



28 January 2025

Professor Carolyn Evans
President
Australian Higher Education Industrial Association

Sent via email: aheia@aheia.edu.au

CC: mforbes@mcdb.com.au

Dear Professor Carolyn Evans

**Australian Higher Education Industrial Association
Financial Report for the year ended 30 June 2024 – FR2024/194**

I acknowledge receipt of the financial report for the year ended 30 June 2024 for the Australian Higher Education Industrial Association (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 22 November 2024.

The financial report has now been filed. 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 matters have been addressed prior to filing next year's report.

1. Non-compliance with previous requests

While we filed last year's financial report, we raised certain issues for the reporting unit to address in the preparation of future financial reports. I note that the same errors have appeared in the current report, namely incorrect legislative references and nil reporting guideline activities not disclosed.

The Fair Work Commission aims to assist reporting units comply with their obligations under the RO Act and reporting guidelines by providing advice about the errors identified in financial reports.

Failure to address these issues may lead to the General Manager of the Fair Work Commission exercising his powers under section 330 of the RO Act.

2. General Purpose Financial Report (GPFR)

Incorrect legislative references

The Commission has been the regulator for registered organisations since 6 March 2023. All references to the Registered Organisations Commission and Commissioner of the Registered Organisations Commission must be changed to the Fair Work Commission and General Manager of the Fair Work Commission.

I note that item e (iv) of the Committee of Management Statement and Note 24 to the General Purpose Financial Report both refer to Commissioner instead of General Manager.

Reporting guideline activities – not disclosed

Item 20 of the reporting guidelines states that if any of the activities identified within items 9 – 19 of the reporting guidelines have not occurred in the reporting period, a statement to this effect must be included either in the financial statements, the notes or in the officer's declaration statement.

The general purpose financial report contained nil activity information for all prescribed reporting guideline categories except the following:

- Item 13(e)(iii) – pay a donation that was \$1,000 or less
- Item 13(e)(iv) – pay a donation that exceeded \$1,000
- Item 13(f) (i) – pay wages and salaries to holders of office
- Item 13(f) (ii) – pay superannuation to holders of office
- Item 13(f) (iii) – pay leave and other entitlements to holders of office
- Item 13(f) (iv) – pay separation and redundancy to holders of office
- Item 13(f) (v) – pay other employee expense to holders offices
- Item 13(g) (iv)- pay separation and redundancy to employees (other than holders of offices)
- Item 13(g) (v)- pay other employee expenses to employees (other than holders of offices)
- Item 13(h) – pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- Item 13(i) – incur expenses due to holding a meeting as required under the rules of the organisation
- Item 13(j)(ii) – pay legal costs relating to other legal matters
- Item 15(b)(ii) - have a payable in respect of legal costs relating to other legal matters
- Item 15(c)(iii) – have a provision in respect of separation and redundancy for holders of offices
- Item 15(c)(iv) – have a provision in respect of other employee provisions for holders of offices
- Item 15(d) (iii) – have a provision in respect of separation and redundancy for employees (other than holders of offices)
- Item 15(d) (iv) – have a provision in respect of other employee provisions for employees (other than holders of offices)

Discrepancy between Note 5 and the Statement of Cash Flows

Note 5 to the GPFR discloses 'Net cash provided by operating activities' \$3,471 compared with the Statement of Cash Flows 'Net cash from/(used in) operating activities \$2,743.

3. Operating report

Presentation of operating report

It is noted that the operating report did not have a separate heading (Operating Report) to indicate the start of the report and was not signed nor dated. The operating report must be prepared by the committee of management and should be signed and dated by a member of the committee – refer to section 254 of the RO Act and reporting guideline 23.

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



AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION

s.268 Fair Work (Registered Organisations) Act 2009

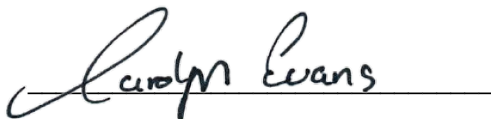
DESIGNATED OFFICER'S CERTIFICATE

Certificate for the period from 1 January 2024 to 30 June 2024

I, Carolyn Evans, President of the Australian Higher Education Industrial Association, certify:

- that the document lodged herewith is a copy of the full report for the *Australian Higher Education Industrial Association* for the 6 months period from 1 January 2024 to 30 June 2024; and
- that the full report was provided to members of the reporting unit on 30 October 2024; and
- that the full report was presented to a general meeting of the reporting unit on 18 November 2024 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:



PROFESSOR CAROLYN EVANS

PRESIDENT

Date: 22 November 2024

HEAD OFFICE

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INTERIM REPORT



Australian
Higher
Education
Industrial
Association

2024

For the financial year
1 January to 30 June 2024

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PRESIDENT'S MESSAGE

The Australian Higher Education Industrial Association is moving to reporting on a June 30 financial year basis from this year, rather than a calendar year basis. Accordingly, I am pleased to provide this interim report for the Association. The next full report will be published in the second half of 2025.

While this report examines just six months of operations, it has been a very busy period, involving negotiations with government on industrial legislation, matters associated with a focus on international students and the federal budget. We now also are within months of a federal election.

The Federal Budget contained funds to address proposals of the Australian Universities Accord, final report with \$3.8 billion in funding allocated.

However, there also was forecast action to reduce the number of international students at our universities. Such action is likely to create significant financial and operational hurdles for universities and would lead to significant reduction in revenue. The serious financial implications of these changes are already leading to job reductions and hiring freezes at many universities and these are likely to increase if the ESOS legislation passes in its current form

The loss of revenue from international students comes at a time when universities operating costs are increasing as a result of recent and ongoing changes to industrial law. International students make up more than 25%, of the student cohort at Australia's universities. Overseas students add about \$30 billion to the nation's economy.

The Executive Committee met on three occasions in the review period. There were two Executive meetings and one Extraordinary General meeting. Members of the Executive provided valuable input, industry experience and observations from which AHEIA benefited.

The Executive Committee has sought and received briefings on all industrial relations and other impacts and examined those thoughtfully and thoroughly. Thank you to the Committee members for their input.

