02</p>	<p>AON INSURANCE MEMBER OFFER</p> <p>AON provides insurance cover tailored specifically for your business and has partnered with ASIAL for over 20 years. ASIAL members also benefit by receiving more inclusions than offered by AON's competitors.</p> <p>BENEFIT No.</p> <p>03</p>	<p>APPROVED SECURITY INDUSTRY ASSOCIATION</p> <p>ASIAL is an approved security industry association under security legislation in ACT, QLD and VIC.</p> <p>BENEFIT No.</p> <p>04</p>	<p>ASIAL ANNUAL INDUSTRY CONFERENCE</p> <p>For over 35 years, the 2-day ASIAL Security Conference has shared expert knowledge and insights. ASIAL members benefit from advanced notification and discounted member exhibitor and conference rates.</p> <p>BENEFIT No.</p> <p>05</p>
<p>ASIAL CODE OF PROFESSIONAL CONDUCT</p> <p>The ASIAL Code of Conduct outlines principles and standards for members in the Australian security industry, promoting ethical conduct, professionalism and compliance.</p> <p>BENEFIT No.</p> <p>06</p>	<p>AUSTRALIAN BASED MEMBERSHIP SUPPORT TEAM</p> <p>ASIAL's Australian-based experienced membership team provides personalised support and industry expertise. They are committed to your success and available 9-5pm, 5 days a week.</p> <p>BENEFIT No.</p> <p>07</p>	<p>AUSTRALIANSUPER MEMBER OFFER</p> <p>ASIAL strategic partner Australiansuper (Australia's largest superannuation fund) provides members access to a super fund offering low fees, a history of strong long-term performance, and a range of investment options, plus a free fund comparison report.</p> <p>BENEFIT No.</p> <p>08</p>	<p>AUSTRALIAN TENDERS MEMBER DISCOUNT</p> <p>Australian Tenders offers ASIAL members a 25% discount on the cost of their subscription services.</p> <p>BENEFIT No.</p> <p>09</p>	<p>BUSINESS TEMPLATES AND TOOLKITS</p> <p>ASIAL's free business templates and toolkits empower members with valuable resources, enhancing operational efficiency, compliance, and risk management, ultimately contributing to their success in the security industry.</p> <p>BENEFIT No.</p> <p>10</p>
<p>CABLING REGISTRY SERVICE</p> <p>ASIAL is an accredited registry by the Australian Communications and Media Authority (ACMA). Over 6,500 cabling chose ASIAL and value the dedicated Australian support team available to them 9-5pm, 5 days a week.</p> <p>BENEFIT No.</p> <p>11</p>	<p>CAREERS PORTAL WITH INSPIRATIONAL VIDEOS AND 31 FACT FILES</p> <p>Launched in August 2023 to promote career opportunities and pathways in the security industry, the ASIAL Careers Portal features 31 informative fact files, videos and case studies.</p> <p>BENEFIT No.</p> <p>12</p>	<p>CODES OF PRACTICE/ GUIDELINES</p> <p>The ASIAL Codes of Practice set ethical standards and best practices, covering areas like subcontracting, mobile patrols, cash in transit, identification, harassment and ethical use of automated facial recognition.</p> <p>BENEFIT No.</p> <p>13</p>	<p>COMPLIANCE AND REGULATORY ADVICE, GUIDELINES AND SUPPORT</p> <p>Among the FREE services available include: Compliance Support, Regulatory Updates, Legislative Support, Advocacy and Representation, Codes and Business Practices.</p> <p>BENEFIT No.</p> <p>14</p>	<p>CONSUMER AWARENESS CAMPAIGNS</p> <p>ASIAL's consumer awareness campaigns comprise educational materials, national print and digital articles and advertisements, social media outreach and in-person presentations to inform and empower consumers about the private security industry.</p> <p>BENEFIT No.</p> <p>15</p>
<p>CONTINUING PROFESSIONAL DEVELOPMENT (CPD) PROGRAM</p> <p>ASIAL operates a continuing professional development (CPD) program for members in the Australian Security Act 2004, Section 29 (3). A member of the Individual Professional Recognition Program must complete 12 points annually.</p> <p>BENEFIT No.</p> <p>16</p>	<p>CORPORATE RECOGNITION PROGRAM</p> <p>ASIAL's corporate recognition program is a prestigious initiative. It honours companies for their commitment to high standards, innovation in the industry and continuous membership. Categories include Bronze, Silver, Gold and Platinum.</p> <p>BENEFIT No.</p> <p>17</p>	<p>CYBER SECURITY</p> <p>Provide information, articles, presentations and access to resources to guide members in business their cyber resilience and preparedness.</p> <p>BENEFIT No.</p> <p>18</p>	<p>DELL MEMBER OFFER</p> <p>Through ASIAL's partnership with Dell Technologies, ASIAL members can access a range of discounts on selected technology products. These include up to 10% discount on laptops, desktops, monitors, accessories and also business support.</p> <p>BENEFIT No.</p> <p>19</p>	<p>DIGITAL CABLING REGISTRATION CARD</p> <p>In a first for ASIAL, registered cabling and technicians can now use the digital card to access the ASIAL Register Card is available to download to smartphones through the ASIAL app. It is available on both iOS and Android app stores.</p> <p>BENEFIT No.</p> <p>20</p>
