



16 June 2025

Michael Kaine  
National Secretary  
Transport Workers' Union of Australia  
Sent via email: [twu@twu.com.au](mailto:twu@twu.com.au)  
CC: [Peter.kanellis@rsm.com.au](mailto:Peter.kanellis@rsm.com.au)

Dear Michael Kaine

**Transport Workers' Union of Australia  
Financial Report for the year ended 31 December 2024 – (FR2024/215)**

I acknowledge receipt of the financial report for the year ended 31 December 2024 for the Transport Workers' Union of Australia (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 26 May 2025.

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 31 December 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.

**Difference in figure reporting in loans, grants and donations statement and financial report**

A loans, grants and donations statement for the reporting unit was lodged with the Commission under subsection 237(1) of the RO Act on 04 March 2025. The total figure for donations that exceeded \$1,000 was also disclosed in the financial report, however this figure for donations is different to the total of the figures disclosed in the loans, grants and donations statement. Also, note 5(d) Donations, states that the figures disclosed in the financial report are inclusive of GST.

The reporting unit advised the Commission on 11 June 2025, that the inconsistency in the figures reported was due to the misallocation of the donations less than or equal to \$1,000 and the donations exceeding \$1,000 in the financial report. The reporting unit also confirmed that all amount disclosed in the financial report were exclusive of GST.

Please ensure in the following year that the comparative figures for donation expenses and the headings for the line items relating to donations expenses in the financial report are updated accordingly.

**Statement of loans, grants and donations**

Under subsection 237(1) of the RO Act, if an individual loan, grant or donation made by the organisation exceeds \$1,000 a statement showing the relevant particulars of each must be lodged with the Commission within 90 days of the end of the financial year. I note that the lodged loans, grants and donations statements includes donation amount equal to \$1,000.

Please ensure in future years that only a loan, grant or donation amount exceeding \$1,000 is included in the statement of loans, grants and donations.

**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](mailto:regorgs@fwc.gov.au).

Yours sincerely  
**Fair Work Commission**

## National Office

a. 447 Kent St Sydney NSW 2000

t. 02 8114 6500

ABN 18 559 030 246



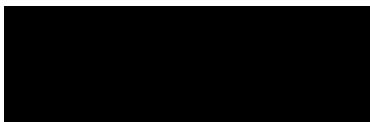
National Secretary  
**Michael Kaine**

Section 268 *Fair Work (Registered Organisations) Act 2009* (RO Act).

### CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

I, Michael Kaine, being the National Secretary of the Transport Workers' Union of Australia certify:

- that the documents lodged herewith are copies of the full report referred to in s268 of the RO Act for the Transport Workers' Union of Australia for the period ended 31st December 2024; and
- that, in accordance with s266 of the RO Act, the full report was presented to the relevant series of meetings as follows:
  - to the National Committee of Management of the reporting unit on 30th April 2025 (at which meeting the Committee of Management authorised the signing of the full report and also resolved (as required by section 265(2)) to provide a copy of the full report to members); and
  - to the National Council of the reporting unit on 19th May 2025 (at which meeting the National Council endorsed the signed full report): and
  - to the National Committee of Management of the reporting unit on 21st May 2025 (at which meeting the National Committee of Management endorsed the signed full report as endorsed by the National Council).
- That the full report was provided to members from 1st May 2025 in accordance with section 265 of the RO Act.



Michael Kaine

**NATIONAL SECRETARY**

26<sup>th</sup> May 2025

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NSW/QLD/VIC/TAS (Interim Governance)  
Branch Secretary **Richard Olsen**  
NSW: 1800 729 909  
Qld: 07 3890 3066  
Vic/Tas: 1300 727 614

SA/NT Branch  
Secretary  
**Sam McIntosh**  
08 8346 4177

WA Branch  
Secretary  
**Tim Dawson**  
08 6313 3000

**TRANSPORT WORKERS' UNION OF AUSTRALIA  
NATIONAL COUNCIL**

**FINANCIAL REPORT**

**FOR THE YEAR ENDED 31 DECEMBER 2024**

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

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## ANALYSIS OF FINANCIAL STATEMENTS

The Transport Workers' Union of Australia National Council (National Office) presents its report for the 2024 financial year.

### STATEMENT OF COMPREHENSIVE INCOME AND STATEMENT OF FINANCIAL POSITION:

#### REVENUE

Revenue earned from Sustentation Fees for the year was \$4,952,727 which when compared to the prior year has increased by \$470,225 (2023: \$4,482,502).

The total income generated by National Office was \$6,121,632 a increase of \$439,030 when compared to the prior year (2023: \$5,682,602).

#### EXPENDITURE

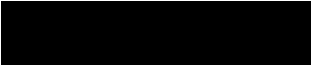
- (i) Employee Related Payments (ERP) for the year was \$2,671,509 which includes salary on costs, superannuation payments, FBT (2023: \$2,664,672).
- (ii) Operating Expenditure for the year was \$3,505,952 (2023: \$3,014,830). A increase in expenditure of \$491,120.
- (iii) Cumulative Operating Expenditure which includes Employee Related payments for the year was \$6,177,459 (2023: \$5,679,502).

#### NET POSITION

In 2024 we continued to make strides towards implementing our 2035 Vision. We delivered a third consecutive year of overall growth in membership of the TWU across the country. After years of campaigning, we won world first legislation that established Road Transport Expert Panel of the Fair Work Commission, enabling the Fair Work Commission to set standards across the road transport industry including throughout Contract Chains and the gig economy. We lodged our first applications under this new system to lift standards for gig food delivery workers and those in the last mile and set maximum payment periods across road transport supply chains. Litigation continues against Qantas, with illegally terminated Qantas workers winning \$120 million in compensation. Enterprise agreements continued to be aligned for 2026, with inroads made in securing core union claims. We have also seen the introduction of a whole of union membership database, Swiftfox, which will improve governance processes, organising and membership reporting and new channels to systematically communicate with members and potential members. The Union recorded a small deficit , largely as a result of ongoing Qantas legal costs. Qantas legal costs were \$947,258 in total, representing an increase of \$524,906 on 2023 Qantas costs. Had Qantas not continued to drag TWU members through the legal system, expenditure would have been \$27,000 under budget due to sound financial management.

#### CASH FLOW STATEMENT

The cash flow of the National Office has been managed to ensure liabilities are met when they fall due. Cash at the end of the year amounted to \$1,085,489. (2023: \$371,820). National Office continues to perform to expectations.

  
**Michael Kaine**  
NATIONAL SECRETARY

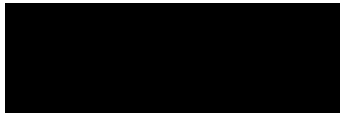
30 April 2025

**REPORT REQUIRED UNDER SUBSECTION 255(2A)  
FOR THE YEAR ENDED 31 DECEMBER 2024**

The Transport Workers Union of Australia presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 December 2024.

Categories of expenditures	2024 \$	2023 \$
emuneration and other employment-related sts and expenses - employees	2,671,508	2,664,672
ertising	1,267	453
ating costs	2,401,618	2,402,161
ions to political parties	6,455	8,062
osts	1,096,614	604,15

Signature of designated offic



Name of designated officer:

Michael Kaine

Title of designated officer:

National Secretary

Dated:

30 April 2025

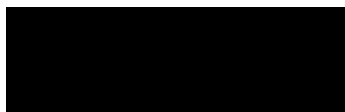
**OPERATING REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2024**

The National Committee of Management presents its operating report of the Transport Workers Union of Australia, National Council for the financial year ended 31 December 2024.