AHEIA has been deeply involved in negotiations with government, government agencies, the opposition and the National Tertiary Education Union (NTEU) throughout this period and I am grateful to the Executive Director, Craig Laughton and his team for the work they have done. The Association will continue to seek opportunities to brief all key stakeholders, particularly those in the federal government, the federal opposition and cross-bench Members of Federal Parliament. It is imperative that this be done in an environment of legislative change and in the run up to a national election.

Thank you to all of our Members for your continuing support.

AHEIA remains in a solid position financially.

Finally, this will be my final report as President, having completed my term. I wish my successor and members of the Executive Committee success in deliberating on and overseeing the implementation of new strategies for the Association. From a personal perspective, as President, it has been both satisfying and rewarding to be involved with AHEIA during such a transformative period for both AHEIA and the higher education sector.





EXECUTIVE DIRECTOR'S REVIEW

involved intense examination of the application of recent changes in industrial law and activity by the Association to help Members to understand new laws and give them the opportunity to avoid breaches.

These new laws are complex and were due to be applied from 1 January, 2024, then further extended to 1 January 2025. However, the Association worked with government and the NTEU on behalf of Members on this matter and achieved a deferment of the fixed-term contract legislation until November 2025. This is a significant concession.

We are now working with the Department of Employment and Workplace Relations (DEWR) to work through the many acknowledged issues with the introduction of the new casual employment legislation in August 2024. The plan is to identify practical measures that will enable the sector to more effectively employ casual workers.

When it was formed AHEIA had as one of its purposes “...to promote and protect the interests of its Members in or in relation to industrial matters or industrial disputes and to ensure they are adequately and properly represented in negotiations with trade unions and employer associations and organisations”.

These principles remain cornerstones of AHEIA’s activities today.

It is important for the sector to have a single voice on matters associated with industrial law changes to give it the best chance of influencing government.

There also are issues related to the Australian Universities Accord final report. (see next section).

With almost all university enterprise bargaining completed for the last round, AHEIA data shows that average wage increases provided (across the sector) averaged 3.62 p.c. on a nominal end date to nominal end date AAWI basis. This outcome is slightly higher than the previous round (2.91 p.c.), reflective of the outbreak of inflation after the round commenced – increasing from an annualised rate of 3.5 p.c. at the commencement of the round to a peak of 7.8 p.c. by early 2023, only easing in recent months.

The majority of finalised agreements contained “decasualisation” measures to be implemented over the life of the agreements, however, the effectiveness of these will be difficult to measure in the context of federal legislated changes that will likely have a bigger impact on the structure of university workforces in coming years.

The Association will consult Members about their preferred approaches to the next round of bargaining, and what resources and assistance they want from the Association for that round, in the second half of 2024.

We welcomed Monash University, ANU and University of NSW as Members in the review period.

EXECUTIVE DIRECTOR'S REVIEW (continued)

A noteworthy event of the review period was the Association's conference in Cairns. A panel of expert, informative speakers was assembled, including the new Fair Work Ombudsman, Ms Anna Booth, whose presentation was refreshing, collaborative and informative. More than 100 delegates attended the conference.

I am extremely grateful for the input and support of the President, Professor Carolyn Evans and Executive Committee members, as well as the Association's hardworking staff. Professor Evan's has been a driving force in the reshaping of the Association and has played a key role in the Association's lobbying efforts. Her contributions will be greatly missed.

Universities Accord

Key measures of the Australian Universities Accord, final report, with its 47 recommendations, as announced by the government, include:

- lowering indexation of HELP debts;
- Prac Payments to support teaching, nursing, midwifery and social work students;
- fee-free Uni Ready courses;
- developing a new funding system for Commonwealth supported places to meet student demand and increase opportunity for people from under-represented backgrounds;
- supporting better student pathways between VET and higher education; and
- establishing new governance for the Australian higher education system – the Australian Tertiary Education Commission.

An Implementation Advisory Committee made up of higher education, VET, First Nations and policy reform experts will be established to advise on the detailed design and creation of the Australian Tertiary Education Commission (ATEC).

Once established the ATEC will be served by an advisory board and the Association will push for a place on that body.

It is proposed that ATEC would seek views of stakeholders in the tertiary education system through a range of measures, including an ongoing Advisory Board with representatives from tertiary education providers, all Australian governments, students, staff and employers, unions and others.

AHEIA has written to the Education Minister, Jason Clare, regarding the Board and its composition.

Scope of Operations

The principal activity of AHEIA is serving its Members.

Policy and advocacy work relating to legislative changes promulgated by the Federal Government was an area of concentration. Most of the work of the Association is in the following categories, including industrial relations advice and advocacy; and

- legal advice, representation and on ground in-house support;
- government relations - lobbying of politicians;
- preparing, lodging and supporting submission on behalf of the sector;
- research;
- training;
- stakeholder relations; and
- public comment.

AHEIA offers more than 20 training experiences for Members. These range from Workplace Relations to Business and Technology.

Legal Services and Industrial Relations

The Association announced the formation of the University Conduct Management and Response Taskforce in the review period.

The aim of the taskforce, which is lead by the AHEIA's General Counsel, is to address pressing challenges within the higher education sector, in part through the establishment of a collaborative platform to tackle issues related to staff and student conduct on campuses.

The Taskforce will identify and resolve matters concerning the management and response to conduct issues and will promote transparency, accountability and effective responses to misconduct.

The initial phase from May 2024 to May 2025 concentrated on the use of non-disclosure agreements in cases involving alleged sexual harassment, assault and related misconduct. Major goals include:

- developing a comprehensive understanding of the use of non-disclosure agreements and their implications;
- sharing insights with university leadership to drive policy change;
- advocating for reforms in the use of non-disclosure agreements; and
- collaborating with stakeholders, such as the Can't Buy My Silence Campaign, to develop a pledge for Australian universities.

During the first half of 2024, AHEIA's legal and workplace relations activities were focused on sector-wide work in connection with the major legislative changes arising from the *Secure Jobs, Better Pay (SIBP) Act* and the *Closing the Loopholes Acts Nos 1 and 2*.

Lawyers from our Legal Services team also have provided advice, representation, guidance and support to Members on:

- enterprise bargaining;
- staff conduct toward students;
- staff qualifications and role suitability;
- conduct management;
- performance management;
- conduct, discipline, directions and lawful management action;
- investigations and review; and
- termination and end of employment relationship.