<p>E-LEARNING ONLINE AND VIDEO COURSES</p> <p>The ASIAL e-learning platform provides a range of 200+ affordable, short, online and video courses designed to complement our professional training activities.</p> <p>BENEFIT No.</p> <p>21</p>	<p>ELECTRONICS SPECIAL INTEREST GROUP</p> <p>The Electronics Special Interest Group (SIG) facilitates collaboration, knowledge-sharing and networking among invited members to ensure the association remains at the cutting edge of key issues in the sector.</p> <p>BENEFIT No.</p> <p>22</p>	<p>ASIAL GO APP</p> <p>The ASIAL GO App available exclusively to ASIAL members provides access to everything ASIAL 24/7, giving you active membership in the palm of your hand!</p> <p>BENEFIT No.</p> <p>23</p>	<p>GUARDHOUSE MEMBER OFFER</p> <p>Guardhouse is an end-to-end workforce management system custom built for Australian Security companies. ASIAL members are offered a discounted rate.</p> <p>BENEFIT No.</p> <p>24</p>	<p>INDUSTRIAL (WORKPLACE) RELATIONS SPECIALIST ADVICE</p> <p>As a Federally Registered Employer Organisation under the Fair Work Registered Organisations Act 2009, ASIAL provides valuable representation for members on a wide range of workplace relations issues.</p> <p>BENEFIT No.</p> <p>25</p>
<p>SECURITY INDUSTRY BREAKFAST BRIEFINGS</p> <p>Each year, ASIAL offers members the opportunity to join them at one of the 17 in person Security Industry Breakfast Briefings held in all States (excluding NT). A fantastic networking opportunity.</p> <p>BENEFIT No.</p> <p>26</p>	<p>INDUSTRY NEWS AND INFORMATION</p> <p>ASIAL news platforms include social media, websites, events, publications, trade shows, articles for trade press, fortnightly newsletters (First Alert, Cabling Alert, Security Update) and member bulletins with breaking news as it happens.</p> <p>BENEFIT No.</p> <p>27</p>	<p>INDUSTRY RESEARCH & REPORTS</p> <p>Funding of industry research and key reports (e.g. Annual Security Industry Report) to ensure members are kept informed about key trends and issues.</p> <p>BENEFIT No.</p> <p>28</p>	<p>INTERNATIONAL SECURITY OFFICERS' DAY (ISOD)</p> <p>International Security Officers' Day on 26th July each year recognises the dedication and contributions of security professionals. ASIAL promotes this event in all markets, with a media activity to raise awareness with consumers.</p> <p>BENEFIT No.</p> <p>29</p>	<p>SECURITY AND CONFERENCE INDUSTRY EXPO</p> <p>In partnership with Diversified Communications this is THE industry annual event of the year and comprises a 3 day exhibition, 2 day conference and a gala dinner. ASIAL members are offered discounts on the price of a stand and tickets.</p> <p>BENEFIT No.</p> <p>30</p>
<p>SECURITY INDUSTRY AWARDS</p> <p>Organised by ASIAL, the annual Australian Security Industry Awards for Excellence includes the Outstanding Security Performance Awards (the OSPAs) and Australian Security Medal Awards to bring the industry together to celebrate excellence.</p> <p>BENEFIT No.</p> <p>31</p>	<p>SECURITY INSIDER PODCASTS</p> <p>The ASIAL Security Insider Podcast Series features the expert security commentary and industry to help gain key insights on specific topics with guest speakers and discussions. Over 1100 FREE episodes and counting to choose from.</p> <p>BENEFIT No.</p> <p>32</p>	<p>SECURITY INSIDER QUARTERLY MAGAZINE</p> <p>For over 30 years, the magazine has been a trusted source of reliable information for the industry. Available in print or digital formats.</p> <p>BENEFIT No.</p> <p>33</p>	<p>SECURITY TECHNICIAN CERTIFICATION (STC TRAINING)</p> <p>The Security Technician Certification program is a national recognition program initiated by ASIAL and includes Level 1: Certified Security Technician (CST).</p> <p>BENEFIT No.</p> <p>34</p>	<p>SIMPRO MEMBER OFFER</p> <p>SIMPRO is a leading operations management solution for service, maintenance and project contractors. ASIAL members are eligible to receive a 20% discount on initial implementation costs of SIMPRO.</p> <p>BENEFIT No.</p> <p>35</p>
<p>SPECIAL INTEREST GROUPS</p> <p>Special Interest Groups (SIG) facilitate collaboration, knowledge-sharing and networking among invited members who have expertise in the cutting edge of key issues in the sector.</p> <p>BENEFIT No.</p> <p>36</p>	<p>SPECIALIST PUBLICATIONS FROM LIGHT TO INTELLIGENT PIXELS</p> <p>ASIAL commissioned CCTV expert Vlado Damjanovski to prepare a new reference manual on IP video surveillance systems and CCTV technology. Available in print or digital formats with discounts for members from our website shop.</p> <p>BENEFIT No.</p> <p>37</p>	<p>STANDARDS AUSTRALIA</p> <p>ASIAL collaborates with Standards Australia to shape and uphold industry standards in the Australian security sector, ensuring adherence to best practices and promoting excellence in security services.</p> <p>BENEFIT No.</p> <p>38</p>	<p>SAFE WORKPLACE MANAGEMENT SYSTEM (SWMS)</p> <p>ASIAL partnered with IntraTech to configure a robust, automated SWMS solution designed specifically for the security sector and front-line staff.</p> <p>BENEFIT No.</p> <p>39</p>	<p>USE OF ASIAL MEMBER LOGO - THE MARK OF DISTINCTION</p> <p>Displaying the ASIAL logo serves as a powerful tool to help build customer credibility and trust. Digital and physical logos are available free to all corporate members only.</p> <p>BENEFIT No.</p> <p>40</p>