1. The principal activity of National Council during the financial year was that of the governing body of the Transport Workers' Union of Australia. No significant changes in the nature of that activity occurred during the year.
2. There were no significant changes to National Council's financial affairs during the year.
3. National Council's principal activity resulted in a deficit for the year of \$55,832 (2023: surplus of \$3,100).
4. In accordance with Section 174(1) of the *Fair Work (Registered Organisations) Act 2009* a member of an organisation may resign from membership by written notice addressed and delivered to a person designated for the purpose in the rules of the organisation or a branch of the organisation.
5. The following officers of the Transport Workers Union of Australia, National Council are directors of the TWU Superannuation fund: Michael Kaine, Emily McMillan and Nicholas McIntosh.
6. The number of members of the Transport Workers Union of Australia at 31 December 2024 was 58,885.
7. The number of persons who were employees of National Council on 31 December 2024 was 19 (2023: 19), where the number of employees includes both full-time employees and part-time employees measured on a full-time equivalent basis.
8. The names of each person who were members of the National Committee of Management at any time during the financial year are as follows:

Name	Period Position Held
Michael Kaine	1st January - 31st December 2024
Emily McMillan	3rd May - 31st December 2024
Nicholas McIntosh	1st January - 12th April 2024
Richard Olsen	1st January - 31st December 2024
Sam McIntosh	1st January - 31st December 2024
Tim Dawson	1st January - 31st December 2024
Mike McNess	1st January - 29th March 2024
Memhet Suleyman	30th March - 2nd September 2024

Signed in accordance with a resolution of the National Committee of Management.



**Michael Kaine**  
NATIONAL SECRETARY  
30 April 2025



**Richard Olsen**  
VICE PRESIDENT  
30 April 2025



**NATIONAL COMMITTEE OF MANAGEMENT STATEMENT  
FOR THE YEAR ENDED 31 DECEMBER 2024**

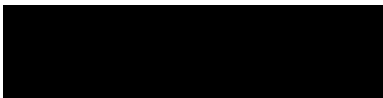
On 30 April 2025 the National Committee of Management of Transport Workers Union of Australia, National Council passes the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 31 December 2024.

The National Committee of Management declares in relation that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year ending 31 December 2024;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year ending 31 December 2024 and since the end of the financial year:
  - (i) meetings of the National Committee of Management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
  - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
  - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
  - (iv) where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
  - (v) where information has been sought in any request by a member of the reporting unit or the General Manager duly made under section 272 of the RO Act, that information has been provided to the member of General Manager; and
  - (vi) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance;

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

For the National Committee of Management



—  
**Michael Kaine**  
NATIONAL SECRETARY  
30 April 2025

**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2024**

		<b>2024</b>	<b>2023</b>
	<b>Notes</b>	<b>\$</b>	<b>\$</b>
<b>REVENUE FROM CONTRACTS WITH CUSTOMERS</b>	<b>4</b>		
Membership Subscriptions		-	-
Capitation Fees and Other Revenue from Another Reporting Unit	4A	4,952,727	4,482,502
TWU Pilots	4A	368,714	278,852
Gig Transport	4A	33,685	-
Levies		-	-
Other Sales of Goods or Services to Members		-	-
Revenue from recovery of wages activity		-	-
<b>TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS</b>		<b>5,355,126</b>	<b>4,761,354</b>
<b>INCOME FOR FURTHERING OBJECTIVES</b>	<b>4</b>		
Grants and/or Donations	4B	-	-
Income Recognised from Volunteer Services		-	-
Income Recognised from Transfers		-	-
<b>TOTAL INCOME FOR FURTHERING OBJECTIVES</b>		<b>-</b>	<b>-</b>
<b>OTHER INCOME</b>			
Net Gains from Sale of Assets			1,500
Revenue from Recovery of Wages Activity			-
Investment Income	4C	242,44	205,549
Other Income	4D	524,0	714,199
<b>TOTAL OTHER INCOME</b>		<b>766,5</b>	<b>921,248</b>
<b>TOTAL INCOME</b>		<b>6,121,</b>	<b>5,682,602</b>
<b>EXPENDITURE</b>			
Loss on Sale of Property, Plant and Equipment			-
<b>DEPRECIATION EXPENSES</b>			
Intangible Asset Amortisation			-
Right-of-use Asset Depreciation			24,864
Property, Plant and Equipment Depreciation			55,526
			<b>80,390</b>
<b>EMPLOYEE BENEFITS EXPENSE</b>			
Accrued Annual Leave	5(e,f)		19,423
Accrued LSL	5(e,f)		85,033
Fringe Benefits Tax	5(e,f)		29,558
Salaries	5(e,f)		2,216,920
Superannuation	5(e,f)		313,738
			<b>2,664,672</b>
<b>OTHER EXPENSES</b>			
Securing the Future for Aviation Workers (includes advertising, legal and professional fees, preparation of IHB on behalf of all Qantas workers)	5(a)	58	422,352
Advertising		,646	3,333
Affiliation Fees	5(b)	7,675	404,720
Accommodation		11,874	57,980
ACTU Growth & Campaign Levy	5(c)	146,301	143,294
Auditors' Remuneration		34,377	35,163
Bank Charges		7,492	3,389
Building Expenses		28,947	31,044
Carried Forward		<b>1,700,570</b>	<b>1,101,275</b>

**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2024**

		<b>2024</b>	<b>2023</b>
	<b>Notes</b>	<b>\$</b>	<b>\$</b>
<b>Brought Forward</b>		1,700,570	1,101,275
Campaign Expenses		266,670	180,611
Medical Expenses		662	848
Computer Maintenance		31,981	35,361
Donations	5(d)	6,455	8,062
Gifts		4,803	605
Functions		18,496	21,995
National Council		158,980	176,354
National Committee of Management Expenses		41,448	86,847
General Expenses		1,150	2,645
Insurance		17,981	19,528
Legal and Professional Fees	5(g)	164,293	247,281
Meeting Expense		37,486	35,878
Membership System		32,300	-
Motor Vehicle Expenses		48,195	47,755
Payroll Tax		125,279	109,194
Postage & Freight		3,111	2,599
Printing and Stationery		16,408	14,472
Publications & Subscriptions		58,528	53,148
Temporary Staff Costs		21,920	23,306
Records Storage		2,070	5,064
Repairs and Maintenance		500	930
Rent		352,886	344,363
Secondment		6,874	116,687
Staff Amenities		8,108	7,195
Telephone and Faxes		32,569	38,847
Training		9,478	3,096
Travelling Expenses		189,136	179,642
Workers Compensation		34,305	30,359
NT Expenses		39,921	39,921
Interest Expense on Right-of-use Asset		2,305	572
<b>TOTAL OTHER EXPENSES</b>		<b>3,434,867</b>	<b>2,934,440</b>
<b>TOTAL EXPENDITURE</b>		<b>6,177,464</b>	<b>5,679,502</b>
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>		<b>(55,832)</b>	<b>3,100</b>
<b>OTHER COMPREHENSIVE INCOME</b>			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Loss on revaluation of equity instruments at fair value through other comprehensive income, net of tax		(43,6	(16,412)
<b>OTHER COMPREHENSIVE LOSS FOR THE YEAR</b>		<b>(43,688</b>	<b>(16,412)</b>
<b>TOTAL COMPREHENSIVE LOSS FOR THE YEAR</b>		<b>(99,520)</b>	<b>(13,312)</b>

(The accompanying notes form part of this financial report)

**STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2024**

	Notes	2024 \$	2023 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	9	1,085,489	371,820
Receivables	10	628,346	567,898
Other Financial Assets	9	2,500,000	3,250,000
Financial Asset at Fair Value	11	800,841	752,517
<b>TOTAL CURRENT ASSETS</b>		<u>5,014,676</u>	<u>4,942,235</u>
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	12	83,751	128,782
Right-of-use Asset	13	55,171	6,221
<b>TOTAL NON-CURRENT ASSETS</b>		<u>138,922</u>	<u>135,003</u>
<b>TOTAL ASSETS</b>		<u>,153,598</u>	<u>5,077,238</u>
<b>CURRENT LIABILITIES</b>			
Payables	14	1,41	(552,262)
Contract Liabilities	15	6,5	(159,512)
Employee Provisions	6	4,5	(551,768)
Lease Liabilities	15	,	(15,694)
<b>TOTAL CURRENT LIABILITIES</b>		<u>8,0</u>	<u>(1,279,236)</u>
<b>NON-CURRENT LIABILITIES</b>			
Employee Provisions	6	35,00	(53,079)
Lease Liabilities	15	55,170	-
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>(90,173)</u>	<u>(53,079)</u>
<b>TOTAL LIABILITIES</b>		<u>1,508,195)</u>	<u>(1,332,315)</u>
<b>NET ASSETS</b>		<u>3,645,403</u>	<u>3,744,923</u>
Accumulated Funds		3,800,157	3,855,989
Available for Sale Reserve		<u>(154,754)</u>	<u>(111,066)</u>
<b>TOTAL EQUITY</b>		<u>3,645,403</u>	<u>3,744,923</u>

(The accompanying notes form part of this financial report)

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2024**

	<b>Accumulated Funds \$</b>	<b>Reserves \$</b>	<b>Total Equity \$</b>
<b>Balance as at 1 January 2023</b>	<b>3,852,889</b>	<b>(94,654)</b>	<b>3,758,235</b>
Deficit for the year	3,100	-	3,100
<i>Other comprehensive income</i>			
Other comprehensive income for the year, net of tax	-	(16,412)	(16,412)
Total comprehensive loss for the year	3,100	(16,412)	(13,312)
<b>Balance as at 31 December 2023</b>	<b>3,855,989</b>	<b>(111,066)</b>	<b>3,744,923</b>
Surplus for the year	(55,832)	-	(55,832)
<i>Other comprehensive income</i>			
Other comprehensive loss for the year, net of tax	-	(43,688)	(43,688)
Total comprehensive loss for the year	(55,832)	(43,688)	(99,520)
<b>Balance as at 31 December 2024</b>	<b>3,800,157</b>	<b>(154,754)</b>	<b>3,645,403</b>

(The accompanying notes form part of this financial report)

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	2024 \$	2023 \$
<b>OPERATING ACTIVITIES</b>			
Sustentation Fees		5,448,000	4,941,914
TWU Pilots		405,585	278,852
Gig Transport		37,054	-
Interest and Distribution Received		242,444	205,549
Branch Reimbursement		137,749	208,542
Director Fees		117,590	85,800
Other Income		249,935	364,239
OnDemand Campaign Contribution		42,000	57,118
ACTU		(695,241)	(685,881)
International Transport Workers Federation		(93,670)	(87,069)
Payment to Suppliers and Employees		<u>(5,847,147)</u>	<u>(5,236,925)</u>
<b>NET CASH PROVIDED IN OPERATING ACTIVITIES</b>	16(b)	44,299	132,140
<b>INVESTING ACTIVITIES</b>			
Payment for Property, Plant & Equipment		1,528	(41,483)
Transfer from Term Deposits to Cash		750,000	(3,250,000)
Payment for Financial Assets		(48,32)	(54,962)
<b>NET CASH PROVIDED IN/(USED BY) INVESTING ACTIVITIES</b>		<u>03,</u>	<u>(3,346,445)</u>
<b>FINANCING ACTIVITIES</b>			
Payment for Lease Liabilities		<u>33,8</u>	<u>(22,569)</u>
<b>NET CASH USED IN BY INVESTING ACTIVITIES</b>		(33,833	(22,569)
<b>NET INCREASE IN CASH HELD</b>		713,670	(3,236,874)
Cash at Beginning of Year		371,820	3,608,694
<b>CASH AT END OF THE YEAR</b>	16(a)	<u>1,085,489</u>	<u>371,820</u>

(The accompanying notes form part of this financial report)

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES**

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards Board (AASB), other authoritative pronouncements of the Australian Standards Board, and the *Fair Work (Registered Organisations) Act 2009*.

The reporting guidelines made under section 255 of the *Fair Work (Registered Organisations) Act 2009 (the RO Act)* require all reporting units to apply the Tier 1 reporting requirements as per Australian Accounting Standard AASB 1053 *Application for Tiers of Australian Accounting Standards*. As such the National Council of the Transport Workers' Union of Australia have prepared a full set of financial statements with all disclosures requirements. For the purpose of preparing the general purpose financial statements the Union is a not-for profit entity.

The financial statements were authorised for issue in accordance with a resolution of the committee of management on the 30 April 2025.

**BASIS OF PREPARATION**

The Financial report is for the National Council of the Transport Workers' Union of Australia, and in accordance with the Fair Work (Registered Organisations) Act 2009 the National Council is a reporting unit. The Transport Workers' Union of Australia is an organisation registered under the Fair Work (Registered Organisations) Act 2009. The National Council is a reporting unit of the registered organisation. In accordance with the Act the Union and National Council are not subject to the Corporations Act 2001.

The financial report is a general purpose financial report (GPFR) and has been prepared on the basis of historical costs, except for financial assets that have been measured at fair value. Cost is based on the fair value of the consideration given in exchange for assets. The accounting policies have been consistently applied, unless otherwise stated.

The following is a summary of the significant accounting policies adopted by the National Council in the preparation of the financial report.

**(a) Comparative Amounts**

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

**(b) Revenue**

The National Council 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 National Council has a contract with a customer, the National Council recognises revenue when or as it transfers control of goods or services to the customer. The National Council 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.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

**(b) Revenue (continued)**

**Capitation fees**

Where the National Council's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the National Council recognises the capitation fees promised under that arrangement when or as it transfers the National Council to specify the goods or services that will transfer as part of its sufficiently specific promise to the branch/other reporting unit.

In circumstances where the criteria for a contract with a customer are not met, the National Council will recognise capitation fees as income upon receipt (as specified in the income recognition policy below).

**Income of the National Council as a Not-for-Profit Entity**

Consideration is received by the National Council to enable the entity to further its objectives. The National Council recognises each of these amounts of consideration as income when the consideration is received (which is when the National Council 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 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

During the year, the National Council received cash consideration from the following arrangements whereby that consideration will be recognised as income upon receipt:

- donations and voluntary contribution from members (including whip arounds); and
- government grants.

**Gains from sale of assets**

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss when the asset is derecognised.

**Interest income**

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

**Rental income**

Leases in which the National Council as a lessor, does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the relevant lease term. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.



**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

**(b) Revenue (continued)**

**Levies**

Levies paid by a member (or other party) in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the National Council transfers the the goods or services.

In circumstances where the criteria for a contract with a customer are not met, the National Council will recognise levies as income upon receipt (as specified in the income recognition policy).

**(c) Income Tax**

No provision for Income Tax is necessary as the Union is exempt from Income Tax under Section 50-15 of the *Income Tax Assessment Act 1997*.

**(d) Property, Plant and Equipment**

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

*Depreciation*

The depreciable amounts of all fixed assets are depreciated on a straight-line basis over their estimated useful lives to the Union commencing from the time the asset is held ready for use.