Dispute resolution and litigation:

- appearances in the Fair Work Commission, Australian Human Rights Commission (and state/territory equivalents) and other state and federal jurisdictions (including courts);
- negotiation and resolution of disputes before litigation and/or in pre-trial phase; and
- appeals to the Full Bench of the Fair Work Commission and other appeals in other jurisdictions.

Industrial relations compliance:

- wage integrity;
- enterprise bargaining; and
- regulatory compliance and liaison with the regulator.



Legal Services and Industrial Relations (continued)

Other areas:

- defamation;
- privacy; and
- discrimination, human rights and equal opportunity.

In most cases, advice and representation has been provided as part of membership. There have been positive outcomes for Members in and out of court and the Commission, including successfully defending applications for unfair dismissal and general protections; as well as successfully appealing a decision by the Fair Work Commission to not approve an enterprise agreement.

An estimate of savings in legal fees for Members is almost \$200,000 in the past six months.

Members also continue to access our free advice “helplines”, booking time with our lawyers to ask questions.

It is expected that there could be spike in requests for advice as a result of the changing industrial relations landscape. The Association encourages Members to use its legal services for timely advice and representation.

National Conference

The Association’s national conference was held in Cairns.

Feedback following the conference, which had the theme, “Harmonising Change: Together towards tomorrow”, was very positive.

There were more than 100 delegates representing 27 universities and 12 other private organisations who heard presentations from more than 12 speakers, not including a plenary session panel of four on day two.

A highlight was the address from the new Fair Work Ombudsman, Ms Anna Booth, who covered issues including:

- assisting the workplace community through education and advice and a tiered approach to enforcement;
- achieving harmonious and compliant workplaces through collaboration and tripartism; and
- what this means for ongoing reform in the higher education sector.

Other presentations included resolving workplace disputes, identifying wage underpayments and remedial actions and industrial relations in the higher education context.

Membership and Governance

There were 34 Members of the Association as at 30 June 2024:

- Australian Catholic University
- Australian National University
- Bond University
- Central Queensland University
- Charles Darwin University
- Charles Sturt University
- Curtin University
- Deakin University
- Edith Cowan University
- Federation University Australia
- Griffith University
- James Cook University
- Macquarie University
- Monash University
- Murdoch University
- Queensland University of Technology
- RMIT University
- Southern Cross University
- Swinburne University of Technology
- University of Adelaide
- University of Canberra
- University of New England
- University of New South Wales
- University of Newcastle
- University of Notre Dame Australia
- University of Queensland
- University of South Australia
- University of Southern Queensland
- University of the Sunshine Coast
- University of Technology Sydney
- University of Western Australia
- University of Wollongong
- Victoria University
- Western Sydney University

GENERAL MEETINGS OF MEMBERS

An Extraordinary General Meeting of the Association was held by video-conference on 21 May 2024.

The Executive Committee



PRESIDENT

Professor Carolyn Evans
Vice Chancellor and President,
Griffith University

28 Nov 2023 - 2025 AGM
26 Oct 2021 - 27 Nov 2023
31 Jul 2021 - 26 Oct 2021
28 Oct 2020 - 30 Jul 2021 (member)
11 Mar 2020 - 28 Oct 2020 (member)



VICE PRESIDENT

Professor Zlatko Skrbis
Vice-Chancellor and President,
Australian Catholic University

28 Nov 2023 - 2025 AGM
26 Oct 2021 - 27 Nov 2023



MEMBER

Professor Alex Zelinsky AO
Vice-Chancellor,
The University of Newcastle

29 Nov 22 - 2024 AGM
6 Sep 2021 – 29 Nov 22



MEMBER

Professor Pascale Quester
Vice-Chancellor and President,
Swinburne University of Technology

29 Nov 22 - 2024 AGM
1 Mar 2022 – 29 Nov 22



MEMBER

Professor Renée Leon PSM
Vice-Chancellor and President,
Charles Sturt University

29 Nov 22 - 2024 AGM



MEMBER

Jane Booth
Executive Director: People, Talent &
Culture,
University of South Australia

29 Nov 22 - 2024 AGM
28 Oct 2020 – 29 Nov 22
30 Oct 2018 - 28 Oct 2020
22 Aug 2017 - 30 Oct 2018

MEETINGS OF THE EXECUTIVE COMMITTEE

Tuesday, 12 March 2024 Video-conference
Thursday, 21 May 2024 Video-conference

Manner of Resignation

Rule 11 of AHEIA's rules provide for the process of resignations as follows:

1. A Member may resign from the Association by written notice addressed and delivered to the Executive Director.

a. At the end of the specified period, the sub-Rule 11(3), a written notice of resignation shall take effect: weeks after the notice is received by the Association; or the period specified in the notice, whichever is later.

2. A Member who ceases to be eligible to become a Member of the Association, a written notice of resignation delivered to the Executive Director shall take effect: on the day when the Association receives the notice; or the day specified in the notice, whichever is later; provided that the notice is received in the Association on the day not earlier than the day when the Member ceases to be eligible to become a Member of the Association.

3. Upon resignation becoming effective, a Member shall cease to have any interest in or claim against the Association.

5. A Member who ceases to be a Member of the Association shall thereupon be deemed to have resigned.

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

7. A notice delivered to the Executive Director pursuant to sub-Rule 11(1) shall be taken to have been received by the Association when it was delivered.

8. A notice of resignation that has been received by the Association is not invalid because it was not addressed and delivered in accordance with sub-Rule 11(1).

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

Other Significant Matters

SIGNIFICANT CHANGES IN THE NATURE OF THE ASSOCIATION'S ACTIVITIES

There were no significant changes in the nature of the Association's activities during the year.

SIGNIFICANT CHANGES IN THE FINANCIAL AFFAIRS OF THE ASSOCIATION

There were no significant changes in the financial affairs of the Association during the year.

OTHER MATTERS OF IMPORTANCE

All Members of the Association are universities.

DISCLOSURE STATEMENT

There are no officers or Members of the Association who are trustees, or directors of a company that is a trustee, of a superannuation entity because they are a Member or an officer of a registered organisation.

EMPLOYEES OF THE ASSOCIATION

There were nine full-time staff and two part-time staff employed by the Association as at 30 June 2024.