The depreciation rates used for each class of assets are:

Class of Fixed Asset	Depreciation Rate
Office Furniture and Equipment	5 - 40 %
Library Computer Equipment	5 - 40 %
Motor Vehicles	15 - 20%

The asset residual values and useful lives are reviewed, and adjusted if appropriate, at each balance date.

The gain or loss on disposal of all fixed assets is determined as the difference between the carrying amount of the asset at the time of disposal and the proceeds of disposal, and is included in the statement of comprehensive income in the year of disposal.

**(e) Impairment**

The carrying amounts of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable. An impairment loss is recognised in the income statement for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of the asset's fair value less cost to sell and value in use. For the purpose of assessing value in use, this represents depreciated current replacement cost, as the Union is a not-for-profit organisation.

**(f) Employee Benefits**

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled plus related on-costs.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

**(f) Employee Benefits (continued)**

Other employee benefits payable later than one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. In the case of Long Service Leave this results in an amount not materially different to that achieved by discounting future cash flows.

Contributions are made by the Union to employee superannuation funds and are charged as expenses when incurred.

**(g) Financial Assets**

***(i) Classification***

***Investments***

The National Council classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through OCI or through profit or loss), and
- those to be measured at amortised cost.

The classification depends on the National Council's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or OCI. For investments in equity instruments that are not held for trading, this will depend on whether the National Council has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

The National Council reclassifies debt investments when and only when its business model for managing those assets changes.

***Trade and other receivables***

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).

***(ii) Recognition and derecognition***

Regular way purchases and sales of financial assets are recognised on trade-date, the date on which the National Council commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the National Council has transferred substantially all the risks and rewards of ownership.

***(iii) Measurement***

At initial recognition, the National Council measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

**(g) Financial Assets (continued)**

***(iv) Impairment***

The National Council assesses on a forward looking basis the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables, the National Council applies the simplified approach permitted by AASB 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

**(h) Goods and Services Tax**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables on the statement of financial position are shown inclusive of GST.

**(i) Cash and Cash Equivalents**

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

**(j) Intangibles**

Intangible assets with finite lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful life. The estimated useful lives and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. The useful life of Transport Workers Union of Australia intangible assets are:

Website	1-3 years
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An intangible asset is derecognised on disposal, or when no future economic benefits are expected from use or disposal. Gains or losses arising from derecognition of an intangible asset, measured as the difference between the net disposal proceeds and the carrying amount of the asset are recognised in profit and loss when the asset is derecognised.

**(k) Fair Value Measurement**

The National Council measures financial instruments, such as, financial assets as at fair value through the profit and loss, financial assets at fair value through OCI, and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

**(k) Fair Value Measurement (continued)**

- In the principal market for the asset or liability, or
- In absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by the National Council. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The National Council uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

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

For assets and liabilities that are recognised in the financial statements on a recurring basis, the National Council determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

**(l) Trade and Other Payables**

These amounts represent liabilities for goods and services provided to the Company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

**(m) Leases**

The National Council 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.

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

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

**(m) Leases (continued)**

**i) Right-of-use assets**

The National Council recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. 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, as follows:

Buildings: 3 years

IT equipment: 3 years

If ownership of the leased asset transfers to the National Council 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. Refer to the accounting policies in section (e) Impairment.

**ii) Lease liabilities**

At the commencement date of the lease, the National Council recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the National Council and payments of penalties for terminating the lease, if the lease term reflects the Group exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the National Council uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

**iii) Short-term leases and leases of low-value assets**

The National Council applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. 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.

**(n) Current versus Non-current Classification**

The National Council presents assets and liabilities in the statement of financial based on current/non-current classification.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDING 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

**(n) Current versus Non-current Classification (continued)**

An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

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

The National Council classifies all other liabilities as non-current.

**(o) Going Concern**

The National Council ability to continue as a going concern is reliant on the on-going sustentation fees paid by the State branches.

The terms and conditions are as follows:

- i. The state branches must pay the National Council 17.64% (NSW 12.69%) of the total fees received by the State branches as Entrance fees and Annual Fees in each calendar month;
- ii. The payment must be made to the National Council within 21 days of the last day of the month in which the dues are received by the State Branches;
- iii. The payments of Sustentation Fees must not be used by Branches for any other purpose.

**(p) Going Concern Support**

The National Council has not agreed to provide financial support to any other reporting units to ensure they can continue on a going concern basis.

**(q) Amalgamations and Restructures**

There have been no amalgamations or restructures in the financial year and previous financial year. No assets or liabilities have been acquired as a result of any amalgamations or restructures.

**(r) Business Combinations**

There have been no business combinations during the financial year and previous financial year. No assets or liabilities have been acquired as a result of any business combinations.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**1. STATEMENT OF ACCOUNTING POLICIES (continued)**

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

**(t) 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.

**(u) New Australian Accounting Standards**

The Union has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the company for the annual reporting period ended 31 December 2024. The Union has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

**(v) Administration by a third party**

The National Council was not administered by a third party.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**2. ACCOUNTING ESTIMATES AND JUDGEMENT**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

**(a) Significant accounting estimates and assumptions**

The Union makes estimates and assumptions concerning the future. The resulting accounting estimates by definition seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

**(b) Significant judgements in applying the Union's accounting principles**

There are no significant judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

**3. INFORMATION TO BE PROVIDED TO MEMBERS OR THE GENERAL MANAGER**

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of Sub-Sections (1), (2) and (3) of Section 272 of the *Fair Work (Registered Organisations) Act 2009* which reads as follows:

- (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).



**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**4. REVENUE AND INCOME**

**Disaggregation of revenue from contracts with customers**

A disaggregation of the Union's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Sustentation fees received from branches	4,952,727	4,482,502
TWU Pilots	368,714	278,852
Gig Transport	33,685	-
Government	-	-
Other parties	-	-
<b>Total revenue from contracts with customers</b>	<b>5,355,126</b>	<b>4,761,354</b>

**Disaggregation of income for furthering activities**

A disaggregation of the Union's income by type of arrangement is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:

**Income funding sources**

Members	-	-
Other reporting units	-	-
Grants and/or donations	-	-
Other parties	-	-
<b>Total income for furthering activities</b>	<b>-</b>	<b>-</b>

**Note 4A: Sustentation and other revenue**

Sustentation:		
NSW (State)	1,470,232	1,327,360
Interim Governance Branch*	1,580,645	990,636
VIC/TAS	863,312	1,215,703
WA	691,956	630,372
SA	346,582	318,431
	<b>4,952,727</b>	<b>4,482,502</b>
TWU Pilots	368,714	278,852
Gig Transport	33,685	-
Other Revenue from Another Reporting Unit	-	-
<b>Total sustentation and other revenue from another reporting unit</b>	<b>5,355,126</b>	<b>4,761,354</b>

\*Interim Governance Branch includes VIC/TAS effective 3 September 2024

**Note 4B: Grants and/or donations**

Grants	-	-
Donations	-	-
<b>Total Grants and/or donations</b>	<b>-</b>	<b>-</b>

**Note 4C: Investment income**

Interest		
Deposits	150,432	150,586
Debt instruments at fair value through OCI	92,012	54,963
<b>Total investment income</b>	<b>242,444</b>	<b>205,549</b>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**4. REVENUE AND INCOME (CONTINUED)**

**Note 4D: Other income**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Branch reimbursement	125,227	208,542
Ondemand campaign contributions	42,000	57,118
TWU superannuation director fee	106,900	85,800
International Transport Workers' Federation contributions	65,000	80,000
Sundry income	150,935	248,739
Event sponsorship	34,000	34,000
<b>Total revenue from other income</b>	<b>524,062</b>	<b>714,199</b>

*Other income that have not occurred in the reporting period*

The following revenue items are prescribed under the reporting guidelines of the Fair Work (Registered Organisation) Act, 2009, have not occurred in the reporting period:

- a. No levies were received
- b. No revenue from recovery of wages activity arose

**5. EXPENSES**

- (a) Securing the future for aviation workers (includes advertising, legal and professional fees, preparation of IHB on behalf of all Qantas workers)

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Campaign Advertising	-	-
Legal and Professional Fees	932,321	400,032
Other Campaign Costs	14,937	22,320
	<b>947,258</b>	<b>422,352</b>

- (b) Fees and periodic subscriptions are paid in respect of its affiliation to any political party, any federation, congress, council or group of organisations, or any international body having an interest in industrial

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Affiliation Fee</b>		
ACTU	324,005	317,652
International Transport Workers Federation (ITF)	93,670	87,069
	<b>417,675</b>	<b>404,720</b>

- (c) Compulsory Levies

ACTU Growth & Campaign Levy	<b>146,301</b>	<b>143,294</b>
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The levy is imposed by ACTU as a fee for affiliation with the peak union body.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**5. EXPENSES (continued)**

(d) Donations

**2024**

**Non-reportable donations less than or equal to \$1,000 (Incl. GST)**

<b>Details to whom payment made</b>	<b>Purpose</b>	<b>\$</b>
Australian Labor Party	Fundraising Dinner	1,000
Australian Labor Party	Fundraising Lunch	1,818
Australian Labor Party	Fundraising Dinner	1,136
Australian Labor Party	Fundraising Dinner	1,500
<b>TOTAL</b>		<b>5,454</b>

**Reportable donations exceeding \$1,000 (Incl. GST)**

<b>Details to whom payment made</b>	<b>Purpose</b>	<b>\$</b>
Australian Labor Party	Donation	500
Australian Labor Party	Donation	500
<b>TOTAL</b>		<b>1,000</b>

**2023**

**Non-reportable donations less than or equal to \$1,000 (Incl. GST)**

<b>Details to whom payment made</b>	<b>Purpose</b>	<b>\$</b>
Australian Labor Party	Contribution Calendar	1,000
Australian Labor Party	Fundraising Dinner	300
Australian Labor Party	Donation	35
<b>TOTAL</b>		<b>1,335</b>

**Reportable donations exceeding \$1,000 (Incl. GST)**

<b>Details to whom payment made</b>	<b>Purpose</b>	<b>\$</b>
Australian Labor Party	Fundaising Lunch	3,000
Australian Labor Party	Fundaising Lunch	2,227
Australian Labor Party (NSW)	Fundaising Lunch	1,500
<b>TOTAL</b>		<b>6,727</b>

(e) Employee expenses related to holders of office

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Wages and Salaries	389,582	369,546
Superannuation	49,655	47,420
Leave and other entitlements	(41,988)	20,479
Separation and redundancies	-	-
Other employee expenses	18,944	20,691
	<b>416,193</b>	<b>458,136</b>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**5. EXPENSES (continued)**

- (f) Employee expenses related to employees (other than holders of office)

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Wages and Salaries	1,972,462	1,847,374
Superannuation	272,327	266,318
Leave and other entitlements	2,409	83,977
Separation and redundancies	-	-
Other employee expenses	8,118	8,867
	<u>2,255,316</u>	<u>2,206,536</u>

- (g) Legal costs

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Legal costs - Other	164,293	181,527
Legal costs - Litigation (i)	932,321	422,627
	<u>1,096,614</u>	<u>604,154</u>

- (i) Includes legal fees incurred in securing the future of aviation workers. Please refer to note 5(a).

- (h) Other expenses

The following expense items are prescribed under the reporting guidelines of the Fair Work (Registered Organisation) Act, 2009, have not occurred in the reporting period:

- Payments to employers for payroll deduction activity
- Capitation fee payments and other expenses to other reporting units
- Fees or allowances paid to persons in respect of their attendance as representatives of the Union at conferences or other meetings
- Expenses incurred in connection with holding meetings of members of the reporting unit and any conferences or meetings of councils, committees, panels or other bodies for the holding of which the reporting unit was wholly or partly responsible
- No amount paid in grants that were equal to or less than \$1,000 or in excess of \$1,000

**6. DISCLOSURES IN RESPECT OF STATEMENT OF FINANCIAL POSITION**

- (a) Amounts receivable/payable to/from other reporting units of the Union

Amounts receivable and payable in respect of the State Branches have been disclosed in Note 10 and Note 14 respectively. A breakdown of amounts due from Branches is disclosed in Note 17.

- (b) Legal costs payable

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Legal costs - other	-	139,523
Legal costs - Litigation	99,649	-
	<u>99,649</u>	<u>139,523</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**6. DISCLOSURES IN RESPECT OF STATEMENT OF FINANCIAL POSITION (continued)**

(c) Employee provisions related to holders of office

	2024	2023
	\$	\$
Annual leave	34,914	65,452
Long service leave	119,809	156,815
Separation and redundancies	-	-
Other employee provisions	-	-
	<u>154,723</u>	<u>222,267</u>

(d) Employee provisions related to employees (other than holders of offices)

	2024	2023
	\$	\$
<b>Employees provisions</b>		
Annual leave	200,484	232,514
Long service leave	124,310	150,065
Separation and redundancies	-	-
Other employee provisions	-	-
	<u>324,794</u>	<u>382,580</u>

(e) Items noted above as prescribed under the reporting guidelines of the *Fair Work (Registered Organisations) Act, 2009* which have not occurred in the reporting period do not have respective balances at year-end and therefore not disclosed. These include:

(i) Payables to employers are consideration for the employers making payroll deductions of membership subscription

**7. DISCLOSURES IN RESPECT OF STATEMENT OF CHANGES IN EQUITY**

The following equity items as prescribed under the reporting guidelines of the *Fair Work (Registered Organisations) Act, 2009*, have not occurred in the reporting period:

- No separate fund or account operated in respect of compulsory levies raised by the union or voluntary contributions collected from members of the Union.
- No monies in respect of compulsory levies raised or voluntary contributions collected from members of the Union have been invested in any assets.
- No separate fund or account which is required by the rules of the Union or rules of a Branch of the Union.
- No transfer(s) and/or withdrawal(s) to a fund account or controlled entity, when any of these are kept for a specific purpose(s) by the Union.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**8. DISCLOSURES IN RESPECT OF STATEMENT OF CASH FLOWS**

(a) Amounts received/paid to/from other reporting units of the Union

Amounts received and paid in respect of the State Branches have been incorporated as part of the Statement of Cash Flows and detailed below. A breakdown of amounts received can be found at Note 17.

		<b>2024</b>	<b>2023</b>
	<b>Note</b>	<b>\$</b>	<b>\$</b>
Cash inflows from State Branches	17	5,568,492	5,127,724
Cash outflows to State Branches	17	(510,137)	(609,461)

<b>9. CASH AND CASH EQUIVALENTS</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Cash at Bank	1,085,128	371,343
Cash in Hand	361	477
	<u>1,085,489</u>	<u>371,820</u>

**OTHER FINANCIAL ASSETS**

Term Deposits	2,500,000	3,250,000
	<u>2,500,000</u>	<u>3,250,000</u>

<b>10. Trade and Other Receivables</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Receivables</b>		
<b>Debtors - Branches</b>		
Interim Governance Branch*	265,891	82,747
TWU of Australia VIC/TAS Branch	-	166,548
TWU of Australia SA Branch	25,470	23,745
TWU of Australia WA Branch	85,261	64,461
TWU of Australia NSW (State)	115,297	104,821
Prepayments	84,535	85,717
Provision for doubtful debtors	-	-
Refundable Security Deposit	500	500
Accrued Interest & Distributions	51,392	39,359
	<u>628,346</u>	<u>567,898</u>

\*Interim Governance Branch includes VIC/TAS effective 3 September 2024

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**11. FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Coles Share Holding – Fair Value	246	209
Wesfarmers Share Holding – Fair Value	930	742
Tyndall Investment – Fair Value	799,665	751,566
<b>TOTAL</b>	<b>800,841</b>	<b>752,517</b>

Fair value of the unlisted share fund was based on the market value of the investment in accordance to the statement as at 31 December 2024 provided by the investment management institution. Fair value increments have been recognised in other comprehensive income as a separate component of equity.