PREPARATION OF THIS OPERATING REPORT

This Operating Report has been prepared by the President of the Association, Professor Carolyn Evans.

24 September 2024

FINANCIAL REPORT



INDEPENDENT AUDITOR'S REPORT



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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION

Opinion

I have audited the financial report of Australian Higher Education Industrial Association ('AHEIA'), which comprises the statement of financial position as at 30 June 2024 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the six-month period then ended, notes comprising a summary of significant accounting policies and other explanatory information, the Committee of Management's Statement and the subsection 255(2A) report and the Officer Declaration Statement of the Reporting Unit.

In my opinion the accompanying financial report of AHEIA presents fairly, in all material respects, the entity's financial position as at 30 June 2024 and their financial performance and their cash flows for the six-month period then ended in accordance with:

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

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

Basis for Opinion

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

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

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

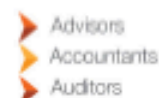
The Committee of Management of AHEIA is responsible for the other information. The other information obtained at the date of this auditor's report is in the Operating Report accompanying the financial report.

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

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



A member of Bentleys, a network of independent accounting firms throughout Australia and New Zealand that trade as Bentleys. All members of the Bentleys Network are affiliated only and are separate legal entities and not in Partnership. Liability limited by a scheme approved under Professional Standards Legislation. McLean Delmo Bentleys is an independent member of Kreston Global.



INDEPENDENT AUDITOR'S REPORT

(continued)



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION ("AHEIA") (CONTINUED)

Responsibilities of the Committee of Management for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the Reporting Unit's audit. I remain solely responsible for my audit opinion.

INDEPENDENT AUDITORS REPORT

(continued)



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION ("AHEIA") (CONTINUED)

Auditor's Responsibilities for the Audit of the Financial Report (Continued)

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

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

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of section 257(7) of the RO Act, I am required to describe any deficiency, failure or shortcoming in respect of the matters referred to in section 252 and 257(2) of the RO Act.

I did not identify any matters to report in this regard.

McLean Delmo Bentleys Audit Pty Ltd

McLean Delmo Bentleys Audit Pty Ltd



Matthew Forbes
Partner

Hawthorn
8 August 2024

Registration number (as registered by the RO Commissioner under the RO Act): AA2024/8



OFFICER DECLARATION STATEMENT



Australian
Higher
Education
Industrial
Association

AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION

OFFICER DECLARATION STATEMENT

I, Carolyn Evans, being the President of the Australian Higher Education Industrial Association, declare that the following activities did not occur during the reporting period ending 30 June 2024.

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern;
- agree to provide financial support to another reporting unit to ensure they continue as a going concern;
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission;
- receive capitation fees from another reporting unit;
- receive any other revenue from another reporting unit;
- receive revenue via compulsory levies;
- receive donations or grants;
- receive revenue from undertaking recovery of wages activity;
- incur fees as consideration for employers making payroll deductions of membership subscriptions;
- pay capitation fees to another reporting unit;
- pay affiliation fees to another entity;
- pay compulsory levies;
- pay a grant that was \$1,000 or less;
- pay a grant that exceeded \$1,000;
- pay legal costs relating to litigation;
- pay a penalty imposed under the RO Act or the Fair Work Act 2009;
- have a receivable with another reporting unit;
- have a payable with another reporting unit;
- have a payable to employer as consideration for that employer making payroll deductions of membership subscriptions;
- have a payable in respect of legal costs relating to litigation;
- provide cash flows to another reporting unit and / or controlled entity;
- receive cash flows from another reporting unit and / or controlled entity;
- have another entity administer the financial affairs of the reporting unit; and
- make a payment to a former related party of the reporting unit.

PROFESSOR CAROLYN EVANS

President

Date: 8 August 2024



COMMITTEE OF MANAGEMENT STATEMENT



Australian
Higher
Education
Industrial
Association

AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION COMMITTEE OF MANAGEMENT STATEMENT

On 8 August 2024, the Executive Committee of Australian Higher Education Industrial Association ("reporting unit") passed the following resolution in relation to the general purpose financial report (GPFR) for the financial year ended 30 June 2024.

The Executive Committee declares that in its opinion:

1. the financial statements and notes comply with the Australian Accounting Standards;
2. 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);
3. 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;
4. there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
5. during the financial year to which the general purpose financial report relates and since the end of the year:
 - i) meetings of the Executive Committee were held in accordance with the rules of the organisation; and
 - ii) the financial affairs of the reporting unit have been managed in accordance with rules of the organisation; and
 - iii) the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - iv) no information has been sought in any request by a member of the reporting unit or Commissioner duly made under section 272 of the RO Act; and
 - v) no orders have been made for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act;

This declaration is made in accordance with a resolution of the Executive Committee.

For and on behalf of the Executive Committee:

PROFESSOR CAROLYN EVANS
President

Date: 8 August 2024

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REPORT REQUIRED UNDER SUBSECTION 255 (2A)



AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION

REPORT REQUIRED UNDER SUBSECTION 255 (2A) FOR THE PERIOD ENDED 30 JUNE 2024

The Executive Committee presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the six-month period ended 30 June 2024.

Descriptive form:

Categories of expenditure	Six-month period ended 30 June 2024 \$	Year ended 31 December 2023 \$
Remuneration and other employment-related costs and expenses – employees	932,496	1,943,455
Advertising	-	-
Operating costs	529,782	807,781
Donations to political parties	-	-
Legal costs	160	69,703

A handwritten signature in black ink that reads 'Carolyn Evans'.