<b>Movement Schedule</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<u>Coles Share Holding</u>		
Opening January	209	203
Revaluations	37	6
Closing December	<u>246</u>	<u>209</u>
<u>Wesfarmers Share Holding</u>		
Opening January	742	551
Revaluations	188	191
Closing December	<u>930</u>	<u>742</u>
<u>Tyndall Investment - Share Fund</u>		
Opening January	751,566	713,213
Additions	92,011	54,765
Revaluations	(43,913)	(16,412)
Closing December	<u>799,665</u>	<u>751,566</u>

The Union measures and recognises the following assets and liabilities at fair value on a recurring basis:

- Financial assets, financial liabilities and available-for-sale financial assets at fair value through other comprehensive income (FVTOCI).
- The Union has no assets or liabilities measured at fair value on a non-recurring basis in the current reporting period.

**(a) Fair value hierarchy**

AASB 13 requires disclosure of fair value measurements by level of the following fair value measurement hierarchy:

- quoted prices (unadjusted) in active markets for identical assets or liabilities (level 1)
- inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices) (level 2), and;
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (level 3).

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**11. FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS (continued)**

**(i) Recognised fair value measurements**

The following table presents the Union's assets and liabilities measured and recognised at fair value at 31 December 2024 and 2023:

<b>At 31 December 2024</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
Coles Share Holding – Fair Value	246	-	-	246
Westfarmers Share Holding – Fair Value	930	-	-	930
Tyndall Investment – Fair Value	799,665	-	-	799,665
<b>Total Financial Assets</b>	<b>800,841</b>	<b>-</b>	<b>-</b>	<b>800,841</b>

<b>At 31 December 2023</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
Coles Share Holding – Fair Value	209	-	-	209
Wesfarmers Share Holding – Fair Value	742	-	-	742
Tyndall Investment – Fair Value	751,566	-	-	751,566
<b>Total Financial Assets</b>	<b>752,517</b>	<b>-</b>	<b>-</b>	<b>752,517</b>

There were no transfers between levels for recurring fair value measurements during the year. The unions policy is to recognise transfers out of fair value hierarchy levels as at the end of the reporting period.

**(ii) Disclosed fair values**

For all financial instruments other than those measured at fair value, their carrying value approximates fair value.

The carrying amounts of receivables and payables are assumed to approximate their fair values due to their short-term nature.



**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>12. PROPERTY, PLANT AND EQUIPMENT</b>		
Office Furniture and Equipment – At Cost	-	15,270
Less: Accumulated Depreciation	-	(13,463)
	<u>-</u>	<u>1,807</u>
Computer Equipment – At Cost	82,514	68,269
Less: Accumulated Depreciation	(78,152)	(60,060)
	<u>4,362</u>	<u>8,209</u>
Motor Vehicles – At Cost	116,313	116,313
Less: Accumulated Depreciation	(100,168)	(84,629)
	<u>16,145</u>	<u>31,684</u>
Leasehold Improvements – At Cost	119,190	119,190
Less: Accumulated Depreciation	(55,946)	(32,108)
	<u>63,244</u>	<u>87,082</u>
<b>Total Property, Plant and Equipment</b>	<u>83,751</u>	<u>128,782</u>

	<b>Office Furniture and Equipment</b>	<b>Computer Equipment</b>	<b>Leasehold Improvements</b>	<b>Total</b>
	<b>\$</b>		<b>\$</b>	<b>\$</b>
1 January 2024	1,807		87,082	128,782
Additions			-	14,244
Depreciation			(23,838)	(59,275)
31 December 2024			<u>63,244</u>	<u>83,751</u>

	<b>Leasehold Improvements</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>
1 January 2023	110,855	142,825
Additions	-	41,922
Depreciation	(23,773)	(55,965)
31 December 2023	<u>87,082</u>	<u>128,782</u>

**13. RIGHT-OF-USE ASSET**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
IT Equipment - right-of-use-lease	82,756	74,597
Accumulated Depreciation - IT Equipment	(27,585)	(68,376)
	<u>55,171</u>	<u>6,221</u>
<b>Total Right-of-use Asset</b>	<u>55,171</u>	<u>6,221</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**13. RIGHT-OF-USE ASSET (continued)**

The Union leases buildings and IT equipment under a non-cancelable lease with 3 years, in some cases, options to extend. On renewal, the terms of the leases are renegotiated.

	IT Equipment \$	Total \$
1 January 2023	31,085	31,085
Additions	-	-
Depreciation	(24,864)	(24,864)
1 January 2024	6,221	6,221
Additions	76,535	76,535
Depreciation	(27,585)	(27,585)
31 December 2024	<u>55,171</u>	<u>55,171</u>

**14. PAYABLES**

	2024 \$	2023 \$
Creditors – Other	829,537	515,391
TWU of Australia NSW (State)	-	17,691
TWU of Australia SA Branch	1,877	4,289
Interim Governance Branch	-	4,651
TWU of Australia WA Branch	-	10,239
	<u>831,414</u>	<u>552,262</u>

**Contract Liabilities**

Contract Liabilities - current	136,563	159,512
	<u>136,563</u>	<u>159,512</u>

**15. LEASE LIABILITIES**

	2024 \$	2023 \$
Current Lease Liabilities	5,531	15,694
Non-current Lease Liabilities	5,170	-
	<u>0,701</u>	<u>15,694</u>

	Lease Liability \$
1 January 2024	15,694
Additions	82,756
Payments	(23,918)
31 December 2024	<u>74,532</u>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**16. CASH FLOW INFORMATION**

(a) Cash includes:	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
For the purpose of the statement of cash flows, cash includes:		
Cash on hand and in at call deposits with banks or financial institutions, net of bank overdrafts.		
Cash at Bank	1,085,128	371,343
Cash in Hand	361	477
	<u>1,085,489</u>	<u>371,820</u>
(b) Reconciliation of cash flow from operations with operating result	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Operating (Deficit)/Surplus</b>	(55,832)	3,100
<b>Non Cash Flows in Operating Result</b>		
Amortisation	-	-
Depreciation of Property, Plant and Equipment	43,503	55,526
Depreciation of Right-of-use Asset	27,585	24,864
Lease Interests	2,305	572
Changes in Assets and Liabilities		
Increase/(Decrease) in Payables	212,515	(48,380)
(Increase)/Decrease in Receivables	(60,448)	28,509
(Decrease)/Increase in Employees Entitlements	(125,330)	67,949
<b>CASH FLOWS FROM OPERATIONS</b>	<u><b>44,298</b></u>	<u><b>132,140</b></u>
(c) Changes in liabilities arising from financing activities		
	<b>Lease Liability</b>	<b>\$</b>
Balance as at 1 January 2024		15,694
Net cash used in financing activities		(23,918)
Acquisition of leases		<u>82,756</u>
Balance as at 31 December 2024		<u><u>74,532</u></u>
Balance as at 1 January 2023		37,691
Net cash used in financing activities		(22,499)
Acquisition of leases		<u>-</u>
Balance as at 31 December 2023		<u><u>15,192</u></u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**17. AMOUNTS DUE FROM BRANCHES**

	NSW (State)	VIC/TAS	SA	Interim Governance Branch *	WA	TOTAL
<b>AMOUNTS DUE FROM BRANCHES AT 1 JANUARY 2024 (EXC GST)</b>						
Sustentation Fees	93,674	151,407	24,913	75,224	58,601	403,820
NT Contribution	-	-	(3,327)	-	-	(3,327)
Legal Recharge	-	-	-	-	-	-
Other Recharge	1,618	-	-	130	-	1,748
Campaign Levy	-	-	-	-	-	-
Training Fund	-	-	-	-	-	-
	<u>95,293</u>	<u>151,407</u>	<u>21,586</u>	<u>75,354</u>	<u>58,601</u>	<u>402,241</u>

**AMOUNTS CHARGED TO BRANCHES (EXC GST)**

Sustentation Fees	1,470,232	863,312	346,582	1,580,645	691,956	4,952,727
NT Contribution	-	-	(39,921)	-	-	(39,921)
Legal Recharge	-	7,902	-	-	-	7,902
Other Recharge	(42,443)	2,873	15,486	60,852	33,100	69,868
Campaign Levy	34,504	11,367	5,946	29,893	11,784	93,494
Training Fund	8,626	5,684	1,487	4,632	2,946	23,375
	<u>1,470,919</u>	<u>891,138</u>	<u>329,580</u>	<u>1,676,022</u>	<u>739,786</u>	<u>5,107,445</u>

\*Interim Governance Branch includes VIC/TAS effective 3 September 2024

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**17. AMOUNTS DUE FROM BRANCHES (CONTINUED)**

**AMOUNTS RECEIVED FROM BRANCHES (EXC GST)**

	<b>NSW</b>	<b>VIC/TAS</b>	<b>SA</b>	<b>Interim Governance Branch *</b>	<b>WA</b>	<b>TOTAL</b>
Sustentation Fees	1,461,892	1,014,719	305,093	1,414,150	686,380	4,882,234
NT Contribution	-	-	-	-	-	-
Legal Recharge	-	7,902	-	-	-	7,902
Other Recharge	(43,626)	2,873	15,486	60,982	19,767	55,482
Campaign Levy	34,504	11,367	5,946	29,893	11,784	93,494
Training Fund	8,626	5,684	1,487	4,632	2,946	23,375
	<u>1,461,396</u>	<u>1,042,545</u>	<u>328,012</u>	<u>1,509,657</u>	<u>720,877</u>	<u>5,062,487</u>

**AMOUNTS DUE FROM BRANCHES AT 31 DECEMBER 2024 (EXC GST)**

Sustentation Fees	102,014	-	66,402	241,719	64,177	474,312
NT Contribution	-	-	(43,248)	-	-	(43,248)
Legal Recharge	-	-	-	-	-	-
Other Recharge	2,801	-	-	-	13,333	16,134
Campaign Levy	-	-	-	-	-	-
Training Fund	-	-	-	-	-	-
	<u>104,815</u>	<u>-</u>	<u>23,154</u>	<u>241,719</u>	<u>77,510</u>	<u>447,198</u>

**\*Interim Governance Branch includes VIC/TAS effective 3 September 2024**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**18. RELATED PARTY DISCLOSURES**

**(a) Related party transactions**

Transactions with related parties are on normal terms and conditions no more favourable than those available to other parties, unless otherwise stated.

- (i) The aggregate amount of remuneration paid to officers during the financial year is disclosed in the Financial Report (Note 5 (e)).
- (ii) The aggregate amount paid during the financial year to a superannuation plan in respect of elected full time officers was \$49,654 (2023: \$47,420).
- (iii) There have been no other transactions between the officers and the National Council other than those relating to their membership of National Council and the reimbursement by National Council in respect of expenses incurred by them in the performance of their duties. Such transactions have been on conditions no more favourable than those which it is reasonable to expect would have been adopted by parties at arm's length.
- (iv) National Council of the Transport Workers' Union of Australia is a member of Transport Education Audit Compliance Health Organisation (TEACHO) Limited. There were no transactions between this entity and the National Council of the Transport Workers' Union of Australia during the year.
- (v) Sustentation Fees received from and administration fees paid to the Transport Workers' Union State Branches are disclosed as income and expenses respectively in the Statement of Comprehensive Income and as cash received and cash paid respectively in Note 8(a).
- (vi) Amounts receivable from and payable to the Transport Workers' of Australia State Branches at balance date are disclosed at Note 10 and Note 14 of the accounts
- (vii) Other than the receivables and payables noted at 18 (a)(v), there are no outstanding balances from related parties at the end of the financial year, including loans.
- (viii) There are no doubtful debt provisions raised against any related party balances at the end of the financial year.
- (ix) There have been no payments made during the reporting period to a former related party.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**18. RELATED PARTY DISCLOSURES (Continued)**

**(b) Key management personnel remuneration**

Key management persons are those persons having authority and responsibility for planning, directing and controlling the activities of the Union, directly or indirectly, including any member of the National Committee of Management. Key management personnel remuneration includes the following expenses:

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Short-term employee benefits</b>		
Wages and Salaries	389,582	369,546
Annual Leave	(41,988)	20,479
Other employee expenses	-	-
<b>Post-employment benefits</b>		
Superannuation	49,655	47,420
<b>Other long-term employee benefits</b>		
Long service leave	-	-
<b>Total</b>	<u>397,249</u>	<u>437,445</u>

**19. SUPERANNUATION**

Employees of National Council are entitled to benefits from a superannuation plan on retirement, disability or death. National Council participated in a defined contribution plan. The benefits provided under this plan are based on accumulated contributions and earnings for each employee. National Council's liability is limited to paying the contributions to the plan.

**20. FINANCIAL RISK MANAGEMENT**

**(a) General objectives, policies and processes**

The National Council is exposed to risks that arise from its use of financial instruments. This note describes the National Council's objectives, policies and processes for managing those risks and the methods used to measure them.

There have been no substantive changes in the National Council's exposure to financial instrument risk, its objectives, policies and processes for managing those risks or the methods used to measure them from previous periods unless otherwise stated in this note.

The National Council's financial instruments consist mainly of deposits with banks and receivables. The main risks the National Council is exposed to through its financial instruments are interest rate risk (see section (e (i)) below), liquidity risk and credit risk.

The National Committee of Management and the National Secretary have overall responsibility for the determination of the Branch's risk management objectives and policies.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**20. FINANCIAL RISK MANAGEMENT (continued)**

*(b) Credit Risk*

Credit risk is the risk that the other party to a financial instrument will fail to discharge their obligation resulting in the National Council incurring a financial loss. This usually occurs when debtors fail to settle their obligations owing to the National Council.

There is no concentration of credit risk with respect to current and non-current receivables.

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 provision for doubtful debts, as disclosed below:

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Cash and cash equivalents	1,085,489	371,820

The cash and cash equivalents are held in a high quality Australian financial institution.

Debtors - Branches	490,846	442,322
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There has been no history of default, no amounts are past due and all receivables are likely to be repaid within the expected terms.

*(c) Liquidity Risk*

Liquidity risk is the risk that the National Council may encounter difficulties raising funds to meet commitments associated with financial instruments.