PROFESSOR CAROLYN EVANS

President

Date: 8 August 2024



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Six month period ended 30 June 2024

	Notes	Six month period ended 30 June 2024 \$	Year ended 31 December 2023 \$
Revenue from ordinary activities	3	1,489,832	2,894,032
Expenses			
Employee expenses	4	(932,496)	(1,943,455)
Depreciation and amortization	9, 10	(82,566)	(188,590)
Occupancy expenses		(40,974)	(81,346)
Travelling expenses		(9,810)	(32,567)
Communication expenses		(7,719)	(21,077)
Printing and stationery expenses		(8,012)	(20,554)
Professional fees expense		(14,705)	(16,610)
Finance costs	4	(7,195)	(19,767)
Legal fees		(160)	(69,703)
Information technology expenses		(40,062)	(84,580)
Insurance expenses		(10,734)	(20,986)
Conference and meeting expenses		(201,480)	(281,300)
Other administration expenses	4	(106,525)	(40,404)
Total expenses		(1,462,438)	(2,820,939)
		27,394	73,093
Surplus for the year			
Other comprehensive income:			
Items that will not be subsequently reclassified to profit and loss – Gain / (Loss) on equity instruments designated at FVTOCI	16	-	166,981
Total comprehensive result for the year		27,394	240,074

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



STATEMENT OF FINANCIAL POSITION

Six month period ended 30 June 2024

	Notes	Six month period ended 30 June 2024 \$	Year ended 31 December 2023 \$
ASSETS			
Current Assets			
Cash and cash equivalents	5	5,000,719	5,068,657
Trade and other receivables	6	56,273	1,504,698
Other current assets	7	48,804	45,170
Financial Assets	8	565,728	565,000
Total current assets		5,671,524	7,183,525
Non-Current Assets			
Plant and equipment	9	232,638	297,119
Intangible assets	10	10,749	21,498
Total Non-Current assets		243,387	318,617
Total ASSETS		5,914,911	7,502,142
LIABILITIES			
Current Liabilities			
Trade and other payables	11	131,268	384,922
Other liabilities	13	1,293,440	2,586,736
Lease liabilities	12	135,800	129,056
Employee provisions	14	267,450	273,039
Total current liabilities		1,827,958	3,373,753
Non-Current Liabilities			
Lease liabilities	12	84,956	155,045
Employee provisions	14	9,142	7,883
Total non-current liabilities		94,098	162,928
Total LIABILITIES		1,922,056	3,536,681
NET ASSETS		3,992,855	3,965,461
EQUITY			
Other Reserves	15	725,000	725,000
Accumulated surplus	17	3,267,855	3,240,461
Total equity		3,992,855	3,965,461

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



STATEMENT OF CHANGES IN EQUITY

Six month period ended 30 June 2024

	Investment Revaluation Reserve \$	Other Reserves \$	Accumulated Surplus \$	Total \$
Balance as at 1 January 2023	(166,981)	725,000	3,167,368	3,725,387
Surplus for the year	-	-	73,093	73,093
Other comprehensive income for the year	166,981	-	-	166,981
Closing balance as at 31 December 2023	-	725,000	3,240,461	3,965,461
Balance as at 1 January 2024	-	725,000	3,240,461	3,965,461
Surplus for the year	-	-	27,394	27,394
Other comprehensive income for the year	-	-	-	-
Closing balance as at 30 June 2024	-	725,000	3,267,855	3,992,855

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



STATEMENT OF CASH FLOWS

Six month period ended 30 June 2024

	Notes	Six month period ended 30 June 2024 \$	Year ended 31 December 2023 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from customers		1,605,342	3,997,987
Payments to suppliers and employees		(1,634,295)	(2,627,775)
Interest received		38,891	32,478
Interest on lease payments		(7,195)	(19,767)
Net cash from/(used in) operating activities	5	2,743	1,382,923
CASH FLOW FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(7,336)	(31,282)
Proceeds from sale of investment		-	2,945,345
Investment income		-	-
Net cash from/(used in) investing activities		(7,336)	2,922,795
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from/(repayment of) financial liabilities, net		(63,345)	(116,237)
Net cash used in financing activities		(63,345)	(116,237)
Net increase/(decrease) in cash and cash equivalents		(67,938)	4,189,481
Cash and cash equivalents at the beginning of the financial year		5,068,657	879,176
Cash and cash equivalents at end of the financial year	5	5,000,719	5,068,657

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



NOTES TO THE FINANCIAL STATEMENTS

Six month period ended 30 June 2024

NOTE 1 Summary of Material Accounting Policy Information

1.1 Basis of Preparation of the Financial Statements

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

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

1.2 Comparative amounts

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

1.3 Revenue

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

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

Revenue from contracts with customers

Where the Association has a contract with a customer, the Association recognises revenue when or as it transfers control of goods or services to the customer. The Association accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Association. Until this point, any income received in advance is recognised as member subscriptions in advance in other liabilities.

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

If there is more than one distinct good or service promised in the membership subscription, the Association allocates the transaction price to each performance obligation based on the relative standalone selling prices of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Association charges for that good or service in a standalone sale.



NOTE 1 Summary of Material Accounting Policy Information (continued)

When a performance obligation is satisfied, the Association recognises revenue at the amount of the transaction price that was allocated to the performance obligation.

Income of the Association as a Not-for-Profit Entity

Consideration is received by the association to enable the entity to further its objectives. The Association recognises each of these amounts of consideration as income when the consideration is received (which is when the association obtains control of the cash) because, based on the rights and obligations in each arrangement: the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and the association's recognition of the cash contribution does not give to any related liabilities.

Conference and sponsorship income

Income received with respect to conference and sponsorship is recognised once the relevant event has taken place.

Interest income

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

1.4 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Association in respect of services provided by employees up to reporting date.

1.5 Leases

The Association assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Association as a lessee

The Association applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Association recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

If ownership of the leased asset transfers to the Association at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

Short-term leases and leases of low-value assets

The Association's short-term leases are those that have a lease term of 12 months or less from the commencement. It also applies the lease of low value assets recognition exemption. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

1.6 Financial assets

Contract assets and receivables

A contract asset is recognised when the Association right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Association's future performance or some other condition.



NOTE 1 Summary of Material Accounting Policy Information (continued)

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e., only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Impairment

Expected credit losses

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses at each reporting date. A provision matrix that is based on historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment has been established.

1.7 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Association transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Association performs under the contract (i.e., transfers control of the related goods or services to the customer).

1.8 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

1.9 Property, plant and equipment

Depreciation

Depreciation rates applying to each class of depreciable asset are based on the following depreciation rates:

	Depreciation rates	Depreciation basis
Office equipment	25%	Straight line
Furniture and fittings	25%	Straight line
Computer equipment	25%	Straight line
Leasehold improvements	14%	Straight line

1.10 Intangible assets

The amortisation rates of intangible assets are:

	Amortisation rates	Amortisation basis
Intangible assets	25%	Straight line

1.11 Impairment for non-financial assets

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows and the asset would be replaced if the Association were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

1.12 Taxation

The Australian Higher Education Industrial Association is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however still has an obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).