The National Council is not significantly exposed to this risk. As at 31 December 2024 it had \$1,085,128 (2023: \$371,820) of cash and cash equivalents and \$2,500,000 (2023: \$3,250,000) of other financial assets (term deposits) to meet these obligations as they fall due. Financial liabilities at 31 December 2024 totalled \$967,972 (2023: \$711,774). The National Council manages liquidity risk by monitoring cash flows.

*Remaining contractual maturities*

The following tables detail the The National Committee's remaining contractual maturity for its financial instrument liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the statement of financial position.

	<b>Weighted Average Interest Rate</b>		<b>1 year or Less</b>		<b>Between 1 and 2 Years</b>		<b>Remaining Contractual Maturities</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>%</b>	<b>%</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trade and other payables	-	-	967,977	711,774	-	-	967,977	711,774
Lease liability	3.42	3.42	5,531	15,694	55,170	-	60,701	15,694
Total	-	-	973,508	727,468	55,170	-	1,028,678	727,468



**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**20. FINANCIAL RISK MANAGEMENT (continued)**

*(d) Market Risk*

Market risk arises from the use of interest bearing, tradable financial instruments. It is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in interest rates (interest rate risk) or other market factors (other price risk).

*(e) Interest Rate Risk*

The Branch'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 those financial assets and liabilities are summarised below:

<b>31 December 2024</b>	<b>Fixed Interest Rate</b>	<b>Floating Interest Rate</b>	<b>Non-interest Bearing</b>	<b>Total</b>
<b>Financial Assets</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cash and cash equivalents	-	1,085,128	361	1,085,489
Held- to maturity investments	2,500,000	-	-	2,500,000
Financial assets at fair value	800,841	-	-	800,841
Receivables	-	-	491,919	491,919
Total financial assets	3,300,841	1,085,128	492,280	4,878,249
Weighted average Interest rate	3.1%	-	-	-
<b>Financial Liabilities</b>				
Payables	-	-	(967,977)	(967,977)
Lease liabilities	(60,701)	-	-	(60,701)
Total financial liabilities	(60,701)	-	(967,977)	(1,028,678)
Weighted average Interest rate	4.0%	-	-	-
<b>Net Financial Assets</b>	<b>3,240,140</b>	<b>1,085,128</b>	<b>(475,697)</b>	<b>3,849,571</b>

<b>31 December 2023</b>	<b>Fixed Interest Rate</b>	<b>Floating Interest Rate</b>	<b>Non-interest Bearing</b>	<b>Total</b>
<b>Financial Assets</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cash and cash equivalents	-	371,343	477	371,820
Held- to maturity investments	3,250,000	-	-	3,250,000
Financial assets at fair value	752,517	-	-	752,517
Receivables	-	-	442,322	442,322
Total financial assets	4,002,517	371,343	442,799	4,816,659
Weighted average Interest rate	3.1%	-	-	-
<b>Financial Liabilities</b>				
Payables	-	-	(711,774)	(711,774)
Lease liabilities	(15,694)	-	-	(15,694)
Total financial liabilities	(15,694)	-	(711,774)	(727,468)
Weighted average Interest rate	4.0%	-	-	-
<b>Net Financial Assets</b>	<b>3,986,823</b>	<b>371,343</b>	<b>(268,975)</b>	<b>4,089,191</b>

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**20. FINANCIAL RISK MANAGEMENT (continued)**

*(e) Interest rate risk (continued)*

<b>2024</b>	<b>Carry Amount</b>	<b>+0.5% (50 basis points)</b>	<b>+0.5% (50 basis points)</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cash Assets	1,085,489	5,427	(5,427)
<b>2023</b>			
Cash Assets	371,820	1,859	(1,859)

*(f) Other Price Risks*

The National Council manages risks arising from share price fluctuations as deemed appropriate.

*(g) Foreign Exchange Risk*

The National Council is not directly exposed to foreign exchange rate fluctuations.

**21. AUDITOR'S REMUNERATION**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Audit Fees	29,500	28,500
Audit Other Fees	5,200	5,000
	<u>34,700</u>	<u>33,500</u>

**22. CONTINGENT ASSETS**

In 2023 the High Court unanimously dismissed Qantas' appeal against the Federal Court and Full Court of the Federal Court findings that it illegally dismissed around 1,700 workers. 11 Judges have now found Qantas guilty of illegally terminating the employment of approximately 1,700 of its workforce. Given Qantas has now exhausted all avenues of appeal, the matter of allocation of the compensation of \$120 million will be determined. Following this phase the Federal Court will determine what penalties Qantas will be liable to pay as a result of this illegal behaviour, although it is unclear as to both when the matter will be heard and a decision handed down. The union will not recover its substantial legal and other costs associated with pursuing justice for its members given this is a no costs jurisdiction. The Federal Court has a large degree of discretion both in terms of the quantum of the penalty and who the penalty is paid to. The TWU, as the Registered Organisation responsible for bringing the proceedings, will submit that part of the penalty should be paid to it and there is strong legal precedent that this should occur. However, given the timing and quantum are unknown no asset has been recognised within these financial statements.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**23. COMMITMENTS**

The National Council did not have any commitments as at 31 December 2024 (31 December 2023: nil).

**24. EVENTS AFTER THE REPORTING PERIOD**

No matter or circumstance has arisen since 31 December 2024 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

**25. UNION DETAILS**

The registered office and the principal place of business of the Union is:

Level 9, 447 Kent Street  
Sydney, NSW 2000

**RSM Australia Pty Ltd**

Level 13, 60 Castlereagh Street  
Sydney  
NSW 2000  
Australia  
T +61 (02) 8226 4500  
F +61 (02) 8226 4501  
rsm.com.au

## INDEPENDENT AUDITOR'S REPORT

To the Members of Transport Workers' Union of Australia National Council

### Report on the Audit of the Financial Report

We have audited the financial report of Transport Workers' Union of Australia National Council, which comprises the statement of financial position as at 31 December 2024, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies, the national committee of management statement, the subsection 255(2A) report and the officer declaration statement.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Transport Workers' Union of Australia National Council as at 31 December 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. 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 Transport Workers' Union of Australia National Council 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.

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

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

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 National Committee of Management for the Financial Report**

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

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

### **Auditor's Responsibilities for the Audit of the Financial Report**

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for 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 National Committee of Management.

- Conclude on the appropriateness of the National Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- 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 National 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 we identify during our audit.

The engagement partner on the audit resulting in this independent auditor's report is Peter Kanellis who is an approved registered auditor, a member of Chartered Accountants Australia and New Zealand and holds a current Certificate of Public Practice.



**RSM AUSTRALIA PTY LTD**



**Peter Kanellis**  
Partner

Sydney, NSW

Dated: 30 April 2025

Registration number (as registered by the RO Commissioner under the RO ACT): AA2021/43

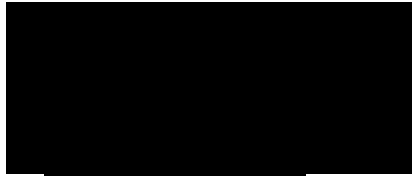
**OFFICER DECLARATION STATEMENT  
FOR THE YEAR ENDED 31 DECEMBER 2024**

I, Michael Kaine, being the National Secretary of the Transport Workers Union of Australia, declare  
that the following activities did not occur during the reporting period ending 31 December 2024.

The reporting unit did not:

- Receive revenue from undertaking recovery of wages activity
- Pay a penalty imposed under the RO Act or the Fair Work Act 2009
- Have another entity administer the financial affairs of the reporting unit
- Make a payment to a former related party of the reporting unit

Signed by the officer:

A large black rectangular box redacting the signature of the officer.

Dated:

30 April 2025