NOTE 1 Summary of Material Accounting Policy Information (continued)

Revenues, expenses and assets are recognised net of GST except; where the amount of GST incurred is not recoverable from the Australian Taxation Office; and for receivables and payables.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the cash flow statement on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office is classified within operating cash flows.

1.13 Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The Association determines the estimated useful lives and related depreciation charges for its plant and equipment. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Employee benefits provision

As discussed in note 1.4, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience, historical collection rates and forward looking information that is available. The allowance for expected credit losses, is calculated based on the information available at the time of preparation. The actual credit losses in future years may be higher or lower.

Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the company's operations; comparison of terms and conditions to prevailing market rates; incurrance of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The company reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.



NOTE 1 Summary of Material Accounting Policy Information (continued)

Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the company estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

1.14 Recovery of wages

The Association has not undertaken any recovery of wages activity during the financial year.

1.15 Acquisition of assets or liabilities

The Association did not acquire an asset or a liability during the financial year as a result of:

- an amalgamation under Part 2 of Chapter 3, of the RO Act in which the organisation (of which the reporting unit form part) was the amalgamated organisation; or
- a restructure of the branches of the organization; or
- a determination by the General Manager under sub-section 245(1) of the RO Act of an alternative reporting structure for the organization; or
- a revocation by the General Manager under subsection 249(1) of the RO Act of a certificate issued to an organisation under sub-section 245(1).

1.16 Business combinations

The Association has not acquired assets or liabilities during the financial year as part of a business combination.

1.17 Transactions with another reporting unit

The Association does not have another item in the statement of financial position that has been derived as a result of one or more transactions and/or past events with another reporting unit of the organisation.

1.18 Going concern assumption

The carrying amounts of the Association's assets and liabilities in this financial report are based on the continuing operation of the Association in accordance with its Rules. The Executive Committee has chosen to adopt the going concern assumption to underpin the carrying amounts in this report on the basis of strong net cash inflows from operations, positive budgeted results and financial management skills available. The Association's ability to continue as a going concern is not reliant on financial support of another reporting unit.

1.19 Financial support to another reporting unit

The Association has not agreed to provide financial support to ensure another reporting unit has the ability to continue as a going concern.

1.20 New accounting standards

Future Australian Accounting Standards Requirements

The Association does not expect any material impact on the accounting policies, operations, financial position, or cash flows arising from the application of accounting standards issued but not yet operative.



NOTE 2 Events after the reporting period

There has not been any matter or circumstances occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of Australian Higher Education Industrial Association, the results of those operations, or the state of affairs of the Association in subsequent financial years.

NOTE 3 Revenue from ordinary activities

Revenue from contracts with customers:

	Six month period ended 30 June 2024 \$	Year ended 31 December 2023 \$
Membership subscriptions	1,256,546	2,483,786

Total revenue from contracts with customers	1,256,546	2,483,786
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Other Revenue

Interest received	39,619	32,478
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Investment income	-	8,732
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Conference and sponsorship income	136,056	278,141
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Service fees	57,611	90,895
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Total other revenue	233,286	410,246
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Total revenue from ordinary activities	1,489,832	2,894,032
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NOTE 4 Expenses

Note 4A: Employee expenses

Employees other than office holders:

Wages and salaries	841,622	1,791,925
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Superannuation	95,204	193,540
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Leave and other entitlements	(4,330)	(42,010)
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Total employee expenses	932,496	1,943,455
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Note 4B: Other administration expenses

Subscription fees	1,475	1,640
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Office services and supplies	6,047	11,382
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Bank charges	3,054	4,536
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Consultant fees	89,112	17,824
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Other operating expenses	6,837	5,022
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Total other administration expenses	106,525	40,404
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Note 4C: Finance costs

Interest-Right of Use liability	7,195	19,767
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Total finance costs	7,195	19,767
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	Six month period ended 30 June 2024 \$	Year ended 31 December 2023 \$
NOTE 5 Cash and cash equivalents		
Cash on hand	200	200
Cash at bank	5,000,519	5,068,457
Total Cash and Cash Equivalents	5,000,719	5,068,657
Reconciliation of surplus after income tax to net cash from operating activities		
Surplus after income tax expense for the year	27,394	73,093
Adjustments for non-cash items		
Depreciation and amortisation	82,566	188,590
Income reinvested - financial asset	-	(8,732)
Change in assets and liabilities		
(Increase) / Decrease in receivables	1,448,425	855,370
(Increase) / Decrease in other assets	(3,634)	1,199
(Decrease) / Increase in payables	(1,546,950)	315,413
(Decrease) / Increase in employee provisions	(4,330)	(42,010)
Net cash provided by operating activities	3,471	1,382,923
Cash flow information		
Cash operating inflows		
Australian Higher Education Industrial Association	1,644,233	4,030,465
Total cash inflows	1,644,233	4,030,465
Cash operating outflows		
Australian Higher Education Industrial Association	1,641,490	2,647,542
Total cash outflows	1,641,490	2,647,542
NOTE 6 Trade and other receivables		
Trade receivables	52,320	1,500,745
Other receivables	3,953	3,953
Total trade and other receivables	56,273	1,504,698

The average credit period is 30 days (31 December 2023: 30 days). No interest is charged on outstanding amounts. As at 30 June 2024, there were no receivables due from other reporting units (31 December 2023 : \$nil). There were no receivable balances requiring provision as a doubtful debt at 30 June 2024 (31 December 2023 : \$nil).



	Six month period ended 30 June 2024 \$	Year ended 31 December 2023 \$
NOTE 7: Other Current Assets		
Prepayments	48,804	45,170
Accrued income	-	-
Total other current assets	48,804	45,170
NOTE 8: Financial Assets		
Financial assets designated at fair value through other comprehensive income		
Managed investment portfolio	-	-
Financial assets at fair value through profit or loss		
Term deposits*	565,728	565,000
Total Financial Assets	565,728	565,000

* The Association has in place a bank guarantee with the National Australia Bank for the current lease at Level 6, 303 Collins Street, Melbourne. This bank guarantee of \$112,444 (31 December 2023: \$112,444) is secured by one of the term deposits.

Note 9: Property, plant and equipment

Leasehold improvements - at cost	304,994	304,994
Less: Accumulated depreciation	(304,994)	(304,994)
	-	-
Plant and equipment - at cost	205,013	197,677
Less: Accumulated depreciation	(159,338)	(146,562)
	45,675	51,115
ROU asset - at cost	1,099,890	1,099,890
Less: Accumulated depreciation	(912,927)	(853,886)
	186,963	246,004
Total property, plant and equipment	232,638	297,119



NOTE 9. Property, plant and equipment (continued)

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Plant and equipment \$	ROU asset \$	TOTAL \$
Balance at 1 January 2024	51,115	246,004	297,119
Additions	7,336	-	7,336
Depreciation expense	(12,776)	(59,041)	(71,817)
Balance at 30 June 2024	45,675	186,963	232,638

The company leases land and buildings for its offices, under agreements of between five to fifteen years with, in some cases, options to extend. The leases have various escalation clauses. On renewal, the terms of the leases are renegotiated.

NOTE 10 Intangibles

	30 June 2024 \$	31 December 2023 \$
Website - at cost	142,894	142,894
Less: Accumulated amortisation	(121,396)	(121,396)
Carrying amount at end of the year	10,749	21,498

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Website \$	Total \$
Balance at 1 January 2024	21,498	21,498
Amortization expense	(10,749)	(10,749)
Balance at 30 June 2024	10,749	10,749

NOTE 11 Trade and other payables

Current

	30 June 2024 \$	31 December 2023 \$
Trade payables	67,011	53,224
Payables to other reporting units	-	-
Other payables:		
Accrued expenses	10,999	10,099
Superannuation and PAYG payable	50,025	57,704
Other payables	3,233	264,895
Total trade and other payables	131,268	384,922

The average credit period is 30 days (2023: 30 days). No interest is charged on outstanding amounts.



	30 June 2024 \$	31 December 2023 \$
NOTE 12 Lease liabilities		
Current		
Lease liabilities	135,800	129,056
	135,800	129,056
Non-current		
Lease liabilities	84,956	155,045
	84,956	155,045
Total lease liabilities	220,756	284,101
NOTE 13 Other liabilities		
Current		
Member subscriptions in advance	1,293,440	2,586,736
Total other liabilities	1,293,440	2,586,736
NOTE 14 Employee provisions		
Office holders:		
Annual leave	-	-
Long service leave	-	-
Employees other than office holders:		
Current		
Annual leave	130,648	146,148
Long service leave	136,802	126,891
Total current	267,450	273,039
Non-current		
Long service leave	9,142	7,883
Total non-current	9,142	7,883
Total employee provisions	276,592	280,922

Annual leave

The provision represents the expected cost in relation to unused annual leave at the reporting date.

Long service leave

The provision represents the present value of the estimated future cash flows to be made in respect of all employees in relation to long service leave.

Movements in provisions

Movements in each class of provision during the current financial year, other than employee benefits, are set out below:

	Annual leave \$	Long service leave \$	TOTAL \$
Balance at 1 January 2024	146,148	134,774	280,922
Additional provisions recognised	-	11,170	11,170
Amounts used	(15,500)	-	(15,500)
Balance at 30 June 2024	130,648	145,944	276,592



	30 June 2024 \$	31 December 2023 \$
NOTE 15 Other reserves		
Reserve for Legal Services		
Balance at 1 January 2024	475,000	475,000
Transferred to/(from) reserve	-	-
Balance at 30 June 2024	475,000	475,000
Reserve for Major Contingency		
Balance at 1 January 2024	250,000	250,000
Transferred to/(from) reserve	-	-
Balance at 30 June 2024	250,000	250,000
Total other reserves	725,000	725,000

(a) Reserve for Legal Services

The legal services reserve was established in prior years to record amounts set aside to ensure that any unexpected legal costs of a material nature can be paid

(b) Reserve for Major Contingency

The major contingency reserve was established in prior years to record amounts set aside to ensure that any unexpected costs of a material nature can be paid

NOTE 16 Investment Revaluation Reserve

Balance at 1 January 2024	-	(166,981)
Gain / (Loss) on equity instruments designated at FVTOCI	-	166,981
Balance at 30 June 2024	-	-

Note 17 Accumulated Surplus

Balance at 1 January 2024	3,240,461	3,167,368
Surplus for the year	27,394	73,093
Balance at 30 June 2024	3,267,855	3,240,461

NOTE 18 Key management personnel disclosures

The aggregate compensation made to officers and other members of key management personnel of the Association is set out below:

Short-term employee benefits	200,109	380,000
Termination benefits	-	-
Total key management personnel disclosures	200,109	380,000



30 June 2024
\$31 December 2023
\$**NOTE 19 Remuneration of auditors**

During the financial year the following fees were paid or payable for services provided by McLean Delmo Bentleys Audit Pty Ltd, the auditor of the company:

	30 June 2024 \$	31 December 2023 \$
Audit services - McLean Delmo Bentleys Audit Pty Ltd		
Audit of the financial statements	9,000	10,350
Other services - McLean Delmo Bentleys Audit Pty Ltd		
Provision for tax services	1,850	1,850
Assistance with the preparation of the financial statements	3,500	3,750
Total remuneration of auditors	14,350	15,950

NOTE 20 Contingent liabilities

The Association has no contingent assets or liabilities as at 30 June 2024 (31 December 2023: nil).

NOTE 21 Commitments

The Association has no commitments as at 30 June 2024 (31 December 2023: nil).

NOTE 22 Related party transactions*Key management personnel*

Disclosures relating to key management personnel are set out in Note 18.

There were no related party transactions, loans to/from related parties and trade receivables from or trade payables to related parties during the current and previous financial year.

NOTE 23 Financial instruments

This note presents information about the Association's financial instrument risk management objectives, policies and processes for measuring and managing risk.

The Executive Committee has responsibility for the establishment and oversight of the risk management framework to identify and analyse the risks faced by the Association.

The Association's principal financial instruments comprise cash and short-term deposits, fair value through profit or loss assets and accounts receivable/payable.

The Association's activities expose it primarily to the financial risks of changes in interest rates, price risk, liquidity risk and credit risk. The Association does not enter into or trade financial instruments including derivative financial instruments for speculative purposes. The Executive Committee reviews and agrees policies for managing each of these risks and undertakes regular monitoring of the performance of its financial assets and liabilities.



			30 June 2024 \$	31 December 2023 \$
NOTE 23 Financial instruments (continued)				
Note 23A Categories of financial instruments				
Financial assets	Note	Category		
Cash and cash equivalents	5	Financial asset measured at amortised cost	5,000,719	5,068,657
Term Deposits	8	Financial asset measured at amortised cost	565,728	565,000
Trade Receivables	6	Financial asset measured at amortised cost	52,320	1,500,745
Financial liabilities				
Trade Payables	11	Financial asset measured at amortised cost	67,011	53,224

	30 June 2024 \$	31 December 2023 \$
Note 23B Net Income and Expense from Financial Assets		
Cash and cash equivalents		
Interest revenue	899	2,857
Net gain on cash and cash equivalents	899	2,857
Term deposits		
Interest revenue	38,720	29,621
Net gain on term deposits	38,720	29,621
Equity investments		
Investment income	-	8,732
Net gain on equity investments	-	8,732
Equity investments designated as fair value through other comprehensive income		
Gain / (loss) in value of equity investments	-	166,981
Net gain /(loss) on equity investments	-	166,981
Net gain / (loss) from financial assets	39,619	208,191



NOTE 23 Financial instruments (continued)

Note 23C: Fair Value of Financial Instruments

	Carrying amount 30 June 2024 \$	Fair value 30 June 2024 \$	Carrying amount 31 Dec 2023 \$	Fair value 31 December 2023 \$
Financial Assets				
Cash and cash equivalents	5,000,719	5,000,719	5,068,657	5,068,657
Trade receivables	52,320	52,320	1,500,745	1,500,745
Investments – term deposits	565,728	565,728	565,000	565,000
Investments - FVTOCI	-	-	-	-
Total	5,618,767	5,618,767	7,134,402	7,134,402

The Committee of Management consider that the carrying amount of financial assets and liabilities recorded in the financial statements approximate their fair value.

Fair value measurements categorised by fair value hierarchy

The following table provides an analysis of financial instruments that are measured at fair value, by valuation method. The different levels are defined below:

Level 1: Fair value obtained from unadjusted quoted prices in active markets for identical instruments indirectly

Level 2: Fair value derived from inputs other than quoted prices included within Level 1 that are observable for the instrument, either directly or

Level 3: Fair value derived from inputs that are not based on observable market data.

Fair value hierarchy for financial assets

	<u>Level 1</u>		<u>Level 2</u>		<u>Level 3</u>	
	2024	2023	2024	2023	2024	2023
Managed investment portfolio						
Total						

Note 23D: Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Association. The Association has adopted a policy of only dealing with creditworthy counter parties as a means of mitigating the risk of financial loss from defaults. The Association's exposure is continuously monitored and limits reviewed annually.

Trade receivables consist of a large number of members and customers, spread across diverse industries and geographical areas. The Association does not have any significant credit risk exposure to any single party or any economic entity of counter parties having similar characteristics.

The credit risk on liquid funds is limited because the counter parties are recognised banking institutions. Trade receivables are concentrated in Australia. The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the statement of financial position and notes to the financial statements.



Note 23E: Liquidity risk

Ultimate responsibility for liquidity risk management rests with the Executive Committee, who has in place a framework to management the Association's short, medium and long term funding and liquidity. The Association manages the liquidity risk by maintaining adequate cash reserves and by continuously monitoring forecast and actual cash flows by matching the maturity profiles of financial assets and liabilities. Given the current surplus cash assets, liquidity risk is considered to be minimal.

Note 23F: Interest rate risk

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

	<u>Floating Interest Rate</u>		<u>Non-Interest Bearing</u>		<u>Total</u>	
	30 June 2024 \$	31 December 2023 \$	30 June 2024 \$	31 December 2023 \$	30 June 2024 \$	31 December 2023 \$
Financial Assets:						
Cash	5,000,519	5,068,457	200	200	5,000,719	5,068,657
Term deposits	565,728	565,000	-	-	565,728	565,000
Investment portfolio	-	-	-	-	-	-
Trade and other receivables	-	-	52,320	1,500,745	52,320	1,500,745
Total Financial Assets	5,566,247	5,633,457	52,520	1,500,945	7,134,402	7,134,402
Financial Liabilities:						
Trade and other payables	-	-	67,011	53,224	67,011	53,224
Total Financial Liabilities	-	-	67,011	53,224	53,224	53,224

Price risk

The Association is exposed to equity securities price risk through the managed funds held with BT Panorama Investments. This arises from investments held by the Association and classified on the statement of financial position as fair value through other comprehensive income. The Association is not exposed to commodity price risk.

To manage its price risk arising from investments in equity securities, the Association diversifies its portfolio. Diversification of the portfolio is completed in accordance with the limits set by the Executive Committee based on advice provided by the external financial advisor. The majority of the Association's equity investments are publicly traded funds.



NOTE 23 Financial instruments (continued)

30 June 2024		Interest rate risk			
		(1%) Net result	(1%) Equity	(1%) Net result	(1%) Equity
Cash and cash equivalents	5,000,519	(50,005)	(50,005)	50,005	50,005
30 June 2024		Other price risk			
		(5%) Net result	(5%) Equity	(5%) Net result	(5%) Equity
Financial assets	-	-	-	-	-
Total	5,000,519	(50,005)	(50,005)	50,005	50,005

31 December 2023		Interest rate risk			
		(1%) Net result	(1%) Equity	(1%) Net result	(1%) Equity
Cash and cash equivalents	5,068,457	(50,685)	(50,685)	50,685	50,685
31 December 2023		Other price risk			
		(5%) Net result	(5%) Equity	(5%) Net result	(5%) Equity
Financial assets	-	-	-	-	-
Total	5,068,457	(50,685)	(50,685)	50,685	50,685

NOTE 24 Information to be provided to members of the registrar

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

Information to be provided to members or Commissioner:

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

NOTE 25. Association Details

The principal place of business of the Association is:
Australian Higher Education Industrial Association
Level 6
303 Collins Street
Melbourne Victoria 3000





Australian
Higher
Education
Industrial
Association

**AUSTRALIAN HIGHER
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